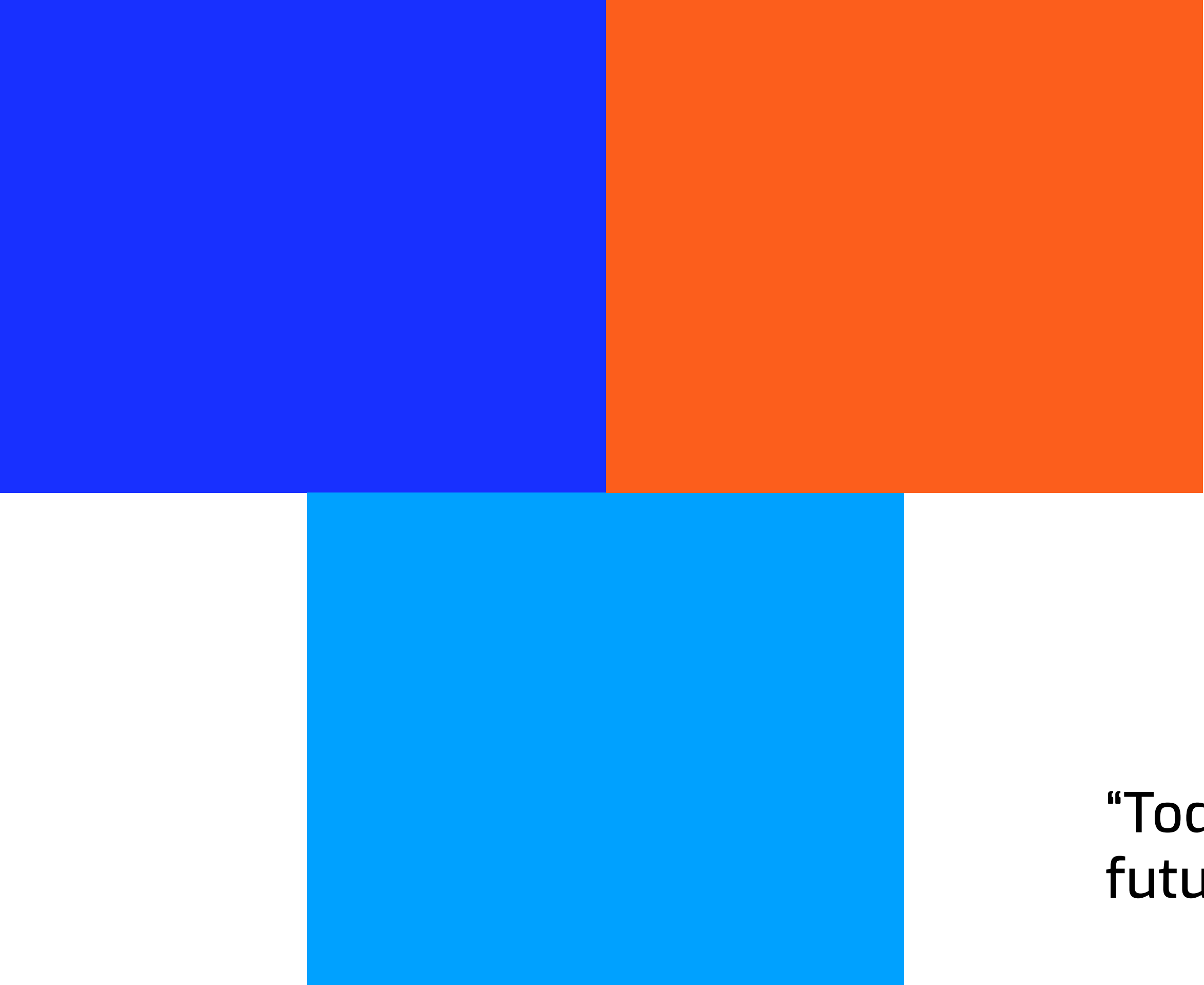




Sustainability
report **2025**

Brown

Three colored squares are arranged in the top-left corner of the slide. A blue square is on the left, an orange square is to its right, and a light blue square is below the blue square.

“Today, we shape the choices that make the future sustainable.”

Contents



Letter to stakeholders	4	04 Social value and local roots	56
Methodological note	5	4.1 Local welfare and social development	57
Highlights 2025	6	4.2 Urban regeneration, local infrastructure and training	60
01 Identity and strategy	8	4.3 Strategic partnerships, educational initiatives and cultural support	62
1.1 Company profile and business model	9	05 Product quality and responsible sourcing	64
1.2 Strategy and integration of sustainability	17	5.1 Product quality and safety	65
02 Responsible governance, ethics and risk management	22	5.2 Responsible supply chain management	67
2.1 Corporate governance structure	23	06 Energy and climate change	71
2.2 Risk management and internal control system	28	6.1 Energy management	73
2.3 Cybersecurity and data protection	30	6.2 Greenhouse gas emissions	78
2.4 Ethics	34	07 Circular economy	83
03 People: safety, development and inclusion	35	7.1 Waste management	84
3.1 Employee engagement: value for Human Capital	36	7.2 Efficiency in the use of materials	88
3.2 Diversity and inclusion	46	GRI index	90
3.3 Employee health and safety	52		



LETTER TO STAKEHOLDERS

GRI: 2-2

☞ Dear Stakeholders,

2025 was a particularly significant year for Brovind Vibratori S.p.A., marked by important achievements in terms of growth, consolidation of our market presence and organisational development. The relocation to our new company headquarters was a key milestone in the evolution of our business, providing us with spaces and tools best suited for future challenges and for the continued growth of our organisation. These results confirm the strength of our business model and the company's ability to create value over time. However, we firmly believe that a company's success cannot be measured solely through economic and financial indicators. For this reason, even in a year that was particularly demanding from an operational and organisational perspective, we continued to pursue our sustainability objectives with determination, upholding the environmental, social and governance principles that have always guided our actions.

We are therefore proud to present our second Sustainability Report, a tool for transparency and dialogue through which we wish to share with all of you the path we have taken, the results achieved and the commitments we intend to make for the future.

For Brovind, sustainability means first and foremost responsibility towards people. This is why we continue to invest in the wellbeing, safety and professional development of our employees, promoting an inclusive working environment that values listening and is focused on enhancing skills. We believe that people, with their commitment and passion, are the true driving force behind the company's development.

Our attention also extends to the local area that hosts us and with which we share an important part of our identity. In 2025, we continued to support sports, educational and social initiatives, contributing to the growth of the local community and promoting the values of inclusion, participation and equal opportunities.

Being sustainable also means taking responsibility for our choices throughout the value chain. This is why we work continuously to develop collaborative relationships with suppliers and partners who share our ethical principles, promoting responsible conduct and increasingly careful management of resources and raw materials.

On the environmental front, our commitment to greater energy efficiency and the progressive reduction of impacts continues. The commissioning of the new photovoltaic plant represents a concrete step in this direction and complements our activities to monitor energy consumption, production processes and company mobility, with the aim of actively contributing to the transition towards a more sustainable development model.

This path is underpinned by governance based on integrity, transparency and responsibility. We operate with the awareness that lasting growth can only be built through ethical conduct, sound risk management and respect for the interests of all our stakeholders.

The Sustainability Report we are presenting to you describes this commitment through data, results and concrete projects. It is evidence of a path we intend to continue with conviction, in the knowledge that sustainability is not a destination, but a process of continuous improvement involving the entire organisation.

I would like to thank everyone who, with trust, expertise and a spirit of collaboration, contributes every day to the growth of Brovind Vibratori S.p.A. and supports us in building an increasingly responsible, innovative and sustainable future. ”

Paola Veglio
Chief Executive Officer
Brovind Vibratori S.p.A.



METHODOLOGICAL NOTE

GRI: 2-1, 2-2, 2-3, 2-4, 2-5

This Sustainability Report discloses the environmental, social and governance (ESG) performance of Brovind Vibratori S.p.A. (hereinafter also “Brovind Vibratori” or “Brovind”) for the 2025 calendar year (1 January – 31 December 2025) and represents the second edition of the document prepared in accordance with the GRI Standards 2021. Following the publication of the first Report, relating to financial year 2024, the company continued its process of structuring and consolidating its reporting system, strengthening data quality, information traceability and the methodological consistency of the overall reporting process. The document has been prepared in accordance with the GRI Standards.

As at the date of preparation, no specific GRI Sector Standard resulted applicable to ATECO code 28.29.99. The methodological approach follows the sequence set out in GRI 3: analysis of the company and sector context, identification of actual and potential impacts along the value chain, assessment of their significance and subsequent identification of material topics, followed by the selection of the relevant disclosures.

Reporting has been developed in line with the information quality principles set out in the GRI Standards. Accuracy is ensured through a structured data collection process involving the relevant corporate functions (Administration and Finance, Human Resources, Operations, HSE, IT), with internal validation and consistency checks against scope, period and units of measurement. The principle of balance has been pursued by presenting both positive results and

areas for improvement, including the less favourable trends recorded during the financial year. Clarity is ensured through the use of tables, quantitative indicators and specific methodological descriptions.

Comparability is ensured through comparison with 2024 data, where available, and the disclosure of any methodological or scope changes. Reliability is supported by source traceability and by the indication, for each relevant indicator, of the metric definition, unit of measurement, reporting period, organisational boundary and function responsible for the data.

The principle of timeliness is respected through publication of the document within an appropriate timeframe after the end of the financial year, while the contextualisation of results enables ESG performance to be interpreted in light of the company's industrial and organisational development.

The reporting scope includes all production and operational activities of Brovind Vibratori S.p.A. in Italy, including the Cortemilia sites (U1, U2, U3 and the new plant under development) and Turin. The production site in Brazil is not included in the reporting range, as it has not yet been integrated into the ESG information collection and monitoring systems.

This document has not been subject to independent external assurance.

For any requests for clarification or further information, please write to f.ferro@brovindvibratori.it



HIGHLIGHTS 2025

GENERAL HIGHLIGHTS



GOVERNANCE HIGHLIGHTS



SOCIAL HIGHLIGHTS

165	12	8 %	+6 %	24 %	100 %	+0.4 %	98 %	11 %	1.13	11,654	71
Employees	New hires	New hire rate	Employee growth rate	Employees under 30	Parental leave return-to-work rate	Increase in employee remuneration	Permanent contracts	Women in the workforce	Average female/ male remuneration ratio	Total training hours delivered	Training hours per employee

ENVIRONMENTAL HIGHLIGHTS

5,809 GJ	180 tCO ₂ e	349 tCO ₂ e	171 tCO ₂ e	3.21	0.019
Total energy consumption	Scope 1	Scope 2 (MB)	Scope 2 (LB)	tCO ₂ e / employee	tCO ₂ e / €1,000 revenue
807,119 kWh	585 kWp	16,092 kWh	90,421 KG	-11.20 %	
Electricity consumed	Installed capacity of new photovoltaic system	Self-generated photovoltaic energy	Total waste generated	Reduction in hazardous waste	
	1 %	99 %	100 % RECYCLED	50 % RECYCLED	
	Waste sent for disposal	Waste sent for recovery	Paper and cardboard	Wood packaging	

CYBERSECURITY HIGHLIGHTS

LOCAL COMMUNITY HIGHLIGHTS

95 %	3	379,728 €	2,301 €	252,866 €	+17 %	156,966 €	17	951 €	≈ 68,000 €
Digitised processes	Server HPE ProLiant	Total budget allocated to benefits and welfare	Benefits and welfare per employee	Local welfare	Growth in local welfare vs 2024	Total budget allocated to local initiatives	Total number of initiatives supported	Local investment per employee	Investment in training classroom for schools

01

Identity and strategy



1.1 COMPANY PROFILE AND BUSINESS MODEL

GRI: 2-1, 2-2, 2-6, 2-7

Brovind Vibratori S.p.A. is an Italian manufacturing company, ATECO code 28.29.99 – Manufacture of other general-purpose machinery n.e.c., specialised in the design and construction of vibrating equipment for industrial automation. Founded in 1986 in Cortemilia (CN), over time the company has developed a strong position in the international industrial vibration feeding market, thanks to an industrial model based on production integration, in-house technical expertise and technological innovation.

Over the years, Brovind has progressively strengthened its production and organisational structure, developing an industrial system focused on the vertical integration of processes, product quality and the customisation of solutions according to customers’ application requirements.

Today, the company has over 160 employees and operates through several operating sites, four in Italy and one in Brazil¹. In 2025, the production structure was further strengthened with the opening of a new registered and production office in Cortemilia, expanding the company’s industrial capacity and supporting the growth of production activities.

Brovind’s industrial identity is characterised by a highly integrated production cycle.

Mechanical and electronic design, software development, in-house processing, pneumatic integration and final testing are managed directly by the company. This structure enables systematic control over quality, component traceability, solution reliability and a high degree of customisation according to specific application requirements.

The company’s competitiveness is based on a production process that begins with the 3D CAD design of solutions, followed by the construction of metal structures and mechanical processing, the integration of pneumatic and electronic systems, and ends with internal testing and validation. The systems developed may include software dedicated to remote monitoring, diagnostics and communication with advanced industrial systems from an Industry 4.0 perspective.

Unlike operators that limit themselves to assembly, Brovind manufactures the entire system in-house, ensuring technical consistency between the different components, constant quality and full traceability of materials throughout all stages of the production process.

¹The Brazilian site is outside the reporting boundary: Brovind Do Brasil Indústria e Comércio Ltda, located at Rua Álvaro do Vale, 200 Ipiranga CEP: 04217-010 São Paulo (SP) – Brazil (SP) - Brasil



TYPE OF SITE	ADDRESS	START OF OPERATIONS
Operating site	Via Duino 155, Torino (TO)	2012
Production site	Strada Montà Castino 3, Cortemilia (CN)	2013
Production site	Viale Guglielmo Marconi 30, Cortemilia (CN)	2019
New registered and production office	Strada Montà Castino n. 7, Cortemilia (CN)	2025



Business model

Brovind's commercial model is predominantly business-to-business: over 95% of its customers are manufacturers of industrial machinery, system integrators, producers of assembly and packaging lines or manufacturers of robotic cells.

Brovind products generally do not represent the final product used by the end user, but rather components or systems integrated into complex industrial plants, where they perform a key function in handling, selecting and orienting components.

The company's offering is mainly divided into two categories:

- "standard" components (vibratory bases, controllers and accessories);
- complete "custom" vibration feeding systems, designed according to customer specifications and integrated into automated lines.

In 2025, standard products accounted for approximately 7.1% of total turnover, corresponding to around 4,626 units sold, while the predominant share consisted

of complete vibration feeding systems. This composition reflects the company's strong focus on engineering design and technological integration activities.

Brovind's technological offering consists of an integrated set of solutions for vibration feeding, orientation, transfer and control of components in industrial automation processes.

In particular, the company develops vibratory bases, containment and loading systems, modules for transporting and lifting parts, accessory components for protection and soundproofing, as well as proprietary electronic command and control systems designed to ensure operational precision, process continuity and integration with automatic lines.

These solutions are complemented by more advanced flexible feeding systems, such as OMNIA, designed for applications characterised by high component variability, rapid format changes and interaction with robots and vision systems.

OFFERING AREA	MAIN SOLUTIONS	FUNCTION
Feeding and orientation	Circular and linear vibratory feeders	Generate and regulate the movement needed to feed, select and orient components
Loading and containment	Vibratory hoppers and storage hoppers	Manage the initial loading and routing of bulk materials or individual parts
Transfer and accumulation	Vibratory channels and modular elevators	Enable product transfer, accumulation and lifting along the line
Operational support	Protective covers and soundproofing systems	Improve safety, ergonomics and machine operating conditions
Command and control	Internally developed electronic systems	Enable the management of vibration parameters, monitoring and integration with automation
Advanced solutions	OMNIA jumping system	Extends the range towards highly flexible applications, with rapid format changes and integration with robotics and vision

Brovind systems are used in various industrial sectors with high technical complexity, including food, pharmaceutical, electromechanics and automotive. In these sectors, the solutions developed contribute to process precision, the reduction of plant downtime and the maintenance of high quality standards, including in environments subject to stringent regulatory and hygiene requirements.

SECTORS OF EXPERTISE

Sector	Expertise
 Food	Provides modular systems designed to ensure precision in dosing and weighing, while safeguarding product integrity and hygiene. The materials used and the ergonomic design are intended to prevent contamination and simplify sanitisation operations.
 Pharmaceutical	Develops highly reliable machines suitable for operation in sterile environments or clean rooms, made with FDA-compliant materials and designed to ensure ease of cleaning and hygiene and health compliance.
 Electromechanics	Offers robust solutions, integrated with industrial communication protocols, capable of selecting, orienting and dosing customised components with high efficiency.
 Automotive	Designs complete and integrated solutions capable of communicating with automatic assembly lines and managing even complex selection and orientation processes, with interfaces to PLCs and industrial software.



The production of Brovind systems is based on a highly specialised supply chain, mainly composed of Italian suppliers operating in the mechanical and electromechanical sectors.

In 2025, the supply network included 25 strategic suppliers involved in the production of components and processes according to the company's technical specifications.

The main outsourced activities concern:

- mechanical processing and metalwork;
- sheet metal stamping and processing (laser cutting and bending);
- painting;
- production of castings;
- construction of electromagnets and armatures;
- production of printed circuit boards;
- production of electronic and plastic components.

Commercial relationships with suppliers are predominantly long-term and based on technical procurement specifications, with the aim of ensuring operational continuity, product quality and delivery reliability.

The supplier management system is integrated into the company Quality Management System, which complies with ISO 9001 and includes qualification procedures, periodic assessments and performance monitoring activities.

Overall, Brovind's target market is characterised by industrial customers with high standards of reliability and customisation, for whom the continuity and precision of feeding systems represent a determining factor in the overall performance of the plant. In this context, Brovind is not only a supplier of technological components, but also a design and technical partner, capable of supporting customers in the development of high value-added solutions.

The presence of an internal Research and Development department (R&D), dedicated to innovation in materials, electronic systems, software and human-machine interfaces, enables the company to anticipate market developments and contribute to the development of advanced solutions for industrial automation.



History

Brovind was founded in 1986 in Cortemilia, in the heart of the Alta Langa area, during a period of profound transformation in European manufacturing. In those years, industrial automation was evolving rapidly and vibration feeding technology was beginning to become a strategic element for the efficiency of production lines. From the get go, the company chose to invest in the internal development of technical skills, laying the foundations for a production model based on specialisation, design autonomy and direct quality control.

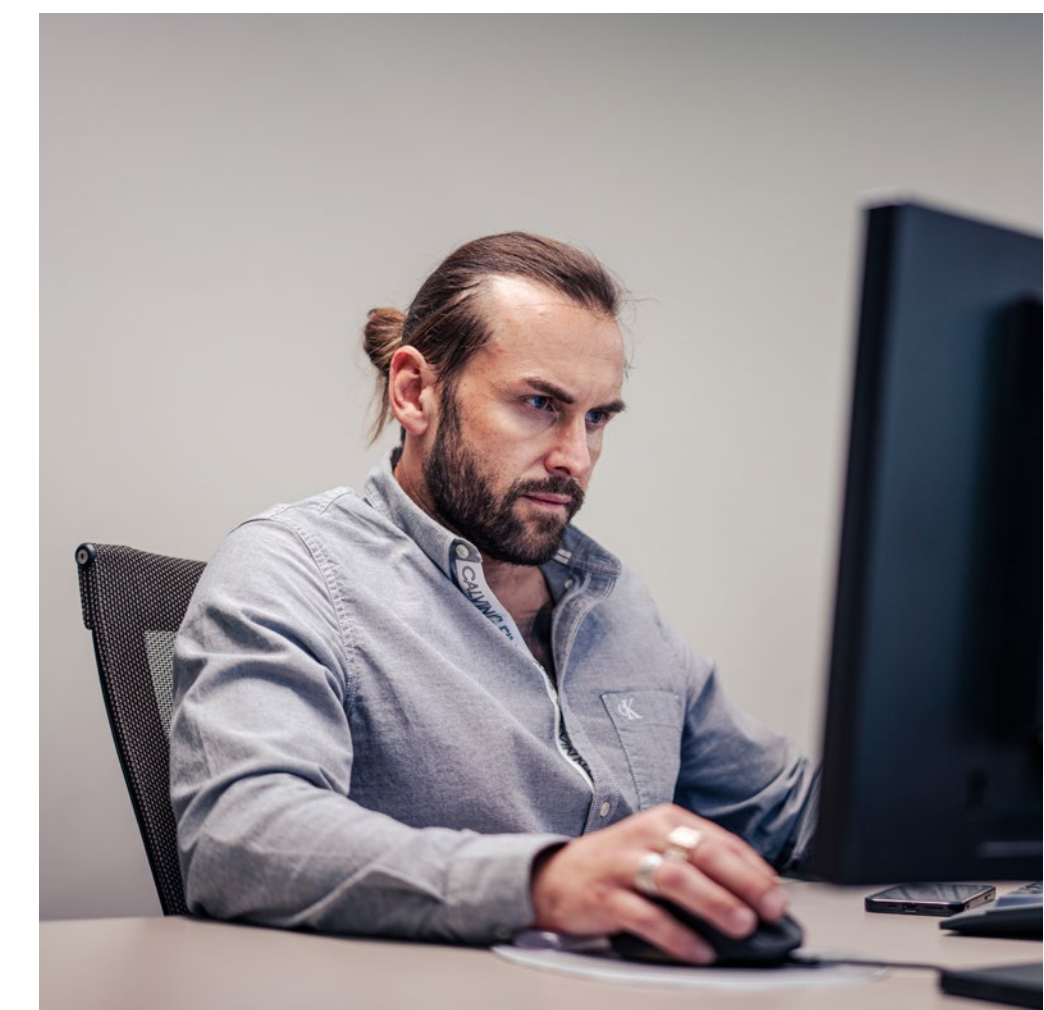
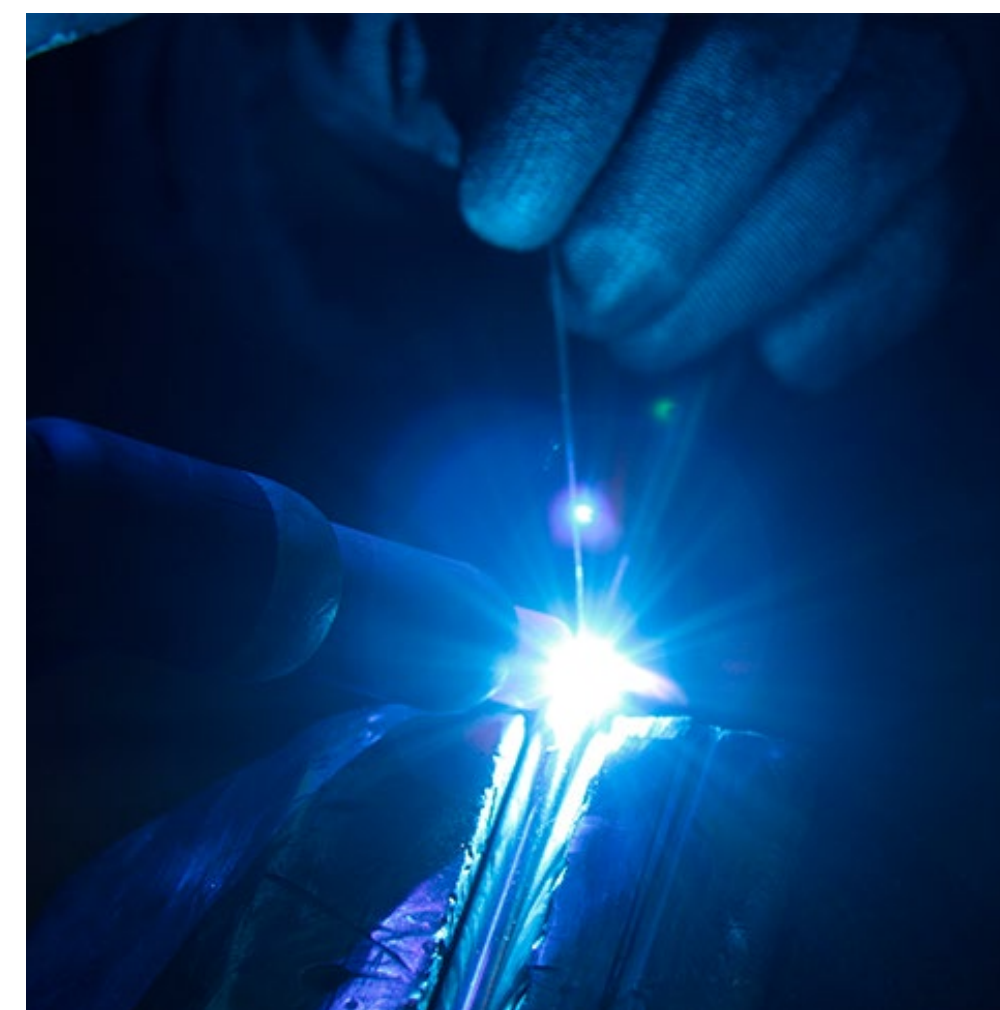
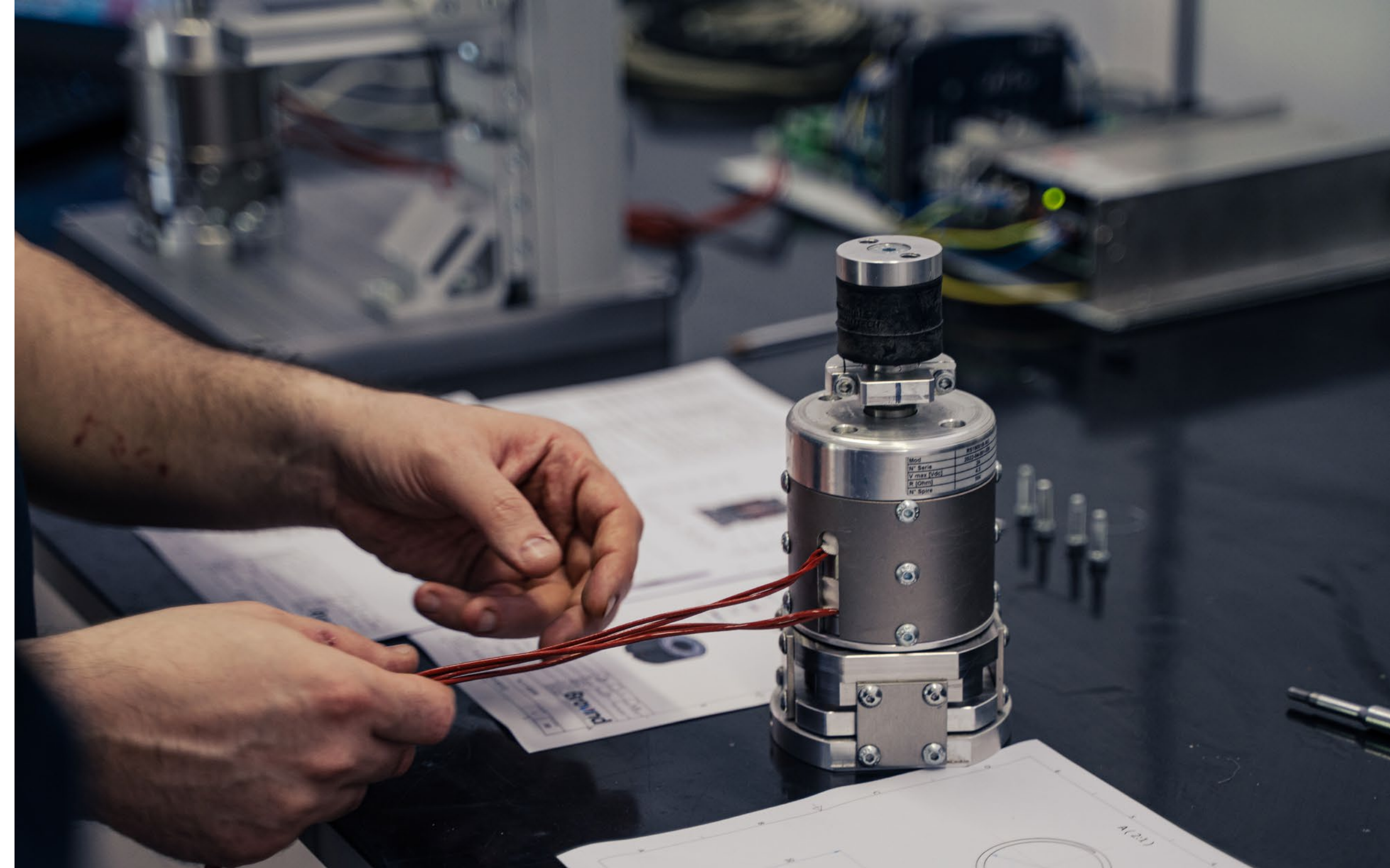
During the 1990s, Brovind consolidated its position in the automotive sector, progressively expanding its production capacity and strengthening vertical integration. During this period, key mechanical and electronic expertise was brought in-house, with the aim of ensuring greater technical reliability and faster customisation of solutions. The opening of the Turin site represented a strategic step in moving closer to industrial customers and providing more structured technical and commercial support.

With the start of the new millennium, the company entered a phase of organisational and technological development. Investments focused on Research and Development, the

adoption of advanced digital tools and the strengthening of internal expertise. During these years, a highly specialised technical role took shape – the so-called “vibratory feeding specialist” – combining mechanical, electronic and application-related skills and becoming one of the distinctive elements of the company’s know-how.

The growth path continued with international expansion and the opening of the production site in Brazil, enabling Brovind to directly serve the South American market. At the same time, the company expanded its production sites in Italy, culminating in 2025 with the start of operations at the new plant in Cortemilia, supporting the increase in production capacity and the technological evolution of its systems. Today, Brovind is a structured industrial company with over 160 employees, an in-house Research and Development (R&D) department and thousands of systems installed worldwide.

The company continues to invest in technological innovation, advanced customisation and the integration of mechanical systems, electronics and proprietary software, maintaining an industrial vision focused on quality, organisational solidity and sustainable long-term growth.



1986

The origins

Founded in Cortemilia. Brovind is among the first European companies specialized in vibratory feeding systems.

Initial focus on the expanding automotive sector.

2000-2010

A new beginning

Strategic reorganization and openness to innovation and internationalization.

Investments in R&D, advanced materials and the development of human expertise.

1990-2000

THE DEVELOPMENT

Internal growth and establishment of the Turin office.

Vertical integration in component production and launch of electronic development for vibratory systems.

TODAY

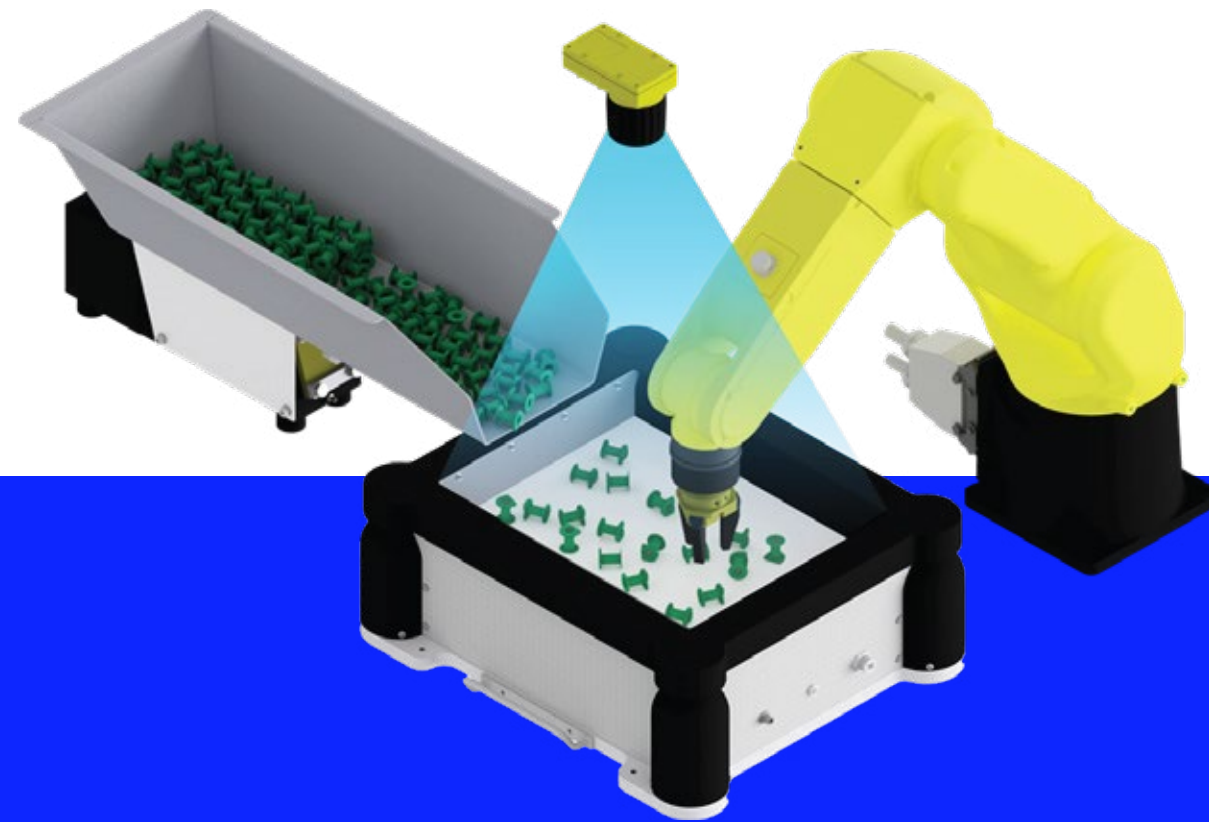
A new phase of development

Relocation of the Cortemilia production site to the new plant.

Today, Brovind consolidates its industrial structure, strengthening production capacity, technological integration and its presence in international markets.

PRODUCT FOCUS

Evolution of vibration feeding towards flexible production models



In 2024, Brovind Vibratori S.p.A. consolidated the market introduction of Omnia, a jumping feeding system protected by a proprietary patent.

Representing an evolution compared with traditional mechanically tooled vibratory feeders, Omnia was developed to meet an increasingly widespread need in automated processes: managing variable production, frequent format changes and integration with robots and vision systems, while maintaining operational continuity and precision.

The system forms part of an integrated operating sequence:

1.

A hopper introduces the loose components

2.

Omnia platform distributes and orients them through movement, for example a controlled jump or simple spacing

3.

Vision system identifies the correctly positioned parts

4.

The robot picks them for the subsequent stages of the cycle

Unlike conventional solutions, which require dedicated tooling for each component, Omnia uses a programmable dynamic platform. The samples provided by customers, which are highly heterogeneous and variable in size and shape, can be moved in all directions in space (X, Y, Z) through the electromechanical control of linear actuators, characterised by a wide range of adjustment in terms of amplitude and frequency. The resulting trajectory is digitally interpolated and adapted to the characteristics of the part to be oriented.

This approach makes it possible to move beyond the logic of mechanical retooling, reducing production changeover times and increasing line flexibility.

The entire process is designed to ensure stability and continuity, limiting build-ups and jams.

Management takes place through a dedicated, easy-to-use user interface, which allows both the optimal vibration condition for the part to be selected manually and multiple movement configurations, known as “recipes”, to be stored and recalled remotely, for example via PLC, TCP socket or Digital I/O communication. Integration with the main industrial communication protocols, through fieldbus communication, allows the system to be included within Industry 4.0 architectures.

Digital logic progressively replaces mechanical intervention, making format changeover a smoother, parameter-based rather than structural operation.

The introduction of Omnia expands the company’s range of “standard” products and strengthens Brovind’s positioning as a technology partner for advanced automation. From an operational perspective, the system’s configurability enables:

- reduced setup times;
- greater adaptability to heterogeneous components;
- continuity of flow through to robotic picking.

The reduction in retooling activities and the stability of the process also contribute to more efficient use of plant resources.

In 2024, the Omnia handling unit achieved stable operating conditions and, thanks to a number of specific field applications, was improved from several perspectives:

- mechanical, for example with the introduction of a vertically extracting selection channel, suitably rubber-coated;

- electrical, with the introduction of an external 24Vdc power supply;
- electronic, with direct control from PLC, differentiation of right and left “vertical shake” movement, “Supervisor” mode management, and “right-hand” and “left-hand” configuration.

For series production of the devices, Brovind Vibratori S.p.A. managed all preparation stages for both the linear actuators and the Omnia handling units, in versions “01” [300x300] mm and “02” [400x400] mm, specifically:

- laboratory collection of mechanical, electrical and electronic components;
- assembly;
- electrical wiring;
- testing and calibration;
- feasibility and movement testing, including loading, jumping, grouping, spacing and unloading of parts;
- archiving of results on the server.



1.2 STRATEGY AND INTEGRATION OF SUSTAINABILITY

GRI: 3-1, 3-2, 3-3

Materiality is a fundamental principle of sustainability reporting and represents the tool through which Brovind identifies and manages priority ESG topics.

Through this process, the company identifies the areas in which its activities generate the most significant economic, environmental and social impacts, consequently guiding its strategic, organisational and reporting choices.

In accordance with GRI 3, Brovind adopts an approach based on impact materiality. The analysis focuses on the actual and potential, positive and negative impacts that the organisation generates along the entire value chain, considering both internal activities – design, production, people management and corporate governance – and upstream relationships with suppliers and downstream relationships with customers and users of the systems installed.

A topic is considered material when the organisation has, or may have, a significant impact on people, the environment or the relevant economic

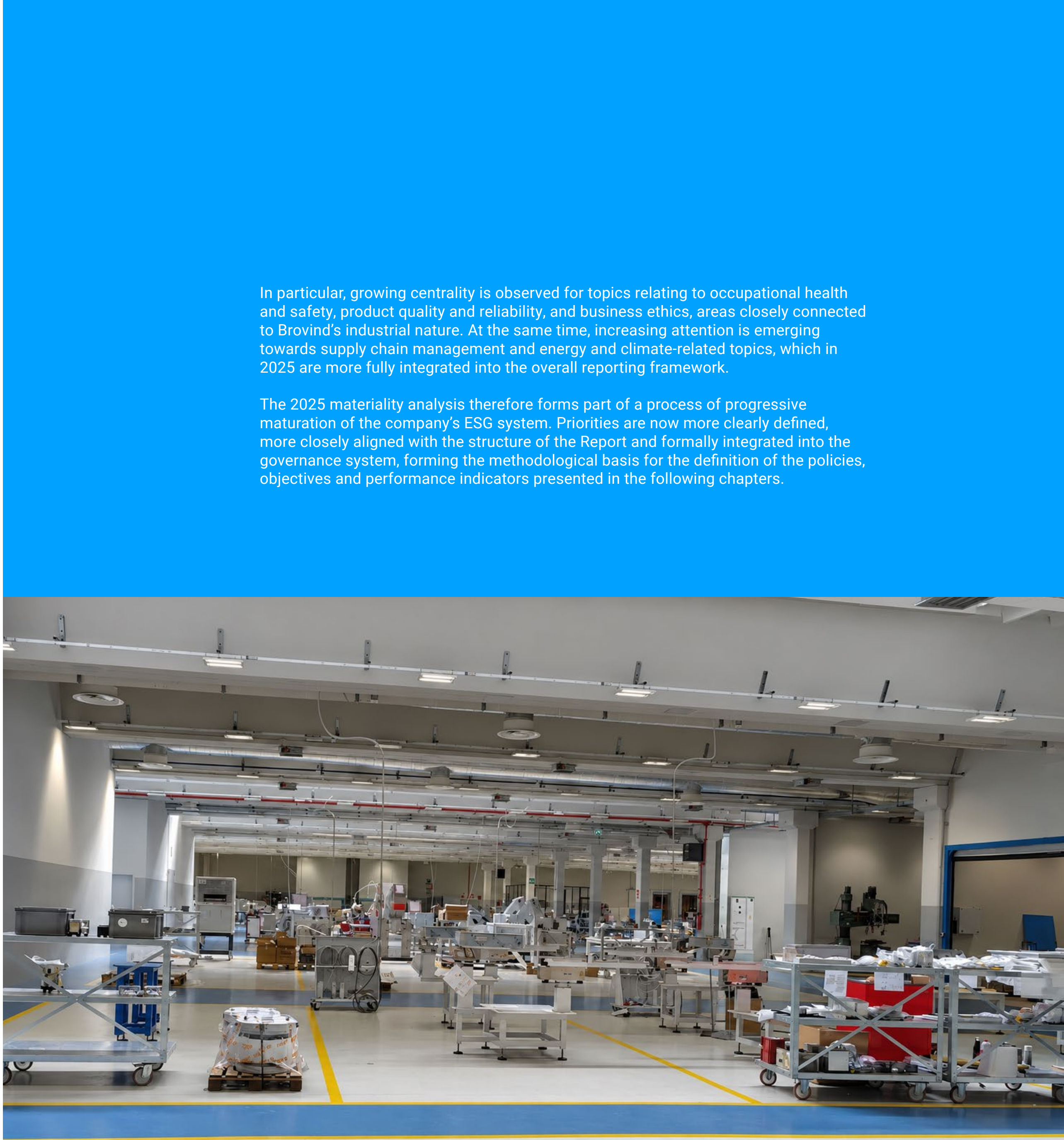
system, regardless of its immediate financial relevance.

The materiality analysis enables ESG factors to be progressively integrated into decision-making processes, strengthens the structured management of non-financial risks and ensures consistency between impact analysis, identification of material topics and the way these are managed. In this sense, materiality acts as a connecting point between governance, operational management and reporting.

2025 represents a year of consolidation following the first edition of the Sustainability Report. The update of the analysis was not limited to a formal review of the topics, but involved strengthening the methodological framework and increasing integration with the company's strategic development. The process began with a review of the competitive and regulatory context, including sector benchmarks, analysis of the certifications commonly adopted within the reference cluster and emerging expectations along the supply chain.

In particular, growing centrality is observed for topics relating to occupational health and safety, product quality and reliability, and business ethics, areas closely connected to Brovind's industrial nature. At the same time, increasing attention is emerging towards supply chain management and energy and climate-related topics, which in 2025 are more fully integrated into the overall reporting framework.

The 2025 materiality analysis therefore forms part of a process of progressive maturation of the company's ESG system. Priorities are now more clearly defined, more closely aligned with the structure of the Report and formally integrated into the governance system, forming the methodological basis for the definition of the policies, objectives and performance indicators presented in the following chapters.



Material topics: consolidation and development

The 2025 update of the material topics represented a significant methodological step in Brovind’s ESG journey. In the first reporting year, the preliminary identification of topics had been developed as part of the initial structuring of the framework, taking into account the disclosures of the main competitors and the relevant topics identified by the SASB standards applicable to the manufacturing sector, as well as an initial analysis of the actual and potential impacts generated along the value chain.

In 2025, a systematic review was carried out to strengthen methodological consistency, process traceability and strategic alignment between material topics, the structure of the Report and internal organisational responsibilities.

At the end of the update and reorganisation process, the list of material topics was submitted for formal validation by the Board of Directors, which approved its contents and scope, confirming its consistency with the company’s strategic guidelines and governance system.

In the environmental area, the previous distinctions between “greenhouse gas emissions” and “energy management” were brought together under a single macro-topic, Energy and

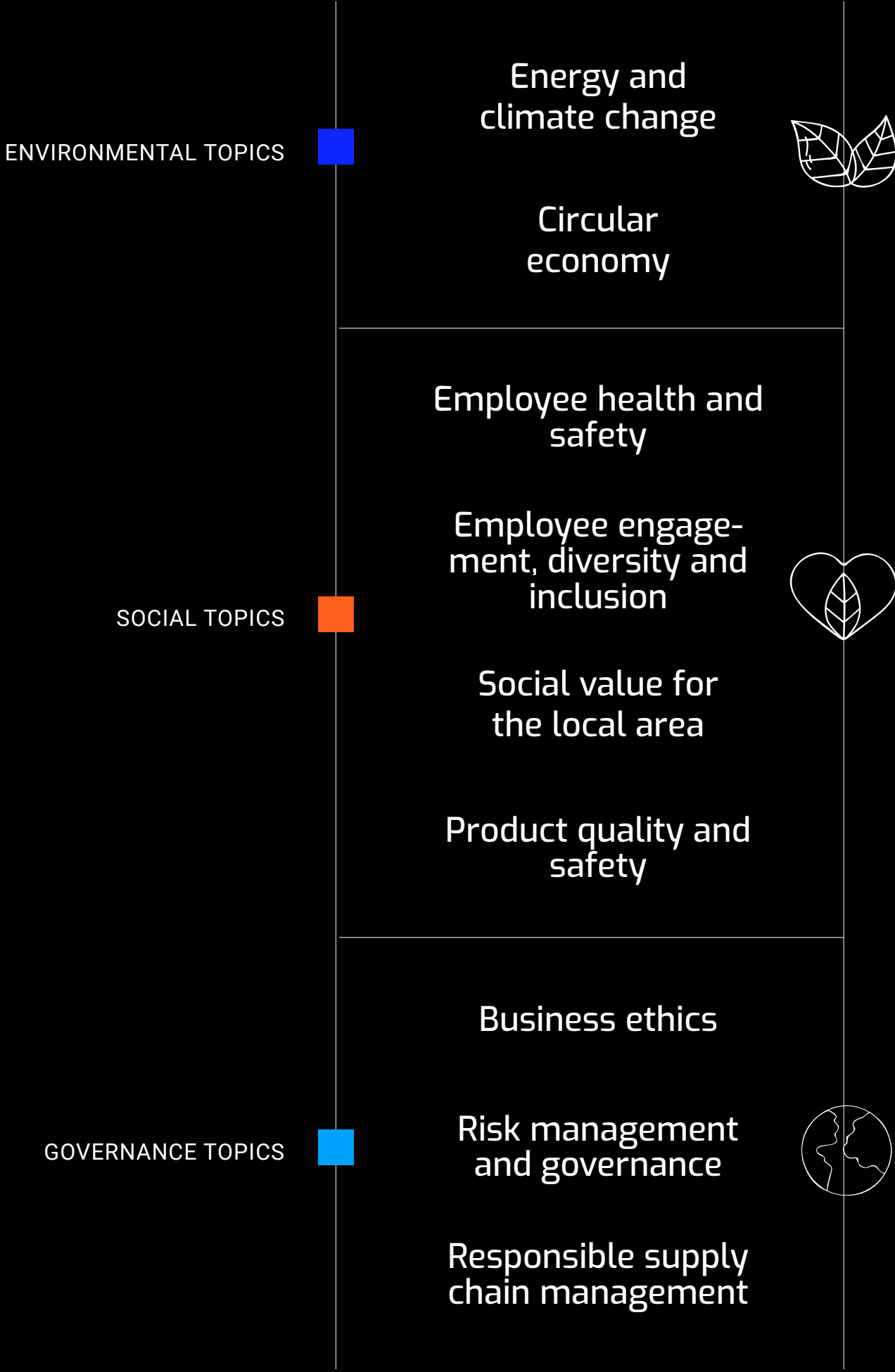
climate change, in order to represent the relationship between energy consumption and emissions impact more consistently.

At the same time, the topics “waste management” and “materials sourcing and efficiency” were brought together under the macro-area Circular economy and efficient use of resources, with the aim of representing the management of material flows along the production cycle in a more systemic way. This choice reflects a more advanced view of environmental impact, which is not limited to the disposal phase but considers the entire use of resources.

The topic “Cybersecurity and customer privacy”, previously treated as a standalone area, was reallocated within the governance and risk management dimensions, in line with the cross-cutting nature of IT oversight and data protection. This choice allows cybersecurity to be placed within a system of internal control and risk management, rather than being treated as a separate social topic.

The result is a more compact framework, with less overlap and greater alignment with reporting best practices, enabling better traceability between materiality analysis, identification of material topics and the way these topics are managed.

Material topics 2025



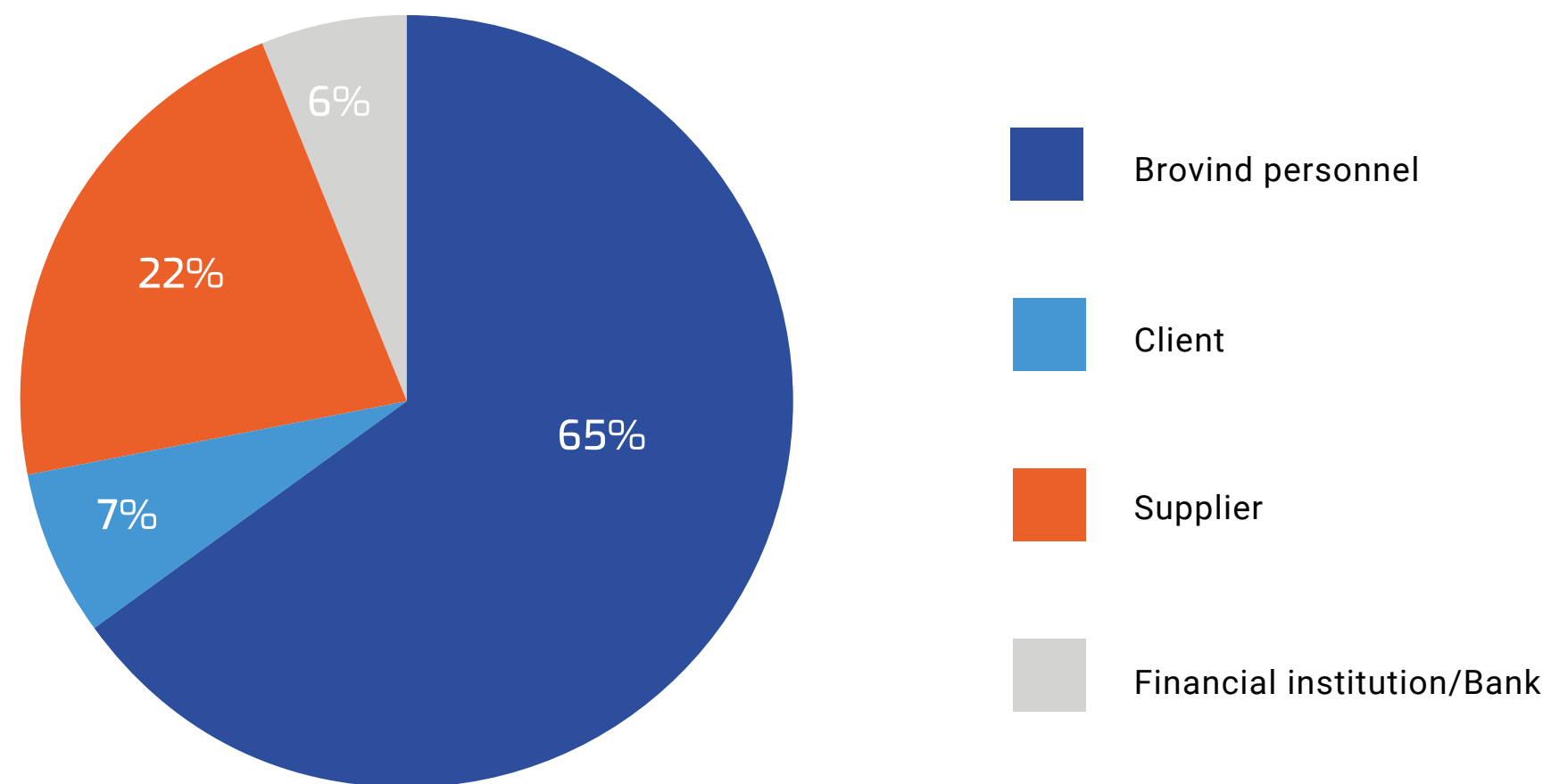
Engagement 2025

The 2025 engagement process aimed to update the assessment of the relevance of ESG topics through structured dialogue with internal and external stakeholders.

The stakeholder mapping was reviewed compared with 2024 to ensure greater representativeness and alignment with the evolution of the business. Engagement was carried out through the administration of a structured questionnaire, aimed at assessing the level of relevance attributed to the topics identified during the preliminary analysis phase.

In 2025, a total of 54 responses were collected, of which 35 from internal stakeholders and 19 from external stakeholders. Participation maintained a balanced composition between the internal perspective and external perception, enabling a meaningful comparison between the two dimensions.

The engagement process also made it possible to identify signs of evolving expectations, particularly with regard to responsible supply chain management and energy-related topics.



Materiality matrix

The 2025 materiality matrix represents the quantitative outcome of the consultation process and serves as a summary tool through which the priorities that emerged were systematised. The representation cross-references the relevance attributed by external stakeholders with that expressed by the organisation, making it possible to identify the areas of greatest convergence and guide the level of detail provided in the Report.

The reading of the 2025 matrix shows a clear concentration of priorities around a central core consisting of Product quality and safety, Employee health and safety, and Business ethics. These topics are firmly positioned in the quadrant with the highest combined relevance, confirming strong convergence between internal and external perceptions.

This result consistently reflects Brovind's industrial nature, where the protection of people, the technical reliability of systems and integrity in business conduct represent the pillars underpinning the value creation model.

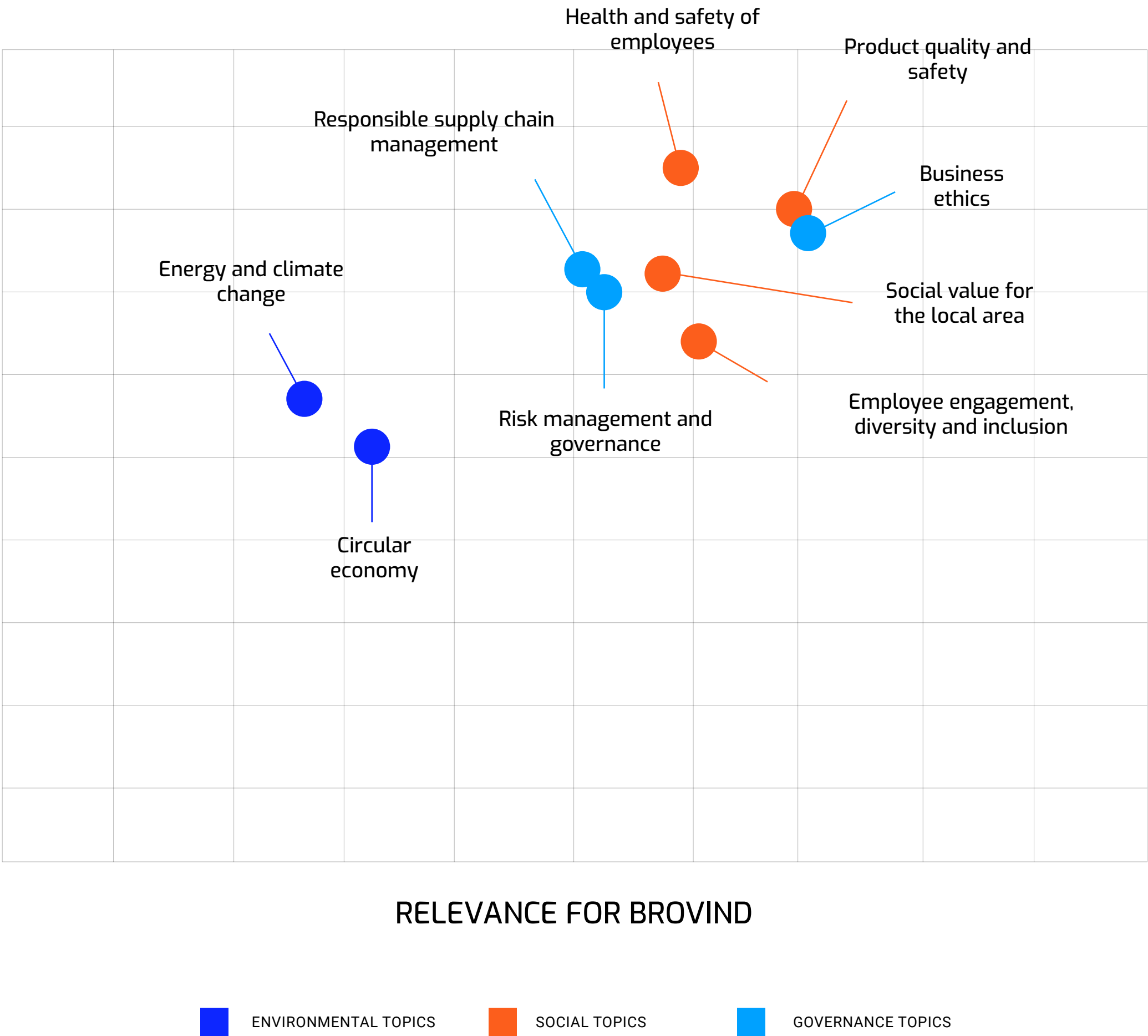
The next band includes Responsible supply chain management, Social value for the local area, Employee engagement, diversity and inclusion, and Risk management and governance. These topics have a significant level of relevance, although they are less polarised

than the main cluster. Their positioning highlights the growing importance of the company's relational and organisational dimension, both along the supply chain and within the local context in which it operates.

Environmental topics – Energy and climate change and Circular economy – are positioned in a comparatively lower relevance band than the social and governance dimensions, while maintaining a structured level of attention. This positioning appears consistent with the company's emissions profile, which is characterised by environmental impacts that are mainly indirect and linked to energy consumption and materials management, rather than to highly environmentally intensive industrial processes.

The comparison with the 2024 matrix highlights several significant developments. In the first reporting year, the distribution of topics was more heterogeneous and less polarised, with greater proximity between the different macro-areas. In 2025, by contrast, a more clearly defined configuration emerges: core topics are more distinctly concentrated in the high-priority quadrant, while the other areas assume a more consistent and orderly positioning.

RELEVANCE FOR EXTERNAL STAKEHOLDERS



Material topic		Positive impacts	Negative impacts
Environment	Energy and climate change	Energy efficiency; reduction of Scope 1 and 2 emissions; containment of energy costs; improved environmental performance	Energy dependency; increase in indirect emissions; exposure to energy price volatility
	Circular economy	Optimisation of material use; waste reduction; greater efficiency of production processes	Waste generation; use of virgin raw materials; inefficiencies in materials management
Social	Employee health and safety	Reduction in injuries; protection of physical integrity; strengthening of prevention culture; greater productivity	Risk of accidents and occupational diseases; legal and reputational liabilities
	Employee engagement, diversity and inclusion	Greater engagement; retention; employer attractiveness; organisational innovation	Turnover; demotivation; risk of discrimination
	Social value for the local area	Strengthening of local ties; local employment impact; consolidation of reputation	Loss of social licence; weakening of institutional relations
	Product quality and safety	Technical reliability; operational continuity for customers; reduction in non-conformities; competitive advantage	Defects; contractual risks; reputational damage
Governance	Business ethics	Strengthening of stakeholder trust; prevention of unlawful conduct; transparency	Reputational risks; regulatory non-compliance; unethical conduct
	Risk management and governance	Greater oversight of operational risks; organisational solidity; business continuity	Exposure to unmonitored risks; organisational vulnerability
	Responsible supply chain management	Strengthening of transparency and traceability; selection of qualified suppliers according to ESG criteria; reduction of operational and reputational risks; stability of long-term relationships	Reputational risks arising from non-compliant supplier conduct; supply chain disruptions; exposure to ethical, environmental and social risks along the value chain

The table complements the 2025 materiality matrix by providing, for each material topic, a concise representation of the main positive and negative impacts associated with the company’s activities.

02

Responsible
governance,
ethics and risk
management



2.1 CORPORATE GOVERNANCE

GRI: 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-19, 2-20, 2-28

Brovind Vibratori S.p.A. adopts a traditional management system, based on the Board of Directors as the Company’s highest governance body. The Board of Directors is responsible for ordinary and extraordinary management powers, within the limits established by law and the Articles of Association, as well as for defining strategic guidelines and overseeing the main corporate risks, economic and operational performance, and sustainability matters.

The share capital is divided into ordinary shares and two special categories of shares that grant differentiated appointment rights within the Board of Directors. In particular, category A shares confer the right to appoint the Chair and one Director, while category B shares confer the right to appoint two Directors. The procedures for appointing Directors are governed by the Shareholders’ Agreements in force, under which the shareholders identify the members of the Board of Directors. The current term of office remains valid until approval of the financial statements as at 31 December 2027, and there are no limits on the number of consecutive terms.

The composition of the Board is gender-balanced, with two women and two men, and combines entrepreneurial continuity, managerial skills and external professional contributions. The Board of Directors was renewed on 29 July 2025 and will remain in office until approval of the financial statements as at 31 December 2027.

The selection criteria take into account technical and managerial skills, knowledge of the sector and the ability to contribute to the company’s development.

The appointment criteria reflect the ownership structure and the principle of balanced decision-making between the shareholder groups. As at the reporting date, no specific requirements relating to diversity, independence or ESG skills had been formalised; however, shareholders’ views are taken into account.

MEMBERS OF THE BOARD OF DIRECTORS AS AT 31/12/2025	
Name and surname	Role
Maria Teresa Brovia	Chair
Paola Veglio	Chief Executive Officer
Antonio Giannattasio	Director
Walter Fracchia	Independent Director



System of roles and powers

The powers delegated to the Chief Executive Officer concern operational and contractual management, banking and financial relations, administrative and tax compliance, relations with public authorities and people management. For transactions above certain thresholds, joint signature with the Chair is required. In any case, the Board retains the power to issue directives to the delegated bodies, assume responsibility for transactions falling within the delegated powers and revoke such powers.

As part of its responsibilities, the Board of Directors approves the Sustainability Report, confirming its oversight role with regard to the information disclosed to stakeholders and the progressive strengthening of the integration of ESG topics into business processes.

In accordance with whistleblowing legislation, the Company has adopted a reporting system through

a digital platform, which also allows anonymous reports to be submitted.

The Company has established a dedicated procedure outlining the scope of application, the matters subject to reporting, the available reporting channels, and the methods for handling and managing reports.

Responsibility for managing reports is assigned to the Supervisory Body. Reports and their outcomes are monitored and, where relevant, brought to the attention of the governance bodies in accordance with internal information flows. In financial year 2025, no reports were received.

Overall, Brovind’s governance structure is characterised by a streamlined structure, supported by formal control and integrity safeguards.

BODY / ROLE	MAIN RESPONSIBILITIES
Board of Directors	Defines strategic guidelines, supervises the main corporate risks and approves the Sustainability Report
Chair	Exercises general representation of the Company in implementation of Board resolutions
Chief Executive Officer	Exercises management and operational powers, within the limits defined by the system of delegated powers
Chief Executive Officer – Employer pursuant to Legislative Decree 81/2008	Performs the delegated functions relating to health and safety, with the related powers of organisation, management, control and expenditure

Control, oversight and integrity safeguards system

Brovind’s control and oversight system is structured across several levels and includes corporate bodies, organisational safeguards and prevention tools aimed at ensuring compliance with applicable legislation, proper management and oversight of the main corporate risks.

A central role is played by the Board of Statutory Auditors, which oversees compliance with the law and the Articles of Association, the adequacy of the organisational, administrative and accounting structure, and the effectiveness of the internal control system. The Board of Statutory Auditors also performs the accounting control function, contributing to the overall oversight of corporate governance.

These bodies are complemented by the Organisation, Management and Control Model adopted pursuant to Legislative Decree 231/2001, which represents a relevant safeguard for preventing the risk of unlawful conduct. The system is completed by the Code of Ethics, which defines the principles of conduct to be followed by those who operate for the Company or on its behalf. The Code of Ethics, approved by the Board of Directors, defines the Company’s commitments in relation to fairness,

transparency, integrity, respect for the individual and responsibility in relations with employees, collaborators, customers, suppliers, institutions and other relevant stakeholders. The document represents the value-based and behavioural reference for those who operate in the name and on behalf of Brovind and guides conduct in internal relations, commercial relationships and dealings with institutions. Its dissemination and application form part of the internal control safeguards and the 231 Model.

With regard to conflicts of interest, as at 31 December 2025, no specific policy dedicated to members of the Board of Directors had been formalised, nor is the systematic signing of annual declarations of absence of conflicts required. Any potential situations are managed with reference to the provisions of the Italian Civil Code and the principles of fairness and transparency set out in the company Code of Ethics.

With regard to the remuneration of members of the Board of Directors, the Company provides for a fixed monthly fee. As at the reporting date, no remuneration policy linked to specific sustainability indicators had been formalised.

CONTROL AND OVERSIGHT BODIES

Body	Composition	Main functions	Date of appointment
Board of Statutory Auditors	Daniele Robaldo (Chair), Paolo Musso, Giuseppe Pellegrino	Oversight of compliance with the law and the Articles of Association, adequacy of the organisational, administrative and accounting structure, effectiveness of the internal control system and accounting control	27/06/2024
Supervisory Body	Sandri Rinaldo	Oversight of the effective implementation and updating of the Organisation, Management and Control Model	17/06/2013

INTEGRITY SAFEGUARDS

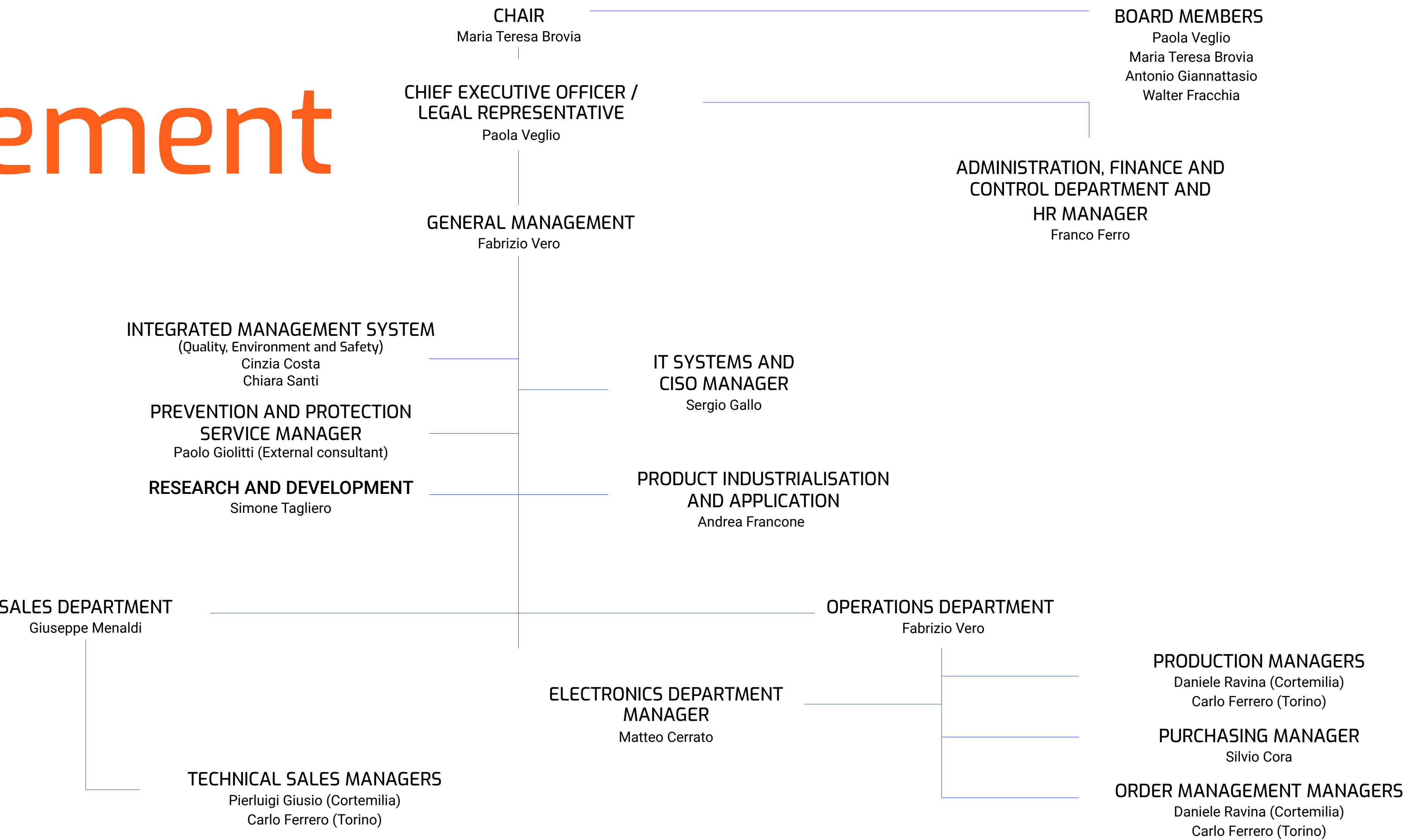
Safeguard	Scope
231 Model	Organisational safeguard for the prevention of offences relevant pursuant to Legislative Decree 231/2001
Supervisory Body	Body responsible for overseeing the effective implementation and updating of the 231 Model
Code of Ethics	Document defining the principles of fairness, transparency and integrity that guide the Company’s operations

Organisation Chart

Management Staff

At organisational level, the company adopts a formal organisation chart that defines the organisational structure, the main reporting lines and internal responsibilities.

The structure places the Chief Executive Officer at the top, with supervision by General Management, which coordinates the Sales Department, the Operations Department and the Administration and Finance Department.





Membership of associations

Brovind is a member of associations and local organisations that promote dialogue with the local economic system and the development of institutional and operational synergies. In 2025, the Company also joined Cerquity Soc. Coop., a cooperative active in the promotion and management of Renewable Energy Communities, with the aim of supporting the local production and sharing of energy from renewable sources.

ORGANISATION	TYPE	YEAR JOINED
Confindustria Cuneo	Business representative association	1986
Confartigianato Cuneo	Association representing the local production fabric	2012
Banca Alpi Marittime	Local organisation within the local economic system	2011
Cerquity Soc. Coop.	Cooperative active in the promotion and management of Renewable Energy Communities	2025

2.2 RISK MANAGEMENT AND INTERNAL CONTROL SYSTEM

GRI: 2-16, 2-23, 2-24, 2-25, 2-26, 2-27

STRATEGIC ANALYSIS OF MATERIAL TOPIC RISK MANAGEMENT AND GOVERNANCE		
	Impacts	Strengthening of organisational resilience and operational continuity through a structured system for the prevention, control and monitoring of corporate risks, with positive effects on economic stability, reputation and reliability towards the market.
	Risks	Exposure to regulatory risks (Legislative Decree 231/2001, Legislative Decree 81/2008, privacy), operational risks (production disruptions, injuries), reputational and financial risks in the event of inadequate internal control systems.
	Opportunities	Greater trust from customers and financial stakeholders; strengthening of a culture of legality; improved ability to anticipate regulatory developments and market ESG requirements.
	Time horizon	Continuous and structural.
	Stakeholders involved	Board of Directors, Supervisory Body, Board of Statutory Auditors, management, employees, customers, suppliers, supervisory authorities.
	Link with the Code of Ethics	Cross-cutting and foundational to the entire governance system.
	Related SDGs	 

Risk management is an integral part of Brovind Vibratori’s governance system and represents an essential tool for overseeing operational continuity, regulatory compliance and protection of the company’s assets. The approach adopted is based on the principles of prevention, responsibility and control and translates into a structured process for identifying, assessing, mitigating and monitoring the main risks connected with the activities carried out.

The system is based on organisational, procedural and control safeguards that operate in an integrated manner. These include, among others, the Organisation, Management and Control Model adopted pursuant to Legislative Decree 231/2001, information flows to the governance bodies, occupational health and safety safeguards, and the management systems applied to business processes.

The objective is to ensure an adequate level of control over the main risk factors and strengthen the overall reliability of the organisation. The 231 Model is subject to periodic updates in line with regulatory and organisational developments within the Company.



RISK AREAS AND OVERSIGHT MEASURES

Risk area	Oversight objective	Main tools and references
Regulatory compliance and 231 risk	Prevent violations of applicable legislation and non-compliant conduct	231 Model, Code of Ethics, protocols and internal controls
Occupational health and safety	Protect people and prevent accidents or risk conditions	Risk Assessment Document, prevention and protection measures, improvement plan
Operational and process risks	Strengthen operational continuity, reliability and process regularity	Company procedures, organisational structure, responsibilities and operational controls
Process quality and traceability	Standardise activities and support organisational improvement	ISO 9001:2015 Quality Management System
Reputational and integrity risks	Safeguard proper management and stakeholder trust	Principles of the Code of Ethics, control safeguards, internal reporting channels

SUMMARY EVIDENCE FOR FINANCIAL YEAR 2025

Aspect	Evidence available
Risk management system	Operating on an ongoing basis and integrated with the main organisational and control safeguards
Health and safety	Presence of an updated Risk Assessment Document and improvement plan
Process quality	Integration with the ISO 9001:2015 Quality Management System
Non-compliance with laws and regulations	Based on the information available, no significant cases were reported in 2025

In the area of occupational health and safety, the Company adopts a preventive approach based on the systematic assessment of risks present in the workplace and connected with the tasks performed.

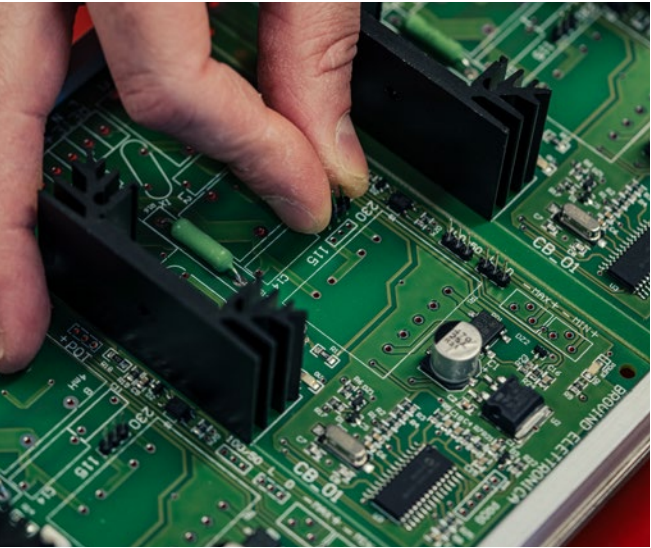
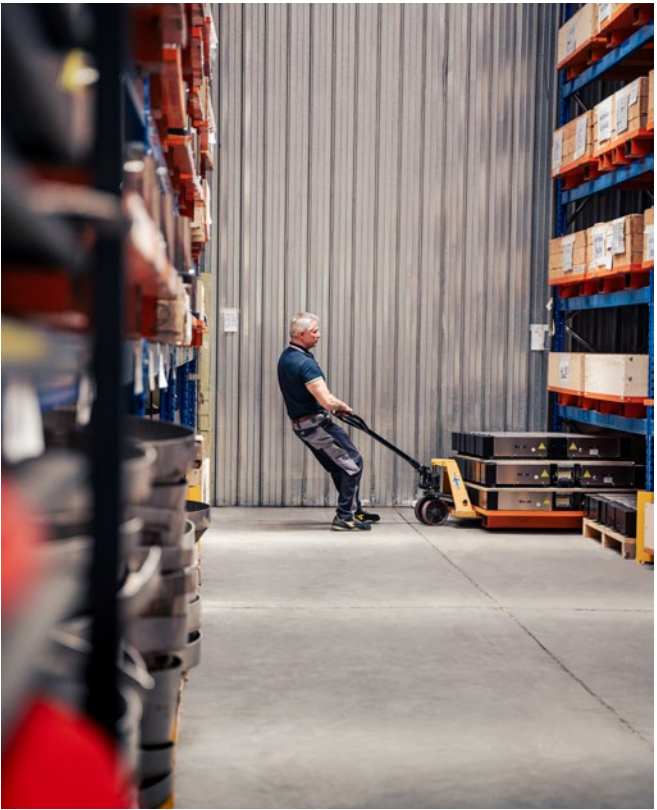
The Risk Assessment Document is the main tool for analysing risk factors and planning any improvement actions, which are included in the company improvement plan.

The risk management system is also supported by integration with the ISO 9001:2015 Quality Management System, which helps to structure responsibilities, procedures and controls across business

processes, promoting greater operational traceability and more effective oversight capacity.

The outcomes of control and monitoring activities are shared with the governance bodies in accordance with the information flows established by the company safeguards, in order to ensure an adequate level of supervision over the main risk profiles.

Overall, Brovind’s internal control and risk management system represents a continuous and cross-cutting safeguard, focused on prevention, organisational improvement and the creation of sustainable long-term value.



2.3 CYBERSECURITY AND DATA PROTECTION

GRI: 418-1

STRATEGIC ANALYSIS OF MATERIAL TOPIC | RISK MANAGEMENT AND GOVERNANCE

	Impacts	Protection of customers' personal data, prevention of unauthorised access and data breaches, maintenance of stakeholder trust and compliance with data protection regulations.
	Risks	Data breaches, unauthorised access to information systems, legal penalties for non-compliance with the GDPR and other cybersecurity regulations, loss of customer trust and reputational damage.
	Opportunities	Strengthening of trust among customers and business partners, competitive advantage deriving from high cybersecurity standards, improvement of corporate reputation and proactive alignment with new European regulatory requirements.
	Time horizon	Continuous
	Stakeholders involved	Customers, regulatory authorities, employees, IT team, IT service providers.
	Link with the Code of Ethics	Customer relations (Art. 6.1)Confidentiality (Art. 7)
	Related SDGs	 

With the increasing digitalisation of production and organisational processes, it is becoming increasingly important for organisations to oversee cybersecurity and data protection, including in relation to operational stability and reliability.

The protection of corporate information assets and the personal data processed is an essential aspect not only from a regulatory perspective, but also in terms of reliability towards customers, partners and, more generally, all stakeholders with whom the company interacts.

In line with its Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, Brovind Vibratori has identified cybercrime as a significant risk area, subject to specific prevention, control and organisational oversight activities.

MAPPING OF RELEVANT CYBERCRIME OFFENCE TYPES UNDER LEGISLATIVE DECREE NO. 231/2001

Area	Description
Unauthorised access	Unauthorised access to IT and telematic systems
Credentials	Unlawful possession and dissemination of access codes
Malware	Dissemination of malicious software
System integrity	Damage to data, programs and IT systems
Communications	Unlawful interception of IT communications

95 %

Of business processes digitalised

0

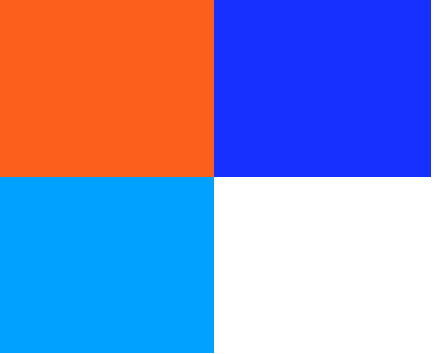
Data breaches

0

Substantiated complaints concerning breaches of customer privacy

3

HPE ProLiant servers



ORGANISATIONAL STRUCTURE AND COMPLIANCE

Area	Safeguard
Data protection	DPO: Mr Franco Ferro
Privacy governance	Internal contact person: Legal Representative
Regulatory alignment	Updated GDPR framework, except for video surveillance linked to the new site
Regulatory developments	Launch of the alignment process with the NIS2 Directive

These cases were identified as part of the mapping of sensitive activities and business processes potentially exposed to the risk of cybercrime, with particular attention to profiles relating to cybersecurity and personal data protection.

In this area, Brovind has progressively consolidated a system of organisational and technical measures aimed at governing:

- management of access to systems;
- definition of differentiated authorisation levels;
- traceability of changes and access;
- physical and logical protection of IT infrastructure and monitoring of security events.

Data security policies are also framed within the company Quality System, particularly in the analysis of the organisational context.

On this basis, Brovind has formalised specific organisational and regulatory safeguards to support data protection and its alignment with the main applicable requirements, as summarised in the following table.

IT infrastructure

At infrastructure level, Brovind is continuing to strengthen its digital architecture, which has already evolved significantly over recent financial years. The investments made in server and storage infrastructure are confirmed, based on three HPE ProLiant DL380 Gen10Plus servers and an HPE MSA 2060 storage system, designed to ensure reliability, operational continuity and data redundancy. These are supported by a structured backup system managed through VEEAM Backup & Repository, which provides for weekly full backups and daily incremental backups of the company's virtual machines.

BACKUP ARCHITECTURE		
Level	Technology	Function
Primary backup	StoreEasy	Local storage
Secondary backup	Immutable NAS	Protection against alteration
Tertiary backup	HP Autoloader (tape)	Long-term retention
Off-site	External safe	Physical protection and separation

The backup strategy, summarised in the table, is completed by the weekly transfer of tape media to a location separate from the internal servers, kept in a safe with restricted access. This configuration allows the company to fully cover its IT infrastructure with backup systems, although no formalised disaster recovery solution is currently in place. Perimeter protection and threat monitoring have also been progressively strengthened.

The network infrastructure is protected by Fortinet firewalls in high-availability configuration, while for advanced cybersecurity the company uses the Cynet AutoXDR platform, which integrates security event detection,

prevention, investigation and automatic notification capabilities, with SOC and MDR services active 24 hours a day, 7 days a week.

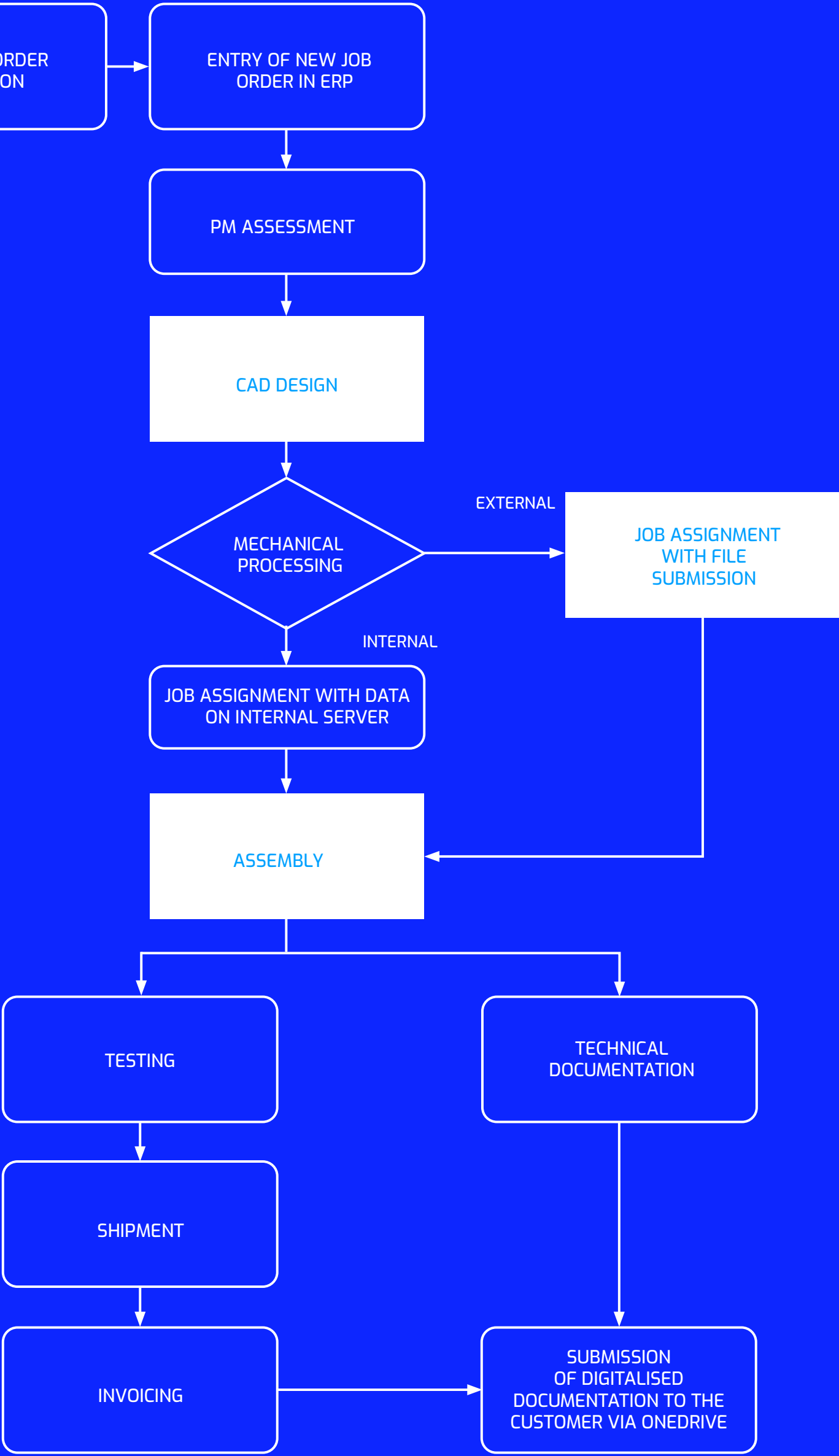
In addition to what was already reported in previous financial years, 2025 saw a further significant step forward, represented by the transfer of the entire IT infrastructure to the new site at Strada Montà Castino 7. The transfer also provided an opportunity to redesign the company network, creating a new fully wired architecture equipped with new industrial Wi-Fi coverage.

NETWORK ARCHITECTURE AND KEY INFRASTRUCTURE MEASURES	
Area	Intervention
Network	Cisco Meraki switches for production environments, servers and core network
Connectivity	10GbE SFP+ fibre optic connection between switches, servers and firewalls
Wireless	Meraki Wi-Fi 6E access points for offices and production departments
Site integration	Fibre connection with the electronics department, which was previously connected by radio link
Logging	Log export to Cynet EDR

A further strengthening element concerns the physical oversight of the infrastructure: the rooms intended to house switches and servers, located respectively on the ground floor and first floor, are kept at a controlled temperature, locked and accessible only to authorised personnel through a tracked personal badge.

Alongside technological safeguards, Brovind recognises the central role of the human factor in preventing cyber risks. For this reason, the company has launched specific training initiatives on cybersecurity, aimed at personnel who access the company’s digital systems. In 2025, approximately 53% of the total employee population received specific training on this topic.

The high level of digitalisation of business processes makes this topic even more relevant. Brovind estimates that around 95% of its workflow is now digitalised, confirming an organisational model strongly focused on operational efficiency, information integration and process traceability.



From a risk management perspective, the company reports that, as part of its alignment with NIS2, it is preparing to formalise a specific assessment of risks relating to information security. Similarly, the official document relating to the Data Protection Impact Assessment (DPIA) is also expected to be issued shortly, as a tool designed to ensure and demonstrate the compliance of processing activities by assessing their necessity, proportionality and risks to the rights and freedoms of data subjects.

With regard to the management of any cybersecurity incidents, as at the reporting date there were no cyberattacks or data breach events. Accordingly, during the reporting period, no substantiated complaints concerning breaches of

customer privacy were recorded, nor were there any cases of data leakage, theft or loss. The formal procedure for managing data breaches is currently being implemented, with completion expected by 2026.

Overall, the oversight system adopted by Brovind shows an increasingly structured approach to cybersecurity, based on technological investments, infrastructure protection, formalisation of roles, regulatory alignment and the development of internal awareness. This path forms part of a broader vision of corporate reliability and responsibility, in which data protection and information security represent an essential lever for ensuring continuity, reputation and trust over the long term.



2.4 ETHICS

GRI: 2-23, 2-24, 2-25, 2-27

STRATEGIC ANALYSIS OF MATERIAL TOPIC BUSINESS ETHICS		
	Impacts	Promotion of a corporate culture based on integrity, legality and responsibility; strengthening of consistency between values, conduct and sustainability strategy; consolidation of reputation and stakeholder trust.
	Risks	Reputational, legal and sanction risks arising from unethical conduct, conflicts of interest, regulatory breaches or failure to comply with ESG principles.
	Opportunities	Strengthening of brand reputation; improved positioning in ESG qualification processes; greater attractiveness to customers, partners and financial institutions; structural integration of sustainability into the business model.
	Time horizon	Continuous, evolving in line with regulatory and strategic updates.
	Stakeholders involved	Employees, collaborators, management, Board of Directors, suppliers, customers, public institutions, local communities.
	Link with the 231 Model	Integral part of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 and value-based reference for the internal control system.
	Related SDGs	 

Brovind’s Code of Ethics, an integral part of the 231 Model, represents the value-based and behavioural reference for all those who operate in the name and on behalf of the company. Approved by the Board of Directors, it defines principles, rights, duties and responsibilities towards employees, collaborators, customers, suppliers, institutions and local communities.

The Code is based on values such as honesty, moral integrity, fairness, transparency, objectivity, respect for the individual, recognition of merit and collective responsibility. These principles guide the company’s conduct in every area: in internal relations, commercial relationships, supplier management and dealings with the Public Administration.

In the workplace, the Code prohibits any form of discrimination, protects people’s dignity and physical and psychological integrity, and requires compliance with health and safety regulations. In relations with customers and business partners, it establishes criteria of loyalty, contractual transparency and fair competition. In dealings with public institutions, it recalls strict compliance with legality and the prohibition of corrupt conduct or conflicts of interest.

During 2025, the Code of Ethics was updated with the aim of explicitly and structurally strengthening the integration of sustainability principles into the company’s value system. The update formalised the reference to environmental, social and governance (ESG) topics, directly linking ethical conduct to the company’s sustainability strategy.

In particular, the updated Code:

- integrates the commitment to environmental responsibility in the management of production activities and the supply chain;
- strengthens the principle of protecting people’s rights, non-discrimination and the recognition of merit;
- recalls transparency and fairness in relations with public and private stakeholders;
- recognises sustainability as an integral part of the corporate culture and decision-making process.

The 2025 update represents a significant development compared with the previous version: business ethics is not understood solely as a regulatory compliance safeguard, but as a strategic lever for integrating sustainability into the business model. The Code is provided to new hires, shared with collaborators and strategic partners, and made available through institutional channels. Its application is monitored within the internal control system and the 231 Model, and any violations are subject to a disciplinary system proportionate to the seriousness of the conduct.

As at the reporting date of this Report, no structured periodic training programmes on ethics and compliance for employees or members of the Board of Directors had been established. Through the Code of Ethics, Brovind reaffirms its commitment to operating according to principles of legality, responsibility and transparency, consolidating stakeholder trust and contributing to the creation of sustainable long-term value.

03

People: safety,
development and
inclusion



3.1 EMPLOYEE ENGAGEMENT: VALUE FOR HUMAN CAPITAL

GRI: 2-7, 2-8, 2-21, 2-30, 401-1, 401-2, 404-1

STRATEGIC ANALYSIS OF MATERIAL TOPIC | EMPLOYEE ENGAGEMENT, DIVERSITY AND INCLUSION – HEALTH AND SAFETY

	Impacts	Enhancement of human capital through stable employment, continuous training, corporate welfare and listening tools, with positive effects on wellbeing, retention, quality of work and organisational continuity.
	Risks	Possible discrimination or shortcomings in the enhancement of skills, which may generate dissatisfaction, turnover and reputational impacts.
	Opportunities	Improvement of the internal climate, attraction of talent with diverse backgrounds, strengthening of brand reputation and organisational resilience.
	Time horizon	Continuous
	Stakeholders involved	Employees, trade unions, HR managers, training partners, local communities, local authorities.
	Link with the Code of Ethics	Rejection of all forms of discrimination (Art. 5.1).Centrality, development and enhancement of human resources and fairness in the conduct of business activities (Art. 5.1).
	Related SDGs	    

Brovind considers its workforce to be at the heart of corporate value and the main driver of growth. For this reason, the company consistently invests in the quality of working life, creating a healthy, inclusive and stimulating environment. The enhancement of skills, both technical and human, is central to a path aimed at promoting fairness, safety and employee wellbeing.

The commitment to continuous training, respect for workers’ rights and a positive corporate climate is reflected in high employee loyalty and a low turnover rate, confirming an organisational culture focused on people and oriented towards shared growth.

In 2025, the company had 165² employees and 7 ongoing external collaborators. All employees are covered by the National Collective Labour Agreement for the Metalworking Industry. The workforce structure shows a clear prevalence of permanent contracts

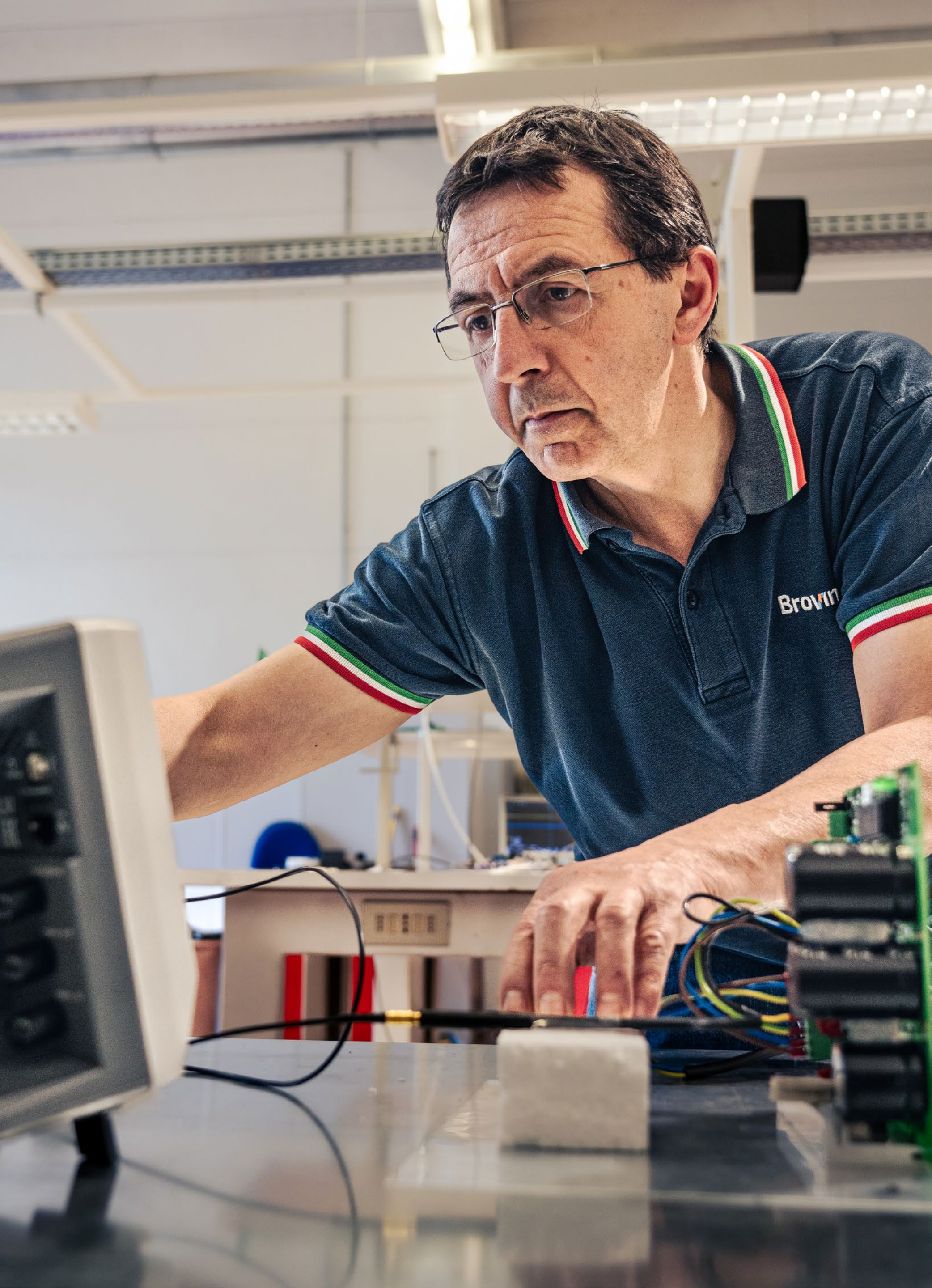
and full-time employment relationships, outlining an organisational model focused on continuity and professional stability. The workforce trend over the four-year period confirms this approach. From 2022 to 2025, the total number of employees increased from 133 to 165, with progressive growth accompanying the expansion of the company’s activities.

Alongside its employees, in 2025 the company used 7 ongoing external collaborators, an increase compared with 5 in 2024 and 2 in 2023.

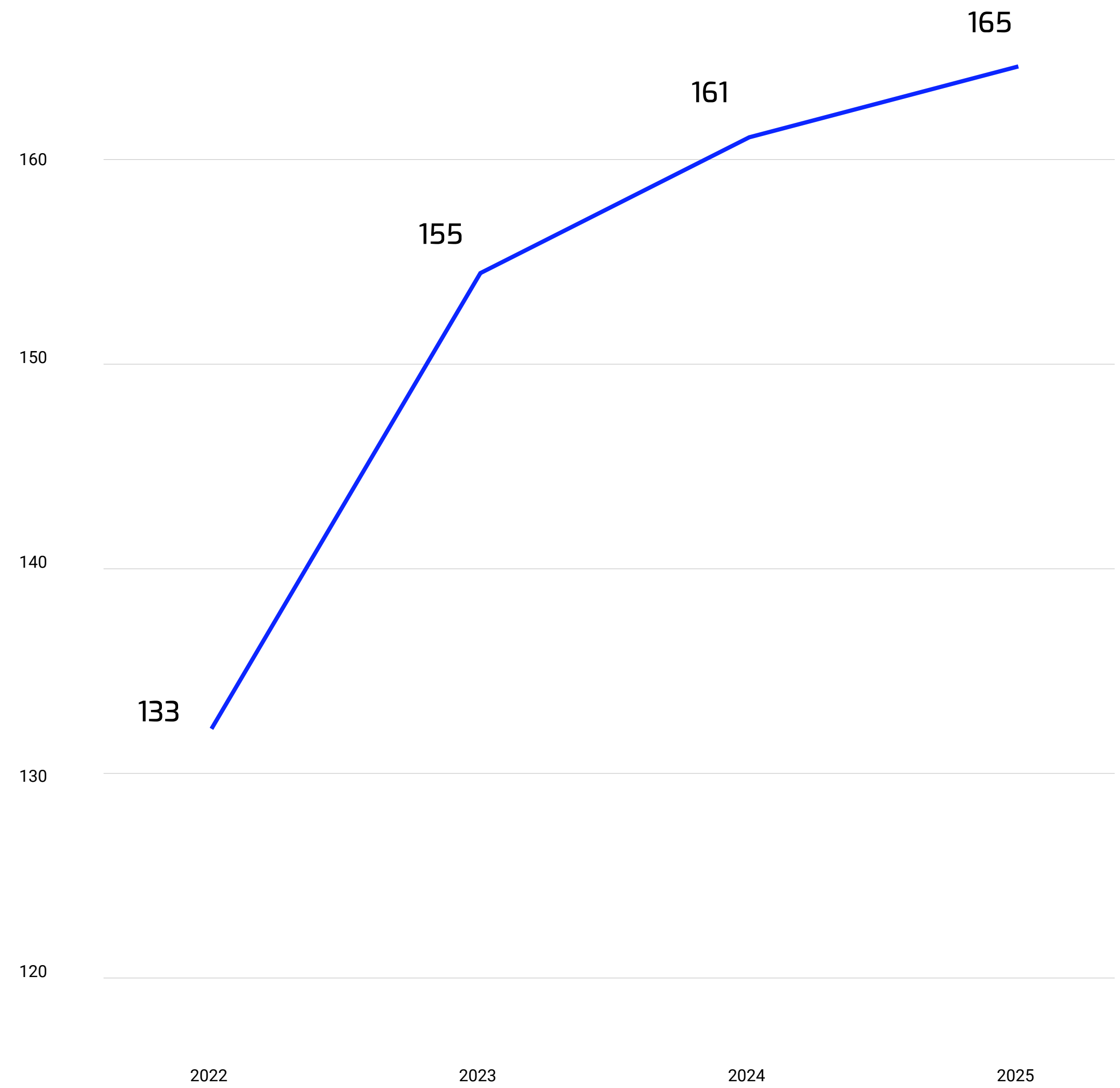
These are mainly consultants and external workers engaged in specialist and operational support activities, complementing the internal structures and whose contribution is coordinated by the organisation.



² The data in this chapter are expressed in headcount as of 31 December of each reporting year.



Total employees



Over the same period, the number of permanent employees increased from 130 to 162, while the number of fixed-term workers remained substantially stable and marginal. The distribution by working hours also confirms the same approach: full-time employees increased from 127 in 2022 to 156 in 2025, while part-time arrangements continue to involve a limited share of the company population.

Taken together, these data show how Brovind has supported its growth mainly through stable employment, in line with a long-term vision focused on consolidating internal skills.

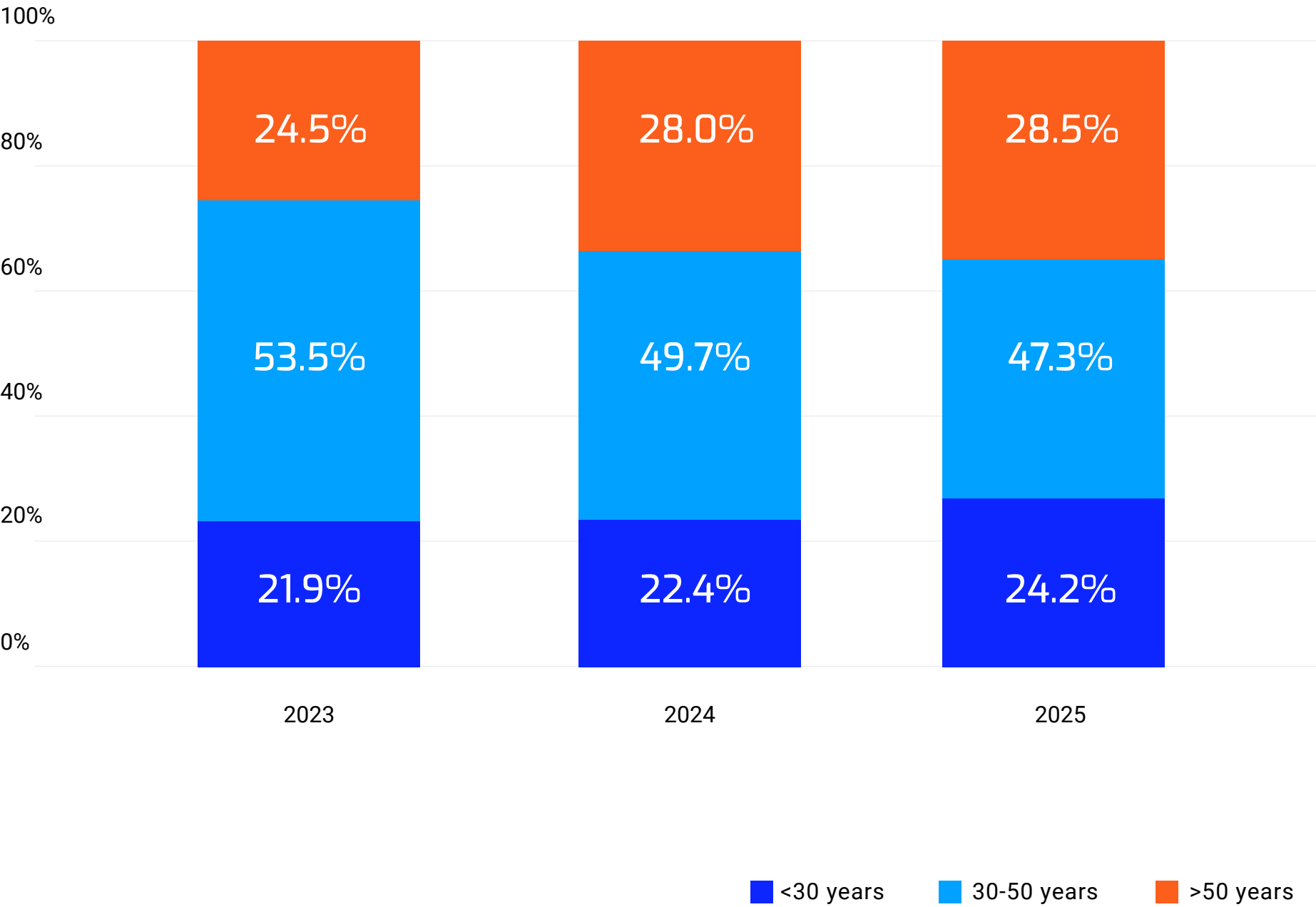
From an age composition perspective, the company population shows a balanced distribution.

In 2025, the most represented age group was 30 to 50, followed by the over-50 group and then the under-30 group. This structure highlights a good balance between consolidated experience and the presence of younger resources, creating the conditions for the progressive transfer of skills and for professional renewal consistent with the company’s production needs.

EMPLOYEES BY CONTRACT TYPE AND WORKING TIME ARRANGEMENT

	Contract type		Working time arrangement	
	Permanent	Fixed-term	Full-time	Part-time
2022	97.7%	2.3%	95.5%	4.5%
2023	98.7%	1.3%	96.8%	3.2%
2024	98.1%	1.9%	94.4%	5.6%
2025	98.2%	1.8%	94.5%	5.5%

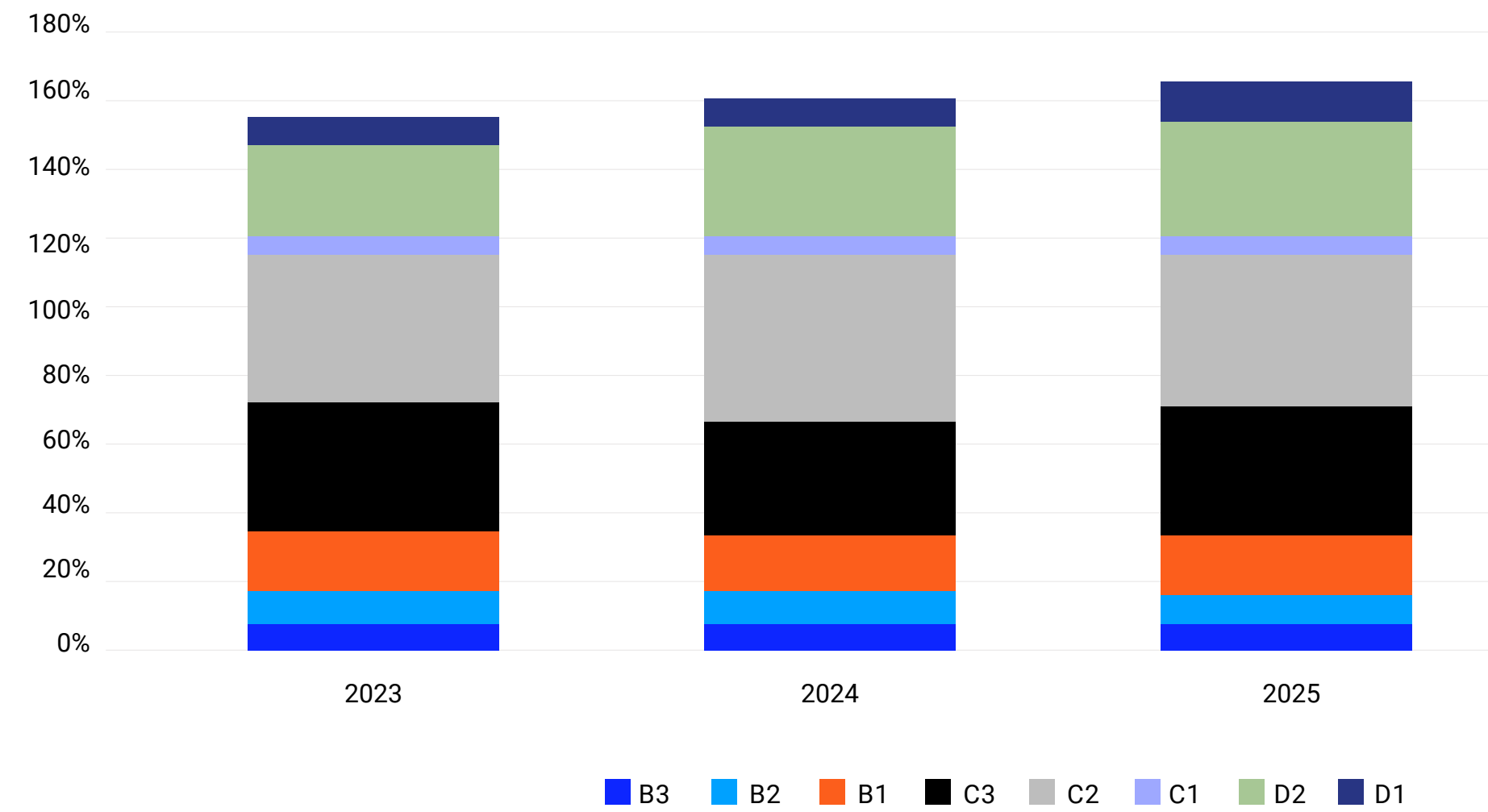
Age composition of employees



DISTRIBUTION OF EMPLOYEES BY AGE GROUP

	2023	2024	2025
<30 years	34	36	40
30–50 years	83	80	78
>50 years	38	45	47
Total employees	155	161	165

Employees by level according to the applicable CCNL



In terms of professional levels, the workforce also shows a concentration in intermediate and operational categories, consistent with the manufacturing and technical nature of Brovind’s activities.

Brovind annually monitors the ratio of the annual total compensation of the highest-paid individual³ to the average annual total compensation of employees, excluding the highest-paid individual from the latter. In 2025, this ratio stood at 4.42, in line with the figure recorded in 2024 and slightly down compared with 2023 (4.59).

On an annual basis, the percentage change in the total compensation of the highest-paid individual was +0.3%, while the percentage change in the average annual total compensation of employees was +0.4%.

The ratio remaining substantially stable highlights an overall consistent remuneration trend between senior management and the company population considered.

³ For the purposes of the calculation, total annual remuneration was determined by considering only the base salary, excluding bonuses and monetary incentives, share-based compensation, incentive plans, changes in pension value, and deferred compensation.



New hires, turnover and workforce dynamics

As highlighted above, in 2025 Brovind continued to strengthen its structure also through new hires. There were 12 hires during the year, compared with 2 departures.

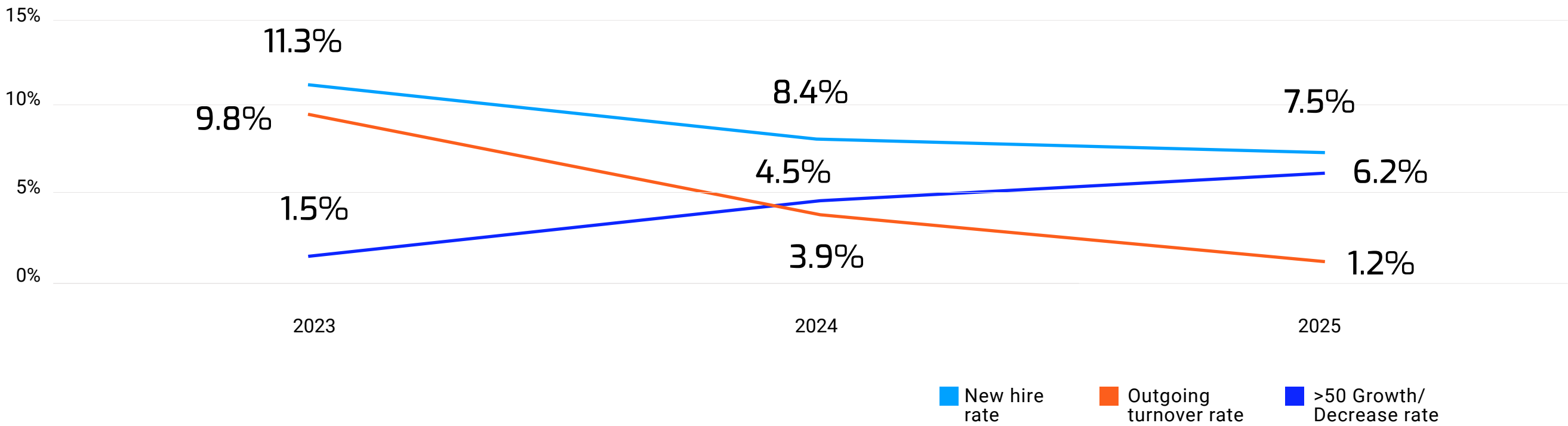
	2023	2024	2025
New hires	15	13	12
Total departures	13	6	2

The new hire rate⁴ therefore stood at 7.5%, slightly down compared with previous years, while the outgoing turnover rate⁵ fell to 1.2%, confirming a progressive reduction in departures and a good ability to retain the workforce.

The workforce growth rate⁶ was 6.2%, showing that during the year new hires continued to significantly exceed departures. Overall, the 2025 figure reflects the profile of an organisation that continues to grow, with a very low departure dynamic.

⁴ Number of new hires during the year as a ratio of the total number of employees in the workforce at the end of the previous year.
⁵ Number of employees who left during the year as a ratio of the total number of employees in the workforce at the end of the previous year.
⁶ Balance between hires and departures during the year as a ratio of the total number of employees in the workforce at year-end.

Trend in key employment indicators

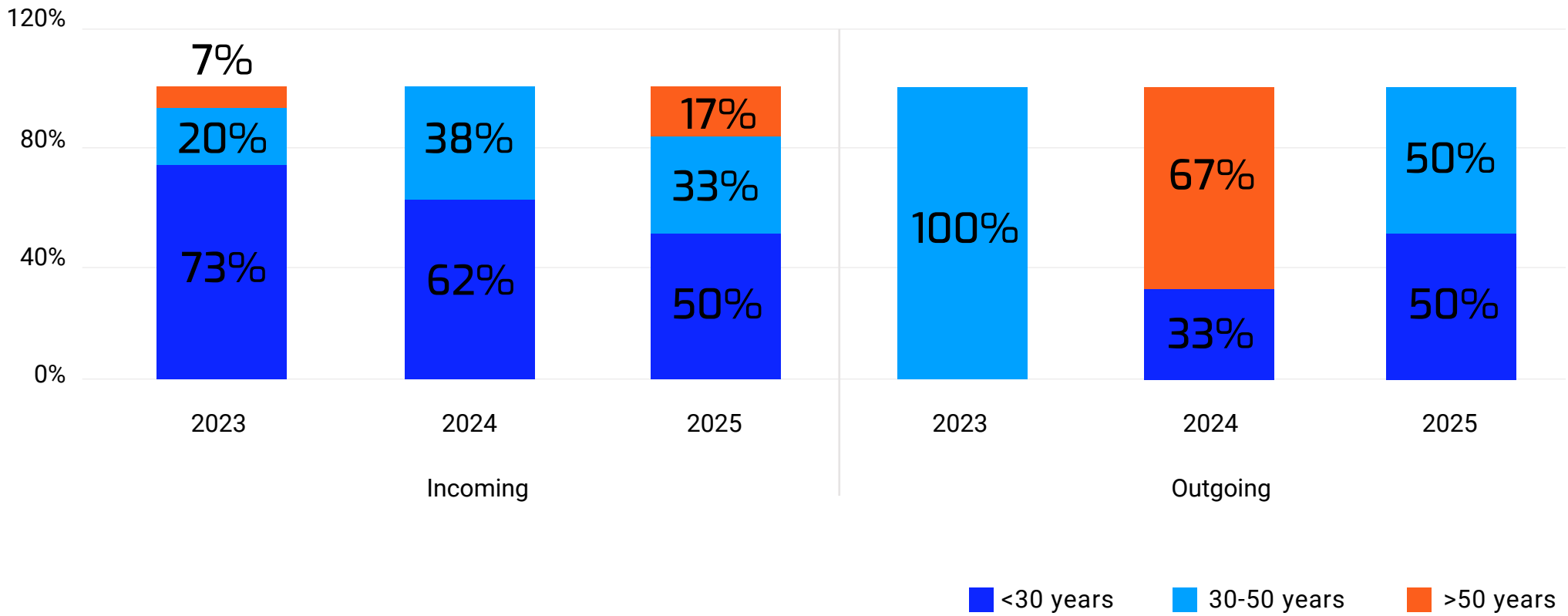


The replacement rate⁷, equal to 600.0%, also shows that new hires largely exceeded departures, supporting not only staff replacement but also the actual expansion of the workforce.

The analysis of incoming employees by age group shows that new hires were mainly concentrated in the younger age groups, with a significant presence also in the 30–50 age group, in line with the company’s production and organisational needs and consistent with the progressive strengthening of the younger component of the workforce.

⁷ Ratio between new hires and employee departures during the year.

Incoming and outgoing employees by age group



Training and professional development

The enhancement of human capital also involves investment in skills. In continuity with what emerged in the previous financial year, Brovind considers training a fundamental lever for supporting the professional growth of its people and accompanying the company's technical and organisational development.

In 2025, its commitment in this area formed part of a path aimed at strengthening operational capabilities, disseminating technical updates and continuously overseeing aspects relating to safety and process efficiency.

In an industrial context with a high level of know-how intensity, continuous training contributes to maintaining a high quality of work and supporting the company's competitiveness in the medium to long term.

In 2025, a total of 11,653.98 hours of training were provided, an increase compared with 8,892.47 hours in 2024. The average number of training hours per employee therefore stood at 70.63 hours, up from 55.23 hours recorded in the previous financial year.

This figure highlights a strengthening of training activities, mainly attributable to the provision of mandatory safety training courses.

The analysis by level shows a fairly widespread and homogeneous distribution of training hours, with a particular concentration in operational and intermediate levels, consistent with the company's organisational structure and the manufacturing nature of its activities.

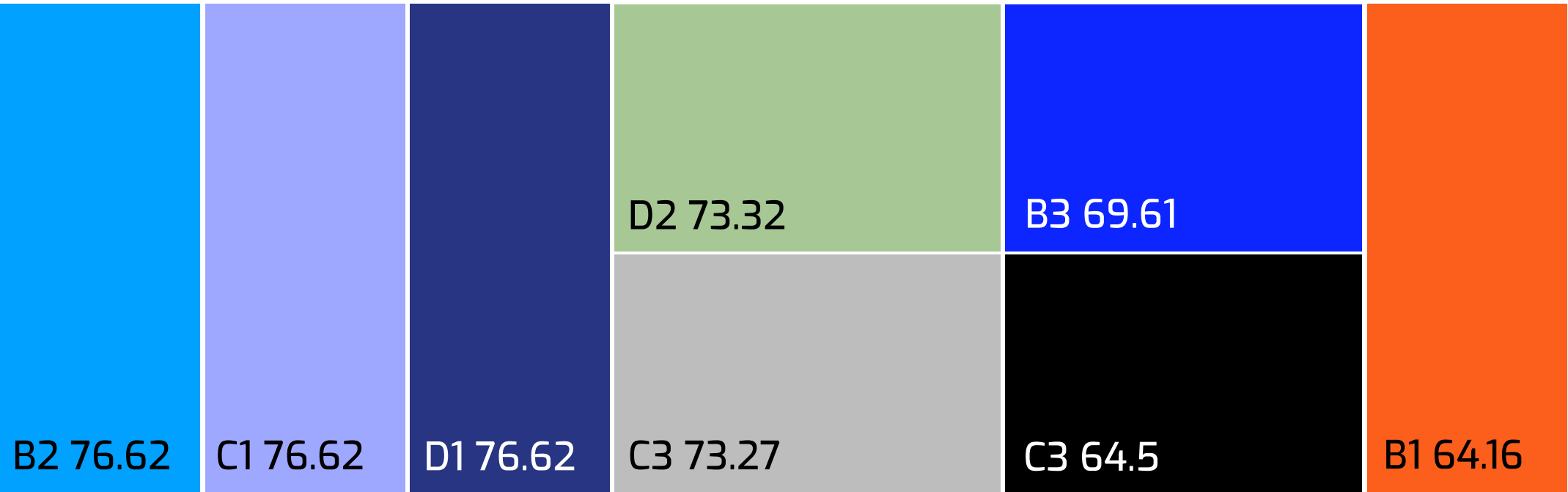
This figure also confirms Brovind's focus on maintaining and updating the skills required to effectively oversee production and organisational activities.

Overall, the increase in average training hours per employee reflects an organisation that continues to invest in the development of its people, recognising training not only as a compliance requirement, but as a lever for professional consolidation and support for operational continuity.

AVERAGE ANNUAL TRAINING HOURS PER EMPLOYEE

Indicator	2023	2024	2025
Total training hours provided	13,435.80	8,892.47	11,653.98
Average training hours per employee	86.68	55.23	70.63

Average training hours per employee by level – 2025



B3 B2 B1 C3 C2 C1 D2 D1

Corporate welfare and quality of working life

Brovind’s corporate welfare system complements its human capital enhancement policy with concrete tools to support people’s day-to-day wellbeing. In 2025, the company confirmed a widespread welfare model strongly focused on the concept of local embeddedness, understood as a set of measures supporting health, parenting, purchasing power and quality of working life.

Although analysed here in its dimension of support for people’s wellbeing within the company, Brovind’s welfare approach forms part of a broader vision of local welfare, understood as a set of initiatives capable of generating benefits not only for employees, but also for the social and community context in which the company operates. This perspective will be explored in greater detail in the chapter dedicated to social value and local roots.

Overall, Brovind’s benefit and welfare system is characterised by a prevalence of practical, day-to-day tools, focused on economic support, healthcare protection, catering and parenting.

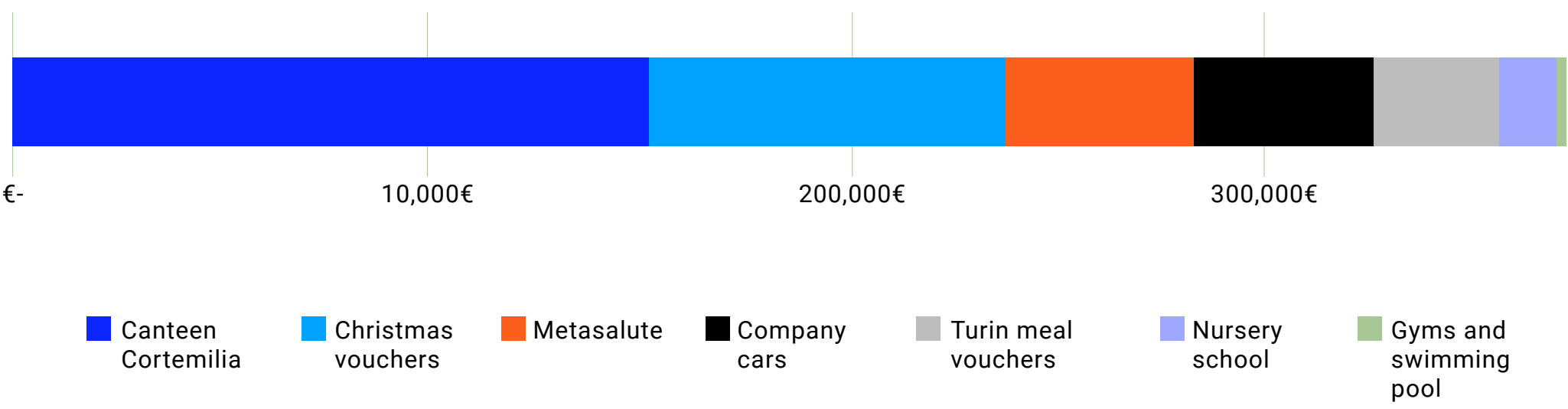
The composition of expenditure shows a predominant share of catering services, followed by Christmas vouchers, supplementary healthcare coverage, company cars and nursery school support.

Agreements for sport and leisure, although currently limited in economic weight, indicate an initial broadening of the welfare scope towards complementary forms of wellbeing.

CORPORATE WELFARE AND QUALITY OF WORKING LIFE

Area	Benefit / service	Share of total welfare budget (%)	Recipients and delivery method
Catering	Cortemilia canteen	40.1%	For personnel at the Cortemilia site
Economic wellbeing	Christmas vouchers	22.5%	Annual economic bonus of EUR 500.00, spendable at local businesses
Supplementary healthcare	Metasalute MS2	11.9%	Voluntary supplementary quota paid by the company
Economic wellbeing	Company cars	11.2%	For senior roles
Catering	Turin meal vouchers	7.6%	For personnel at the Turin site
Family support	Nursery school	3.9%	Nursery school managed at the company's expense for Cortemilia personnel; the benefit is also extended to Turin personnel at another local facility
Sport and leisure	Swimming pool + 2 gyms	0.1%	Agreements introduced in 2025
Psychophysical wellbeing	Corporate Social Assistance	-	Listening and counselling service for employees

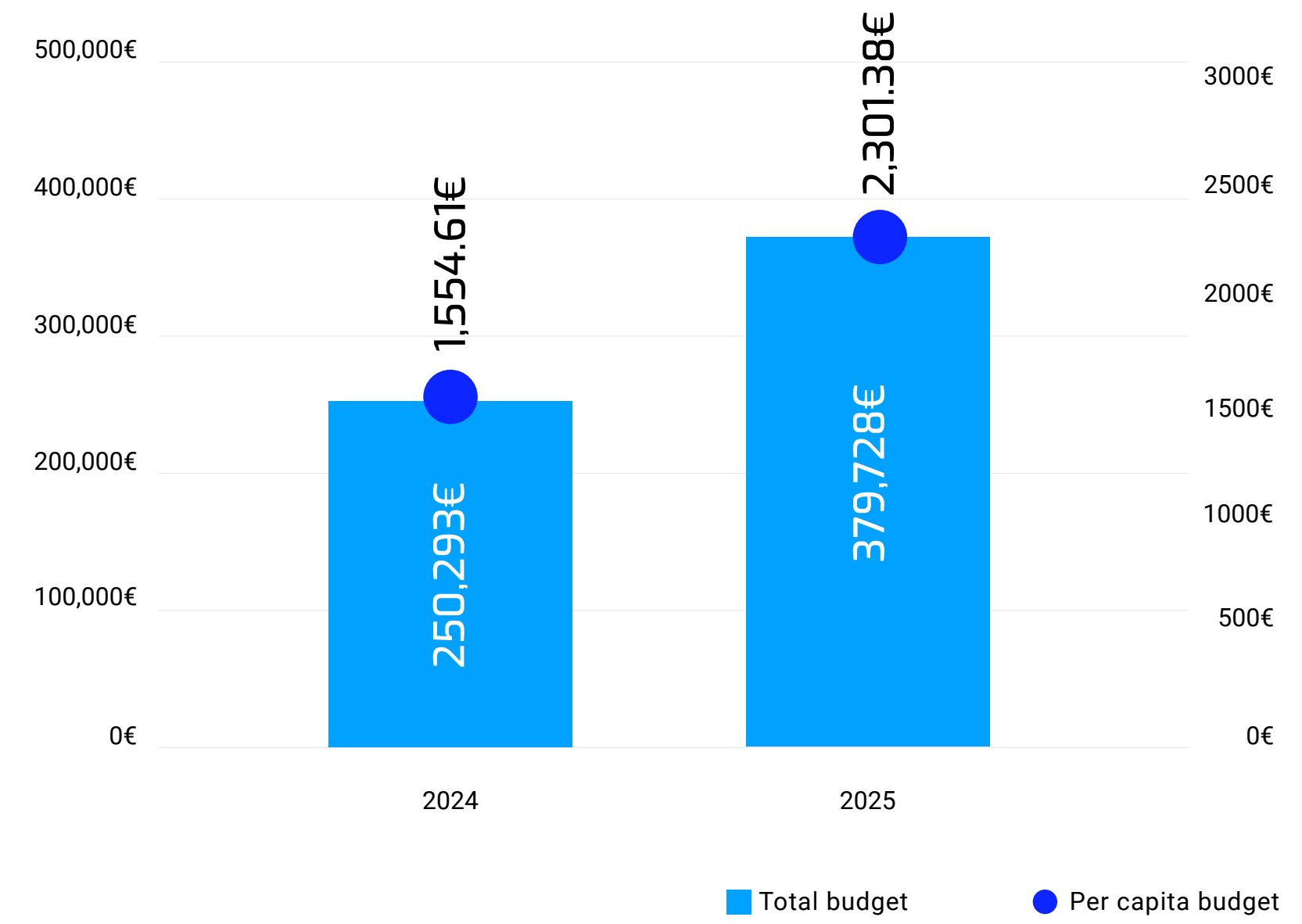
Breakdown of the budget allocated to benefits and welfare



In 2025, the total budget allocated to benefits and welfare reached EUR 379,728, an increase of 51.5% compared with the 2024 budget. In relation to the company population, 2025 welfare corresponds to an average investment of approximately EUR 2,301 per employee, compared with around EUR 1,555 per employee in 2024.

This figure indicates a strengthening not only in absolute terms, but also on a per capita basis, of the support provided to people. In this context, welfare represents an integrated component of the company's value proposition to employees, capable of addressing different needs.

Total and per capita budget allocated to benefits and welfare



Brovind's benefit and welfare system confirms an approach that was already present in the previous financial year and was further consolidated in 2025. The system is not an occasional set of benefits, but a structured lever for quality of work, organisational wellbeing and support for retaining people within the company.

Its projection beyond the internal boundary, particularly in the case of the nursery school and services connected to the local area, will be explored in the chapter dedicated to local welfare and the generation of shared impact.



Corporate social assistance and support for people's needs

Alongside economic benefits and more traditional welfare services, Brovind also maintains the Corporate Social Assistance service developed in collaboration with Confindustria Cuneo. The service takes the form of a listening and counselling point available monthly at the Cortemilia site and accessible to employees; on request, the service can also be activated for the Turin plant. In the two-year period 2024–2025, the service identified 113 needs, with a prevalence of requests relating to pension advice (30.1% of cases) and disability management (21.2% of cases).

The service is characterised by the personalised handling of social and welfare-related needs that may affect work continuity and people's overall wellbeing. In particular, the support provided covers both pension-related matters and issues preparatory to leaving work, as well as situations involving a deterioration in health, with guidance towards local services, support in defining treatment or care pathways, and facilitation of access to available measures. The disability management service also supports workplace inclusion, the identification of suitable accommodations and connection with available local resources.

In Brovind's model, this safeguard strengthens the relational dimension of corporate welfare and helps to identify needs that do not necessarily emerge through economic or remuneration tools alone. The periodic presence of the professional and the monitoring of the production area also foster the building of trust-based relationships, facilitating the emergence of needs and collaboration between the worker, the company and the service network.

3.2 DIVERSITY AND INCLUSION

GRI: 401-3, 405-1, 405-2, 406-1

Brovind recognises diversity, respect for people and the enhancement of merit as essential elements of its organisational culture. In decisions concerning work and professional relations, the company bases its choices on criteria of fairness, integrity and respect for the individual, avoiding all forms of discrimination and promoting a working environment founded on competence, professionalism and experience.

From this perspective, the enhancement of human resources represents a concrete condition for supporting quality of work, organisational continuity and the growth of the company.

In 2025, the composition of the governance bodies shows gender balance within the Board of Directors, which consists of four members, two women and two men. In terms of age, the over-50 age group is predominant, while there is also a component in the 30–50 age group.

Although limited in number, this configuration shows a good gender balance within the company's main governance body.

With regard to the company population, in 2025 Brovind had 165 employees, of whom 147 were men and 18 were women. The female presence therefore remains quantitatively limited, although it shows a slight increase compared with the beginning of the three-year period^a.

In the manufacturing sector, the male component has traditionally remained largely predominant; the figure therefore confirms possible room for improvement in terms of gender balance, especially in technical and operational functions, in continuity with what emerged in the previous reporting period.

^a Although it is a classification element within the scope of diversity and inclusion, the age composition by age group was addressed in the previous chapter. In this section, the analysis of diversity will mainly focus on representation, remuneration, parenthood and the prevention of discrimination.

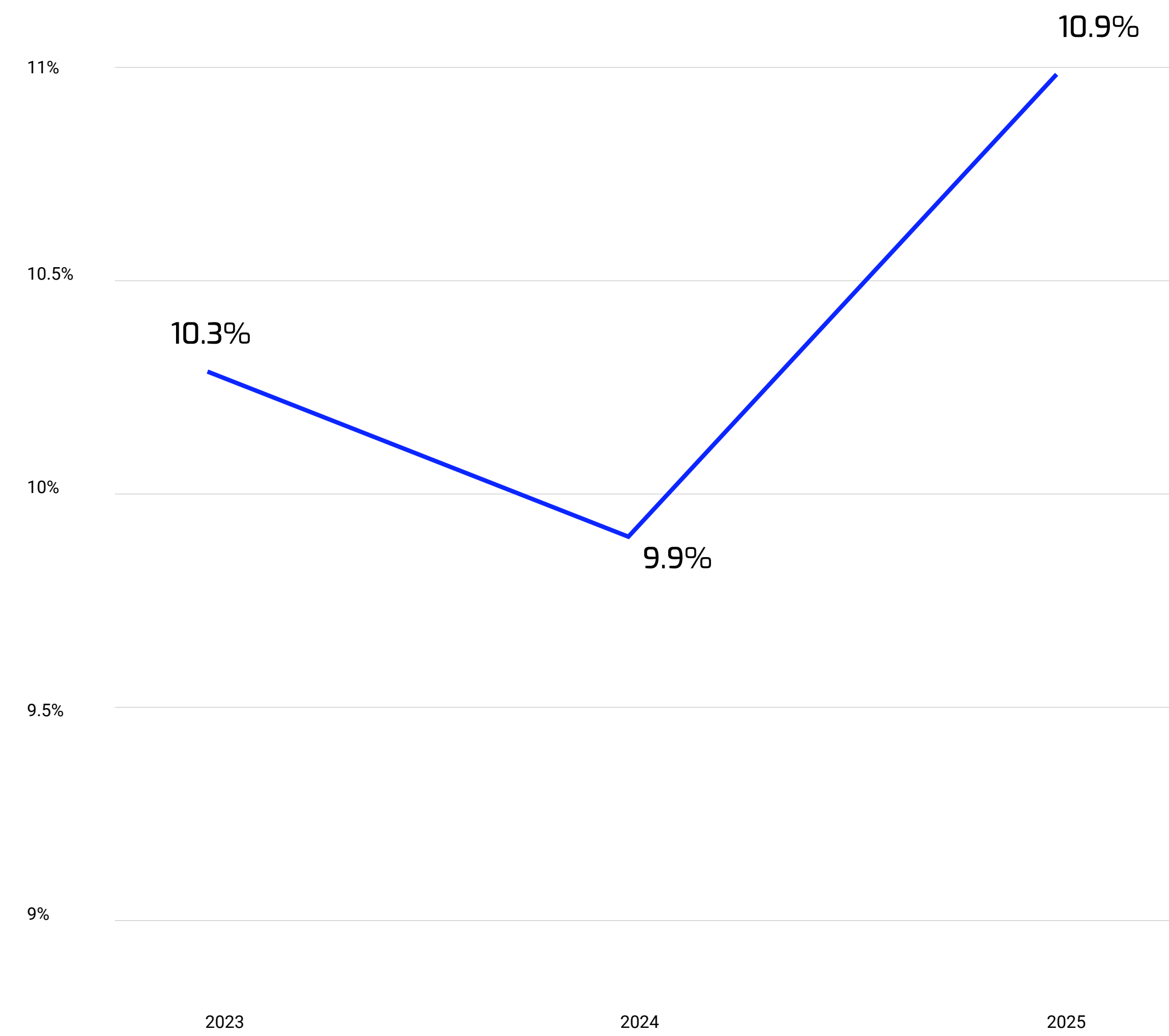
COMPOSITION OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP

Age group	Male component	Female component	Total	Share of total
<30 years	-	-	-	0%
30–50 years	0	1	1	25%
>50 years	2	1	3	75%
Total	2	2	4	100%

COMPOSITION OF EMPLOYEES BY GENDER

Indicator	2023	2024	2025
Male employees	139	145	147
Female employees	16	16	18
Total employees	155	161	165

Female personnel



Gender balance and remuneration dynamics

Gender balance and remuneration dynamics

The analysis of the ratio between the average salary of the female component and that of the male component shows, over the three-year period observed, a differentiated picture depending on professional level. The data do not show a uniform trend, but rather different situations: in some levels the ratio is close to parity, while in others more marked deviations remain.

These should, however, be interpreted with caution, especially where the presence of female personnel is very limited.

In 2025, levels C3 and C2 show values close to balance, with ratios of 0.94 and 0.97 respectively, while in level D2 the ratio stands at 1.06, with the average salary of the female component slightly higher than that of the male component.

In levels B1 and B3, more marked deviations emerge: in the first case, the ratio remains stable at 0.84, while in the second, although remaining high, a gradual reduction is observed over the three-year period, from 2.05 in 2023 to 1.86 in 2025.

RATIO BETWEEN THE AVERAGE SALARY OF THE FEMALE COMPONENT AND THE MALE COMPONENT AT THE SAME LEVEL

Level	2023	2024	2025
B3	2.05	1.94	1.86
B2	n.a.	n.a.	n.a.
B1	0.86	0.84	0.84
C3	0.94	0.95	0.94
C2	0.95	0.98	0.97
C1	n.a.	n.a.	n.a.
D2	1.06	1.05	1.06
D1	n.a.	n.a.	n.a.
Note: n.a. = not available due to the absence of female personnel in the level considered.			

The figure relating to level B3, however, requires particularly cautious interpretation. The average salary of the female component in this level is influenced by the presence of the Chief Executive Officer, who has a significant impact on the average value and makes the comparison less representative of the overall population classified within the same level. In this sense, the ratio observed in B3 should not be interpreted as a generalisable indicator of remuneration advantage, but as a figure strongly affected by the specific composition of the level. More generally, reading the remuneration ratio alone is not sufficient to automatically assess the degree of fairness.

The deviations observed may also be influenced by factors external to gender alone, such as length of service, different time spent in the role, professional experience acquired, actual responsibilities assigned and the very small numerical composition of certain professional populations. In small groups, even a single position can have a significant impact on the average figure. In this sense, the comparison should

be read in context and not mechanically. A further useful element of interpretation is provided by the trend in average salaries over the three-year period. In the period 2023–2025, the average salary of the male component increased across all levels observed, with particularly evident increases in levels B3 (+12.5%), C1 (+11.0%), D2 (+8.7%) and D1 (+8.5%). The average salary of the female component also increased in the comparable levels, with the most significant increases in D2 (+9.3%), C2 (+7.7%) and B1 (+6.7%).

Overall, the three-year period does not show a linear and generalised trend towards greater fairness across all levels, but it does suggest some noteworthy trends: in B3, a gradual reduction in the deviation is observed; in C2, a slight improvement towards parity; while in C3 and D2, the ratio remains substantially stable at values already close to balance.

THREE-YEAR PERCENTAGE CHANGES 2023–2025 BY LEVEL AND GENDER

Level	B3	B2	B1	C3	C2	C1	D2	D1
% change M 2025–2023	12.5%	2.2%	8.2%	5.1%	6.2%	11.0%	8.7%	8.5%
% change F 2025–2023	1.8%	-	6.7%	5.2%	7.7%	-	9.3%	-

PARENTING, PARENTAL LEAVE AND EMPLOYMENT CONTINUITY

Indicator	2023	2024	2025
Employees who used parental leave	3	3	6
of whom female component	1	1	1
of whom male component	2	2	5
Employees who returned to work after leave	3	3	6
Employees still employed 12 months after returning	3	3	6
Return to work rate	100%	100%	100%
12-month retention rate	100%	100%	100%

Parenting, parental leave and employment continuity

With regard to parenting, data for the three-year period 2023–2025 show increasing use of parental leave. In 2023 and 2024, three employees used parental leave each year, of whom one belonged to the female component and two to the male component. In 2025, the number increased to six employees, of whom one belonged to the female component and five to the male component.

In all the years observed, the personnel who used parental leave returned to work at the end of the absence period and were still employed twelve months after returning.

The return to work rate and the 12-month retention rate were therefore 100% throughout the three-year period. The data therefore indicate full employment continuity for the personnel involved and, at the same time, greater use of parental leave in 2025, driven in particular by the male component.

In this context, the company adopts a pragmatic approach to work-life balance. Although this aspect will be explored in

greater detail in the chapter dedicated to welfare, it is also appropriate to recall here the presence of concrete tools supporting parenting.

In particular, Brovind fully covers the fee for the municipal nursery school for employees’ children. The initiative is provided both for personnel at the Cortemilia site and for personnel at the Turin site; in the latter case, the nursery school with which the agreement has been activated is Nido del Dialogo, managed by the Liberitutti Social Cooperative.

Brovind also pays attention to work-life balance, including through organisational flexibility solutions for people with young children or family needs.

This set of tools is not configured as a measure formally linked to returning from parental leave, but it contributes substantially to the continuity of professional paths and organisational stability.



Non-discrimination and protection tools

In 2025, no incidents of discrimination were reported. The company has a whistleblowing procedure, also accessible through an anonymous channel, and a value framework that expressly prohibits all forms of discrimination and promotes a working environment based on respect for the individual, proper conduct and equal treatment.

In the absence of reports, it was not necessary to activate specific corrective measures; however, maintaining oversight and listening tools remains relevant, in line with an approach focused on prevention, protection of the individual and timely management of any critical situations.

SUMMARY OF DISCRIMINATION INCIDENTS AND OVERSIGHT TOOLS

Indicator	2025
Reported incidents of discrimination	0
Reporting procedure in place	Yes, whistleblowing procedure
Anonymous channel available	Yes, whistleblowing procedure

3.3 EMPLOYEE HEALTH AND SAFETY

GRI: 403-1, 403-2, 403-3, 403-4, 403-5, 403-8, 403-9, 403-10

Employee health and safety are a continuous area of oversight for Brovind. The company is committed to ensuring a working environment that protects people’s health and safety, spreading a culture of prevention, developing risk awareness and promoting responsible behaviour by all personnel.

In line with this approach, the company adopts all protection measures required by law and requires employees and collaborators to comply with internal procedures and promptly report any critical issues or non-compliance. In 2025, the company also launched the preparatory activities for the ISO 45001 certification process for its Occupational Health and Safety Management System, with certification expected in 2027.

Health and safety management is based on compliance with Legislative Decree 81/2008 and on an internal system of formalised roles, responsibilities and safeguards.

The Risk Assessment Document (DVR) identifies the main figures within the company prevention system, namely the employer, RSPP, occupational physician, RLS, first aid officers and fire prevention/emergency officers, as well as the presence of supervisors.

The same organisational framework is consistent with the company principles that refer to the elimination or reduction of risks at source, health surveillance, the use of signage, maintenance of workplaces and equipment, and the dissemination of appropriate instructions to all personnel.

The Health and Safety system covers all company sites and concerns 100% of the workers included in the reporting boundary.

ORGANISATIONAL HEALTH AND SAFETY SAFEGUARDS

Safeguard	Organisational evidence
Employer	Paola Veglio
RSPP	Paolo Giolitti
Occupational physician	Marco Aragno
RLS	Serena Reolfi
First aid officers	Names, certificates and appointment letters available at the company
Fire prevention and emergency management officers	Names, certificates and appointment letters available at the company

Risk assessment, training and health protection

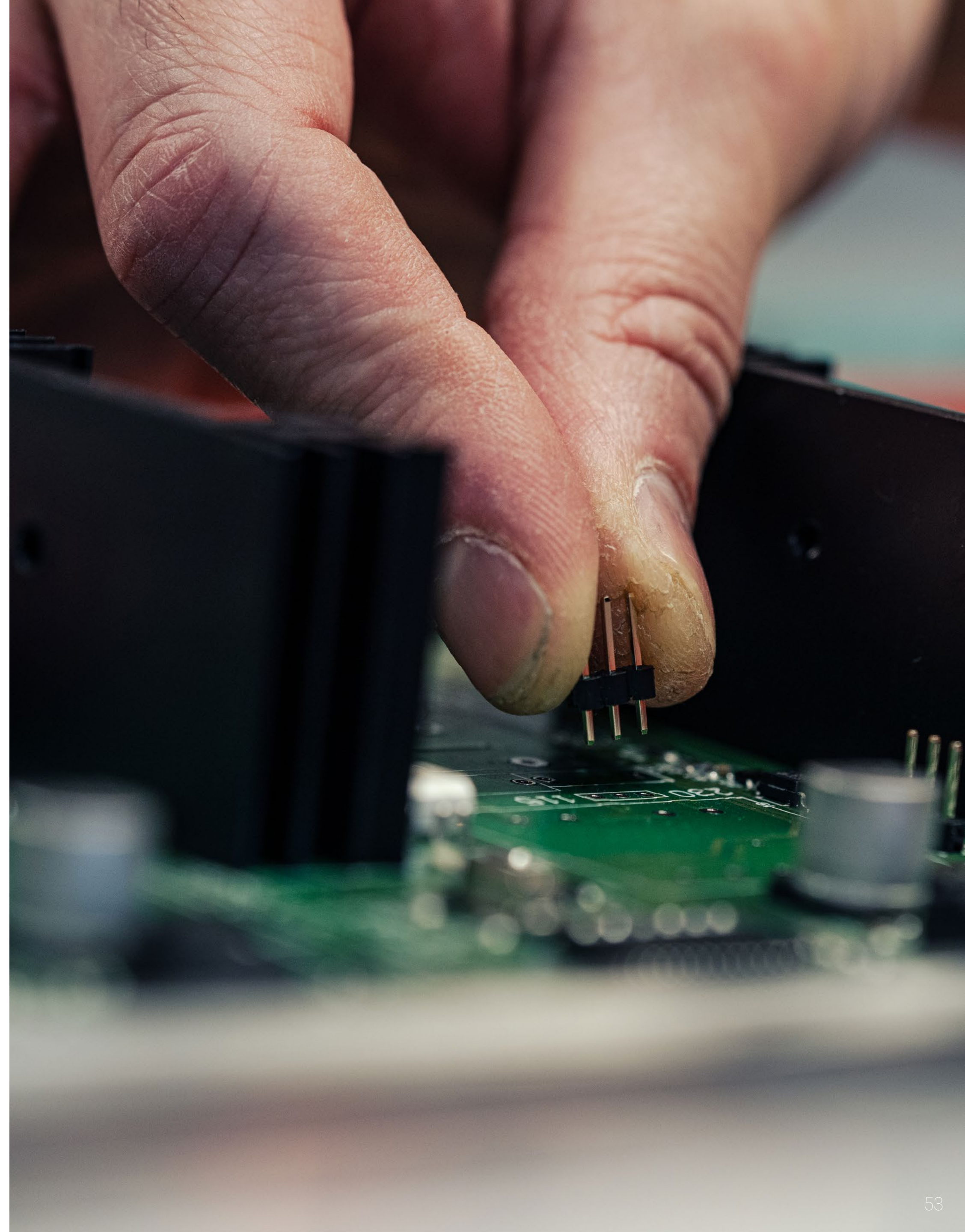
The risk assessment process is developed through the analysis of tasks, activities and workplaces, the identification of hazards connected with the various operational phases, the assessment of consequences for people and the working environment, and the examination of the prevention and protection measures adopted. The analysis considers a broad set of factors, including machinery and equipment, manual handling of loads, chemical agents, noise, vibration, display screen equipment, microclimate and work-related stress.

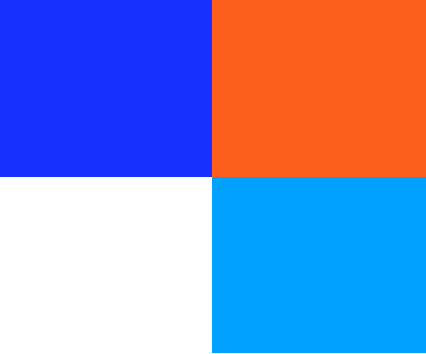
The DVR is updated whenever there are changes to the company's operating structure, for example in relation to the introduction or repositioning of new machinery and equipment in production departments, and the opening of new sites. Risks are also identified through specific questionnaires/checklists for each risk factor, while intervention priorities are defined on the basis of

severity and likelihood, with reference to the company Improvement Plan.

Brovind maintains an active plan for worker information, training and instruction and requires all personnel to comply with internal procedures, observe the Management System and promptly report any deficiencies or non-compliance.

This approach forms part of a model that values people's involvement in prevention and explicitly recalls individual and collective responsibility in protecting safety. The presence of the occupational physician also ensures oversight of health surveillance, while the role of the RLS contributes to dialogue between the organisation and workers on prevention topics.





Injury trends, absences and hours worked

In 2025, Brovind recorded 2 workplace accidents, the same number as in 2024 but down compared with 2023. In the same year, days of absence due to injury also decreased further, falling to 10, while total hours worked rose to 273,843.

The indicators calculated confirm the positive trend: in 2025, the frequency rate stood at 7.30 and the severity rate at 0.0365, both lower than in 2023 and also improved compared with 2024. During the reporting period, no cases of occupational disease or work-related fatalities were recorded.

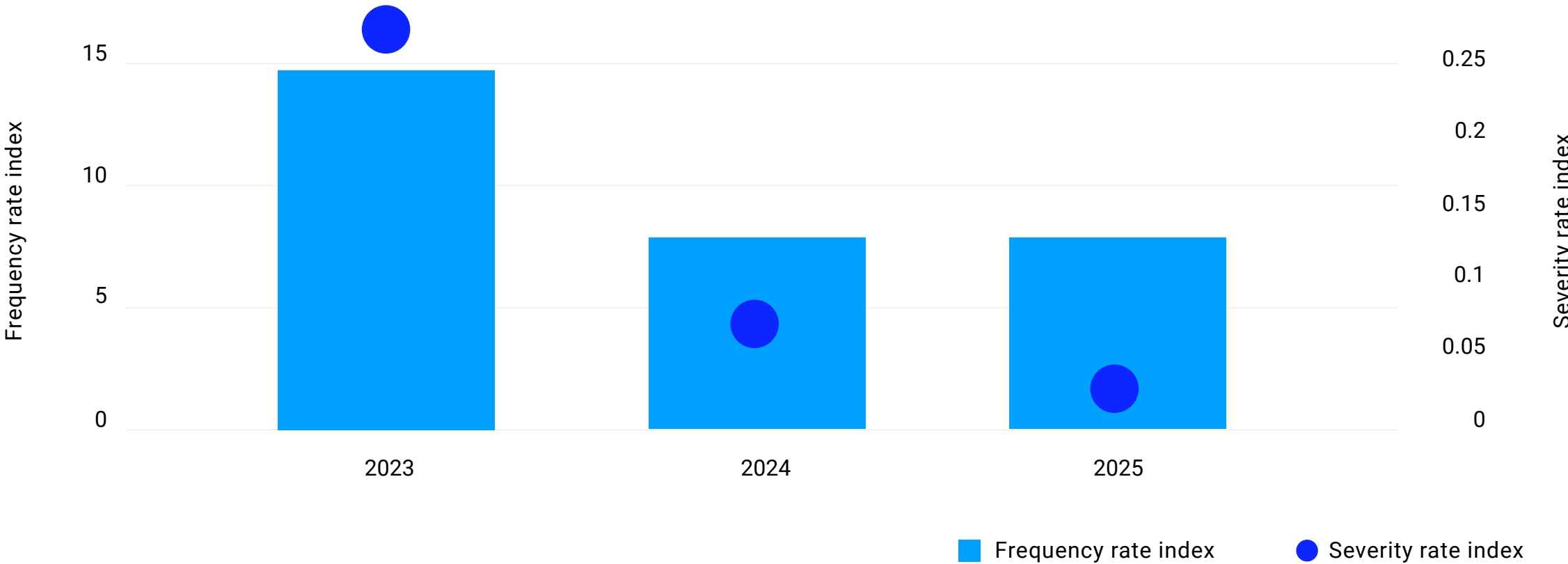
With regard to workloads, the use of overtime decreased: total overtime hours fell to 12,000.5, accounting for 4.4% of total hours worked and an average of 72.7 hours per employee.

Overall, the 2025 data show a picture of substantial stability in injury events, accompanied by a reduction in their severity and lower use of overtime compared with the previous two-year period.

Injuries, absences and safety indicators

Indicator	U.M.	2023	2024	2025
Number of workplace accidents	no.	4	2	2
Days of absence due to injury	no.	68	19	10
Total sick leave days	days	750	1,233	1,223
Total hours worked	hours	269,827.50	269,514.50	273,843
Frequency rate	index	14.82	7.42	7.30
Severity rate	index	0.252	0.070	0.037

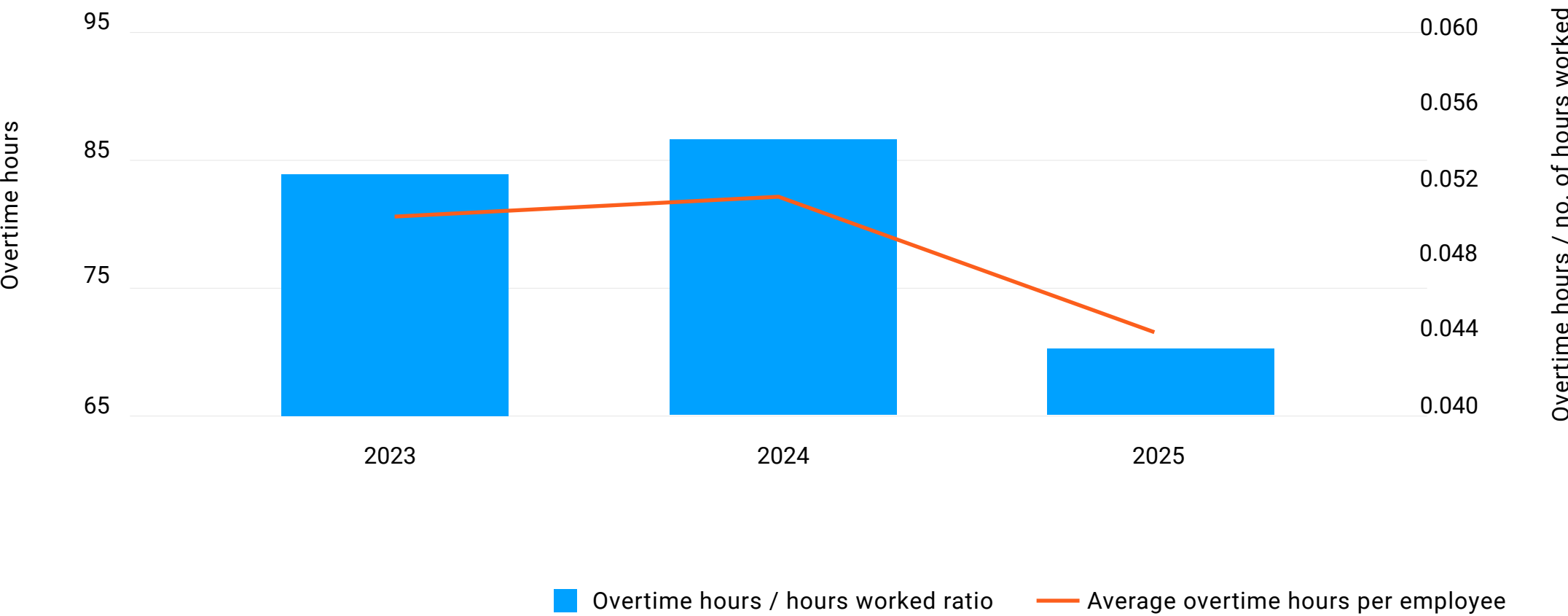
Injury performance indicators



HOURS WORKED AND OVERTIME

Year	Total hours worked	Total overtime hours	Overtime / hours worked ratio	Average overtime hours per employee
2023	269,827.50	13,267.50	0.049	85.60
2024	269,514.50	13,407.50	0.050	83.28
2025	273,843.00	12,000.50	0.044	72.73

Overtime hours performance indicators



04

Social value and local roots

GRI: 413-1





STRATEGIC ANALYSIS OF MATERIAL TOPIC | SOCIAL VALUE FOR THE LOCAL AREA

	Impacts	Generation of social value for the local area through local welfare, support for proximity services, infrastructure investments, educational, cultural and sports partnerships, with positive effects on social cohesion, quality of life and local economic vitality.
	Risks	Weakening of the relationship with the local community, failure to recognise the value generated, fragmentation of local initiatives in the absence of structured oversight, and reputational risks linked to a reduced ability to respond to local needs.
	Opportunities	Strengthening of local roots, consolidation of relationships with public bodies, schools, technical institutes, non-profit associations and local organisations, greater attractiveness of the company for workers and young talent, and development of shared projects for the benefit of the community.
	Time horizon	Medium to long term
	Stakeholders involved	Local communities, public bodies and municipal administrations, schools, technical institutes, non-profit associations, employees and families.
	Link with the Code of Ethics	Local roots with international ambitions (Art. 5.1)Responsibility towards the community (Art. 7)
	Related SDGs	4 QUALITY EDUCATION 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES 17 PARTNERSHIPS FOR THE GOALS

For Brovind, the relationship with the local area is a stable component of the way it does business. Its presence in Cortemilia is not interpreted solely as a production site, but as an ongoing relationship with people, institutions, associations and local communities, based on responsibility, fairness, respect for people and the creation of shared value.

From this perspective, the social value generated by Brovind in the local area is expressed concretely along three complementary lines. The first concerns local welfare, namely the activation of services and tools that, while created to support employees and their families, generate broader benefits for the local community.

The second concerns structural and infrastructure investments, through which the company helps to strengthen the production, training and attractiveness assets of the local area through long-term interventions. The third concerns widespread support for the social, educational, cultural and sporting life of the community, through partnerships, contributions and initiatives aimed at associations and local stakeholders.

Taken together, these three dimensions reflect the vision of a company that interprets its local roots as active participation in quality of life and in the development of the context in which it operates.

4.1 LOCAL WELFARE AND SOCIAL DEVELOPMENT

As already outlined in the chapter dedicated to Welfare policies, Brovind uses employee support measures not merely as corporate benefits, but as tools that generate positive impacts on the local community.

In this context, territorial welfare is one of the most distinctive features of the Brovind model: a system of initiatives that supports families, strengthens local services, and creates economic value for the territory.

THE LOCAL WELFARE MODEL



This approach is mainly expressed through three initiatives which, while responding to concrete employee needs, generate value that extends beyond the company boundary: the “Piccoli Passi” micro-nursery, the company canteen at Trepiasi and Christmas shopping vouchers spendable locally, and, from 2025, also agreements with local sports operators, in particular swimming pool and gym facilities. Taken together, these measures outline a welfare model that connects people’s wellbeing, quality of family life, community services and local economic vitality.

One of the most significant safeguards within Brovind’s local welfare model is the “Piccoli Passi” micro-nursery, launched in collaboration with the Municipality of Cortemilia and also supported through public funding tools dedicated to corporate and local welfare. The service responds to an essential need for work-life balance in a context such as the Alta Langa area, where early childhood provision has historically been limited. From an operational perspective, the micro-nursery is a municipal service for children aged between 3 and 36 months, hosted in a school building owned by

the Municipality and with an overall capacity of 16 places. The municipal regulations also provide access not only for residents, but also for children from other municipalities, through agreements or where places are available.

The initiative therefore has a dual value: on the one hand, it provides concrete support to Brovind employees with young children; on the other, it helps strengthen a service provision that is useful to the entire local area. Access to the nursery for Brovind employees has been active since September 2023, with the fee covered by the company, following the initial launch supported by regional funding. In this sense, Piccoli Passi represents not only a corporate welfare measure, but a genuine proximity-based social infrastructure, capable of generating benefits that extend beyond the company’s internal boundary.

It should also be noted that, for personnel based in Turin, the benefit is provided through a partnership with a nursery school in the Turin area, “Nido del Dialogo”, managed by the Liberitutti Social Cooperative.

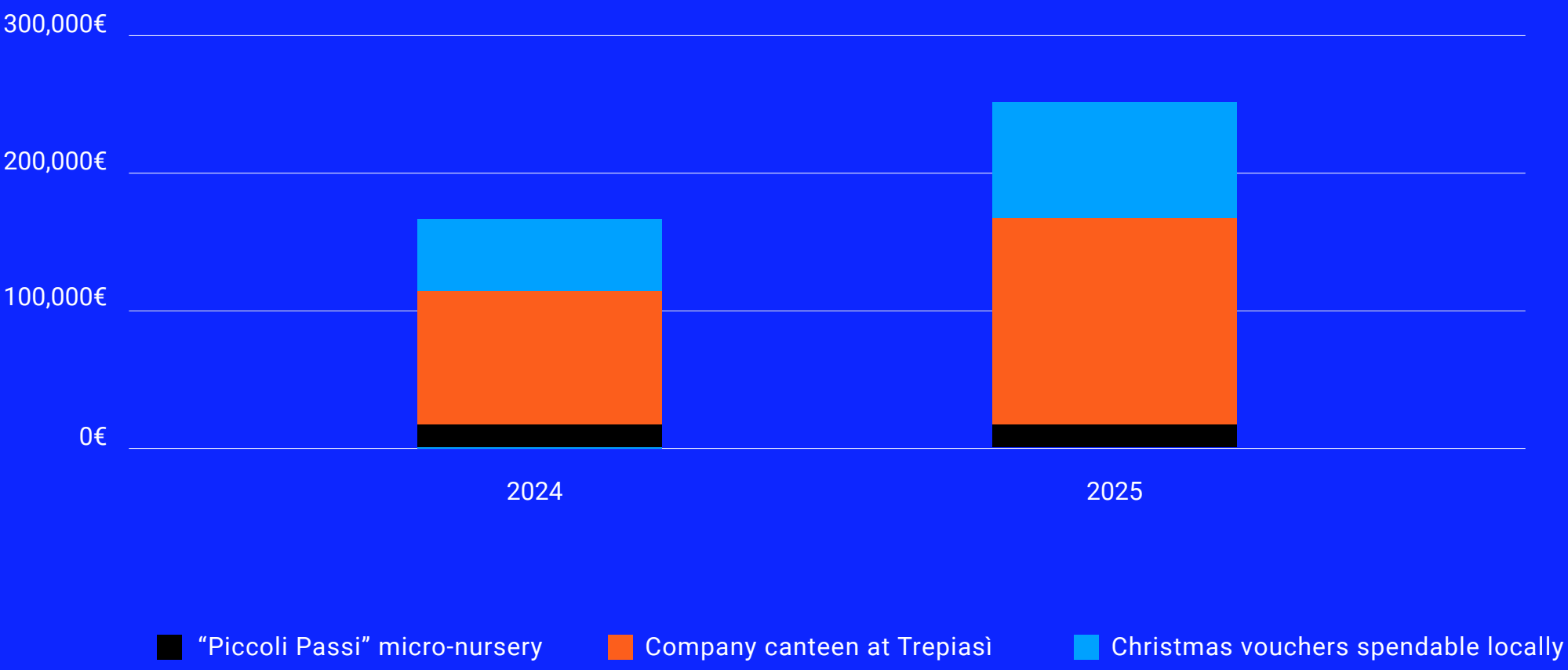
BROVIND'S LOCAL WELFARE ARCHITECTURE

Initiative	Function for employees	Value generated for the local area	Distinctive evidence
“Piccoli Passi” micro-nursery	Support for parenting and work-life balance	Strengthens an early childhood service that is also useful for local families	Service developed in collaboration with the Municipality of Cortemilia; also accessible to users from other municipalities
Company canteen at Trepiasi	Daily catering service for employees	Helps maintain a catering and hospitality facility that is also useful to the local community	Company coverage of 80% of the meal cost; service located in a facility open to the public
Christmas shopping vouchers spendable locally	Support for employees' purchasing power	Generate spending in shops and businesses in Cortemilia	Vouchers worth EUR 500 per employee, usable in local businesses
Local sports agreements	Facilitated access to wellbeing and leisure activities	Support local sports operators and encourage the use of local services	Brovind covers 20% of the gym membership and 80% of the swimming pool membership

LOCAL WELFARE INITIATIVES

Initiative	2024	2025	% change
Company canteen at Trepiasi	EUR 107,400	EUR 152,259	41.8%
Christmas shopping vouchers spendable locally	EUR 50,100	EUR 85,280	70.2%
“Piccoli Passi” micro-nursery	EUR 14,400	EUR 14,789	2.7%
Local sports agreements	-	EUR 558	-
Total	EUR 171,900	EUR 252,866	47.1%

Local welfare initiatives



A second key element of Brovind’s local welfare model is the company canteen hosted at Trepiasi, a service for employees supported by the company through coverage of 80% of the meal cost. The canteen is located within a facility open to the public, which provides catering and hospitality services and today represents a service hub not only for the company’s employees, but also for the Cortemilia community and visitors to the local area. From this perspective, the initiative has a value that goes beyond the strictly corporate perimeter, contributing to the maintenance of a service that is also useful to the local community.

Among the initiatives that best express Brovind’s approach to local welfare are also the Christmas shopping vouchers spendable locally, conceived not only as a measure to support employees’ purchasing power, but also as a tool to generate direct economic benefits for proximity commerce. The initiative provides for vouchers worth EUR 500 per employee, usable at shops and businesses in Cortemilia; in this way, a corporate welfare measure is intentionally directed towards supporting the local economic fabric, encouraging spending to remain within the area and strengthening the link between the company, workers and the community.

From the end of 2025, the model was also expanded to include support for local sports activities, through the activation of agreements with a swimming pool and several gyms in the area. In this case too, the initiative combines a wellbeing objective for employees with a positive impact on the local economy. Brovind covers 20% of the gym membership and 80% of the swimming pool membership, encouraging the use of services

available locally. Since these initiatives were launched towards the end of 2025, the economic benefits will be more fully measurable from 2026. However, the decision already has significant symbolic and local value in 2025, especially in the case of the swimming pool, which reopened after three years of closure and thus finds in this initiative an additional element of support for the resumption of activity and local economic vitality.

These initiatives clearly show the distinctive nature of the Brovind model: a form of welfare which, while starting from the needs of people and their families, is designed to also support local services, proximity-based economic activities and quality of life in the area.

From an economic perspective, the comparison between 2024 and 2025 highlights the continuity of the main local welfare initiatives and, at the same time, their strengthening. The most marked growth concerns Christmas shopping vouchers, followed by the company canteen at Trepiasi, while support for the micro-nursery remains substantially stable.

Overall, the value of the initiatives, including the agreements with local sports activities, increased from EUR 171,900 to EUR 252,866, representing an increase of 47.1%, confirming Brovind’s intention to consolidate a welfare system capable of generating benefits both for employees and for the local community.

4.2 URBAN REGENERATION, LOCAL INFRASTRUCTURE AND TRAINING

Alongside the local welfare system, Brovind contributes to local development also through investments and projects that strengthen the infrastructure provision, economic attractiveness and training opportunities of the local area. From this perspective, Brovind's roots in Cortemilia translate not only into support for proximity services and family wellbeing, but also into the promotion of long-term initiatives capable of affecting the social and economic vitality of the local context.

MAIN STRUCTURAL INVESTMENTS WITH LOCAL IMPACT

Area	Initiative	Impact	Value / investment
Urban and production regeneration	New site in a disused area	Tripled surface area; new space organisation; automated warehouses	≈ EUR 12 million
Training and relationship with local schools	Classroom dedicated to school training	30-seat classroom active since November 2025, dedicated to schools	≈ EUR 68,000





The main investment in this direction is the new production site, which represents one of the most significant initiatives in terms of economic scale and prospective impact on the local area. The project covers an area of 33,000 sqm and involved an investment of more than EUR 12 million, with the objective of creating a modern, sustainable and technologically advanced production hub. The new site was conceived not only as an expansion of the company's production capacity, but also as an initiative capable of enhancing a previously unused area, strengthening the economic attractiveness of the local area with the aim of generating new employment opportunities.

From an organisational and operational perspective, the new site responds to the need for growth and rationalisation of company processes. The expansion allowed the possibility to triple the available surface area, improving the layout of spaces and the management of production and coordination activities. The facility includes a new internal 30-seat training classroom, two new meeting rooms, a medical room and an equipped kitchen area, elements that help improve the quality of the working environment, safety and the level of support for people.

A particularly qualifying component of the investment concerns logistics and management efficiency. The new site houses an automated warehouse, designed to improve stock management and inventory control according to a logic of greater integration and timeliness, consistent with a just-in-time approach. This is complemented by an automated warehouse dedicated

to steel and iron bars with weight-based picking, which further strengthens the oversight of raw materials and accuracy in procurement flows. Taken together, these tools enable better warehouse rotation, more precise and efficient management of consumption, and more effective support for order oversight, with various impacts on company operations.

This dimension fosters educational and social values. Among the latest investments made at the new site, particular importance is given to the creation of a space dedicated exclusively to school training, designed to host activities with local schools. The classroom was created with the aim of helping to reduce the discrepancy between school and the working world, enhancing a practical approach and encouraging more direct contact between students, the company and the production environment.

Starting from November 2025, Brovind began periodically hosting school groups accompanied by teachers on Fridays, for training activities in the new classroom. The costs incurred to create the space amount to approximately EUR 68,000.

Collectively, these initiatives reflect Brovind's commitment to contributing to local development through investments in production and educational infrastructure. By strengthening the area's long-term competitiveness, they foster enduring connections between the company, the local community, and the education system.

4.3 STRATEGIC PARTNERSHIPS, EDUCATIONAL INITIATIVES AND CULTURAL SUPPORT

Alongside local welfare and structural investments, Brovind also supports the local area through a network of partnerships, contributions and initiatives aimed at associations, sports organisations, cultural projects, educational activities and social initiatives.

This dimension complements the social value generated by the company at local level, extending Brovind's contribution to community life and the local association network.

In 2025, this approach translated into a significant strengthening of the company's economic and project-based commitment to the local area.

Based on the updated data shared by the company, the total value of local initiatives investments increased from EUR 36,845.45 in 2024 to EUR 156,965.52 in 2025, while the total number of initiatives supported rose from 13 to 17.

The figure indicates not only an increase in the resources allocated, but also a greater structuring of Brovind's presence in the local area, through initiatives involving social, sports, cultural and educational fields.

A further element of interpretation emerges from the connection with the employment data already presented in the chapter dedicated to people. Considering the 161 employees in 2024 and 165 in 2025, local investment corresponds to approximately EUR 228.85 per employee in 2024 and approximately EUR 951.31 per employee in 2025.

Although these figures do not fully capture the social impact generated, they help to interpret the intensity of the company's local commitment in relation to its size.

SUMMARY INDICATORS OF SOCIAL VALUE FOR THE LOCAL AREA

Indicator	2024	2025	Change
Total budget allocated to local initiatives (€)	36,845.45	156,965.52	326.01%
Total number of initiatives supported	13	17	30.77%
Average budget per initiative (€)	2,834.27	9,233.27	225.77%

Local investment per employee (€)



From a composition perspective, 2025 shows a strong concentration of resources on sports activities, which represent the most significant element in economic terms, accounting for over 71% of the total budget. This is the main area of intervention for the year, confirming the role attributed by the company to supporting local sports organisations as a lever for participation, visibility and community cohesion.

Alongside this component, donations of goods or materials are also relevant, accounting for approximately 19.1% of the total and including, among others, initiatives relating to a contribution to AVAC of Cortemilia in partial support of the purchase of an ambulance and support for the Hackathon project. Cash donations account for over 7% of the budget, with an estimated pool of 15,000

beneficiaries and the involvement of at least 100 employees, while cultural and educational projects involve around 500 beneficiaries, in connection with the school complexes of Cortemilia and Cravanzana.

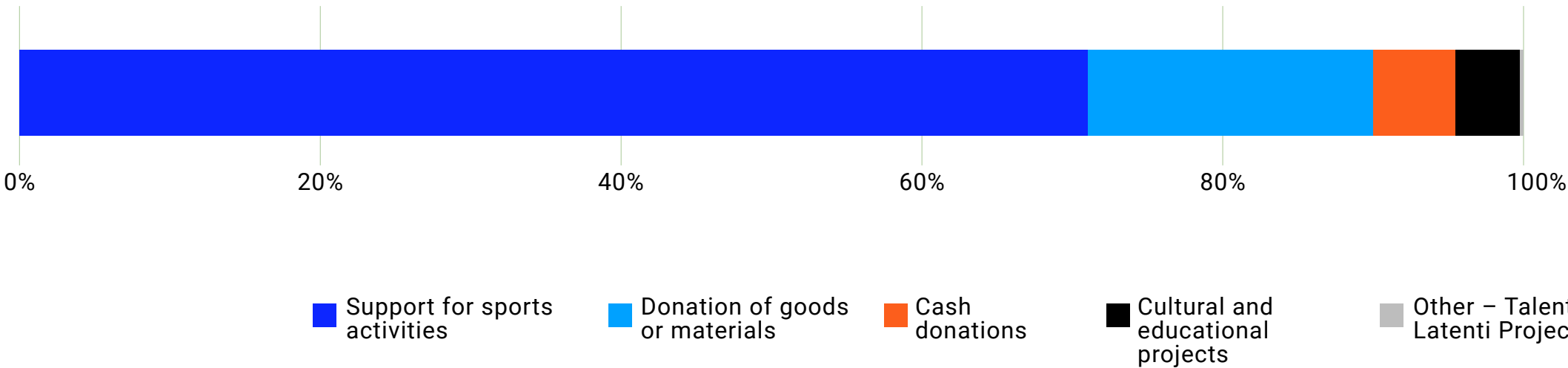
The picture is completed by other network initiatives, such as Talenti Latenti, which, despite having a limited economic weight, are significant in terms of the estimated number of beneficiaries (10,000) and the involvement of partners such as the ASL and the business network.

As a whole, these data reflect an intervention model that in 2025 appears more structured, broader in terms of the number of people reached and more oriented towards formalising the areas and recipients of initiatives.

BREAKDOWN OF LOCAL INITIATIVES IN 2025

Initiative category	% budget value	Estimated beneficiaries
Support for sports activities	71.2%	30,000 people
Donation of goods or materials	19.1%	5,000 people
Cash donations	7.0%	15,000 people
Cultural and educational projects	2.4%	500 people
Other – Talenti Latenti Project	0.3%	10,000 people

Breakdown of the budget in %



05

Product quality and
responsible sourcing



5.1 PRODUCT QUALITY AND SAFETY

GRI: 416-1, 416-2

STRATEGIC ANALYSIS OF MATERIAL TOPIC PRODUCT QUALITY AND SAFETY		
	Impacts	Product quality and safety directly influence the protection of customers and end users, the company's reputation and the level of regulatory compliance.
	Risks	Risk of complaints, non-conformities and reputational damage in the event of malfunctions or safety issues; potential penalties or recalls in the event of non-compliance with mandatory requirements.
	Opportunities	Strengthening of market and customer trust; continuous improvement of the quality system; access to markets with higher standards.
	Time horizon	Medium to long term
	Stakeholders involved	Customers, employees, control bodies, suppliers, business partners
	Link with the Code of Ethics	Quality of work, flexibility and dynamism (Art. 5.1)
	Related SDGs	

At Brovind Vibratori, the oversight of product quality and safety is an integral part of operational management and concerns the reliability of solutions, compliance with technical requirements and process control throughout the production cycle. In line with its organisational structure and the principles of the Code of Ethics, the company adopts a Quality Management System certified according to UNI EN ISO 9001:2015, applied to research, development, design and production activities for feeding systems, servicing units, electronic systems dedicated to the command and control of vibratory units and related components.

The system is designed to ensure compliance with mandatory, technical and contractual requirements throughout the product life cycle, from the definition of specifications to design, sourcing and production, through to testing, delivery and after-sales service. From this perspective, quality does not coincide solely with final inspection, but translates into a coordinated set of organisational, technical and documentary safeguards aimed at preventing non-conformities, ensuring process repeatability and keeping under control the variables that may affect product performance.

QUALITY MANAGEMENT SYSTEM SAFEGUARDS THROUGHOUT THE PRODUCT LIFE CYCLE

Oversight area	Main descriptive elements
Design	Requirements analysis, definition of technical specifications, documentation control
Sourcing	Purchasing specifications, supplier qualification and assessment, incoming inspections
Production	Controls throughout the process, defined responsibilities, management of any non-conformities
Verification and improvement	Internal audits, indicator monitoring, periodic review, corrective and improvement actions
Outsourced activities	Control of outsourced processes through checks, assessments and technical requirements

The Quality Management System is based on a process-based approach, structured according to continuous improvement and prevention principles. In particular, the company adopts management consistent with the Plan-Do-Check-Act cycle, which makes it possible to plan activities, implement them according to defined criteria, monitor outcomes and introduce corrective and improvement actions where necessary. This is supported by a risk and opportunity analysis approach, through which aspects connected with business processes, order specifications, supplier management and the compliance of the solutions produced are overseen. The structure of the system shows integration between management processes, core processes and support processes.

This enables to organically connect management responsibilities, technical and production activities and support functions, ensuring consistency between planning, operational execution, control and review. In this framework, quality takes on a cross-cutting dimension involving the entire organisation: the technical department, purchasing, production, logistics, commercial functions and assistance all operate according to defined responsibilities, shared procedures and monitoring tools focused on compliance and reliability of the final result.

A central role is played by system verification and review activities, through which the company periodically monitors process performance, audit outcomes, customer feedback, management of non-conformities, supplier performance and the progress of improvement actions. This structure makes it possible to maintain continuous control over the functioning of the quality system and to intervene in a structured manner on any critical issues.

Quality oversight also extends to activities entrusted externally. Brovind maintains control over outsourced processes through technical and documentary sourcing specifications, incoming inspections on materials and components, periodic assessments of supplier performance and, where necessary, dedicated audits. This approach helps strengthen traceability and quality consistency along the supply chain, reducing the risk that external critical issues may affect the conformity of the finished product.

Overall, the Quality Management System adopted by Brovind represents an operational tool for process governance, focused on regulatory and contractual compliance, continuous improvement and customer satisfaction. In this context, ISO 9001:2015 certification provides the reference framework through which the company structures responsibilities, controls and technical-organisational oversight methods.

5.2 RESPONSIBLE SUPPLY CHAIN MANAGEMENT

GRI: 2-6

STRATEGIC ANALYSIS OF MATERIAL TOPIC | RESPONSIBLE SUPPLY CHAIN MANAGEMENT

	Impacts	Operational continuity, product quality and control of environmental and social impacts along the value chain.
	Risks	Dependence on critical or hard-to-replace suppliers; supply chain disruptions; quality or technical non-conformities; failure by suppliers to comply with environmental, safety or regulatory requirements.
	Opportunities	Strengthening of supply chain resilience; improvement in the quality and reliability of supplies; progressive integration of environmental, social and safety criteria into qualification and assessment processes; development of long-term relationships with strategic suppliers.
	Time horizon	Short – Medium – Long term
	Stakeholders involved	Suppliers, Purchasing function, Quality function, customers, regulatory bodies
	Link with the Code of Ethics	Suppliers, consultants and agents (Art. 4.3)
	Related SDGs	

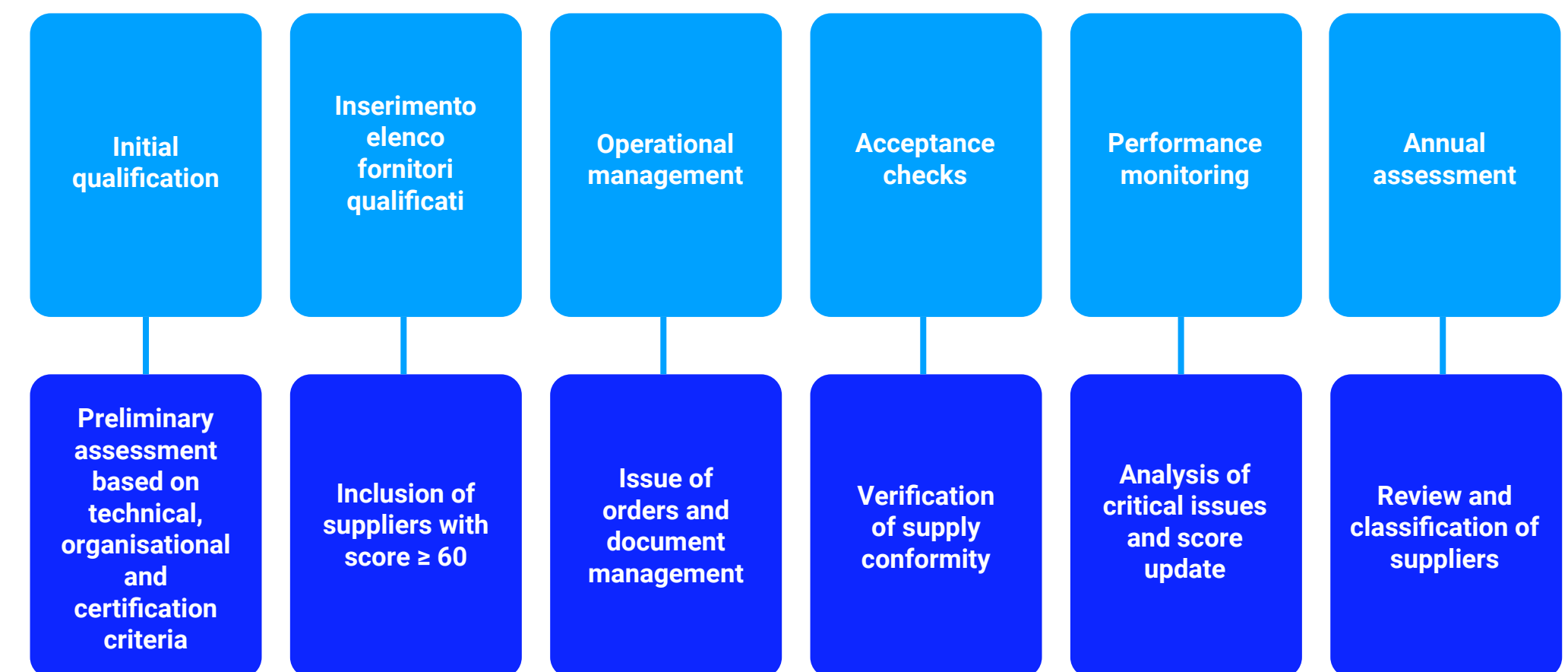
In a highly specialised industrial context such as that in which Brovind Vibratori operates, supply chain management affects the continuity of production processes, the quality of the final product and, more generally, the control of certain environmental and social aspects connected with the supply chain. Supplier management is governed by the Procurement Procedure, integrated into the Quality Management System.

The procedure applies to company suppliers and defines how suppliers are initially assessed, qualified, included in the supplier list and subsequently monitored over time. Within this framework, Brovind Vibratori distinguishes between strategic and non-strategic suppliers. Strategic

suppliers are those that are difficult to replace in the short term, have a significant economic impact and operate according to company specifications or drawings; non-strategic suppliers, by contrast, include established alternative suppliers or suppliers relating to purchasing categories that do not meet these requirements.

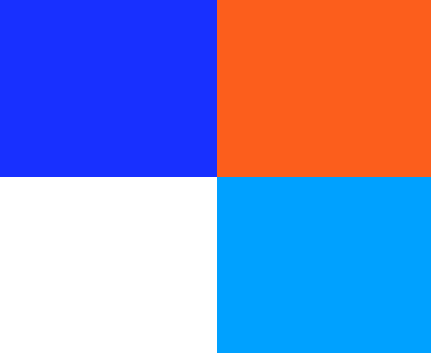
The procedure provides for a structured pathway that accompanies the supplier from the initial assessment phase through to the periodic verification of its performance.

In particular, the process is structured into the following phases:



25
Strategic suppliers
Of which:
12% ISO 9001
4% ISO 14001
8% ISO 45001

64 %
Long-standing suppliers >10 years



The initial qualification is based on a scoring system. The maximum score that can be assigned is 100 points, and inclusion in the list of qualified suppliers takes place when a minimum threshold of 60 points is reached. The assessment takes into account both the presence of certifications and technical, operational and relational elements, with the aim of expressing an overall judgement on the supplier's reliability.

The qualification system therefore assigns a weight of 20% to the presence of certifications and 80% to qualitative and performance-related elements.

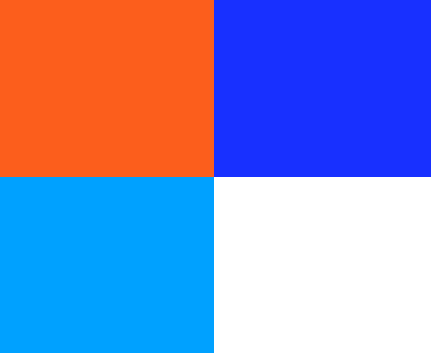
The presence of certifications is a relevant element in the initial assessment phase,

but the overall score depends above all on the supplier's ability to ensure technical reliability, operational continuity, flexibility and relationship quality over time. Alongside quality and performance aspects, Brovind also integrates environmental, safety and ethical elements into supply chain management.

The Procurement Procedure refers to the Sustainability Policy and provides for the involvement of strategic suppliers in a process of progressive alignment with the environmental, social and governance standards promoted by the company.

SUPPLIER ASSESSMENT WEIGHTS AND CRITERIA

Assessment component	Content	Maximum score	Weight of total
Certifications	Presence of system certifications	20	20%
Supplier knowledge	Length and consolidation of the relationship	8	8%
Document completeness and correctness	Adequacy of the documentation provided	8	8%
Technical performance	Compliance with technical and quality specifications	8	8%
Logistics reliability	Compliance with delivery times	8	8%
Commercial reliability	Quotations, order updates, timeliness	8	8%
Breadth of product/service range	Variety and completeness of the offering	8	8%
Operational flexibility	Willingness to meet specific requirements	8	8%
Economic conditions	Overall adequacy of the conditions offered	8	8%
Relationship quality	Courtesy and collaboration	8	8%
Continuous improvement	Proactiveness and ability to propose solutions	8	8%
Total		100	100%



In particular, for strategic suppliers Brovind provides for specific oversight tools, including:

- dedicated Procurement Specifications;
- request for a Declaration of Conformity;
- possibility of carrying out audits at the supplier's premises;
- inclusion in a three-year audit plan.

Audits are aimed at assessing the supplier's compliance with aspects of the Quality System, Environmental System and Safety System, and represent a tool for in-depth review and verification in support of the qualification and monitoring process. Their outcome does not result in the assignment of an independent numerical score, but constitutes a positive or negative confirmation of what emerged during the qualification process.

Once qualified, suppliers are monitored over time through acceptance checks and the identification of any critical issues. In the event of anomalies or non-conformities, the procedure provides for the assignment of penalties that contribute to updating the supplier's overall assessment. This approach enables Brovind Vibratori to keep the performance of its supplier base under control and,

where necessary, to intervene with corrective actions or improvement plans.

The periodic assessment of the supplier is expressed through the Assessment Score (PV), calculated according to the following formula:

PV = Qualification score - Penalty score

The PV is the parameter used to classify suppliers and support decisions over time regarding the maintenance of the relationship, the activation of improvement actions or, in the most critical cases, possible exclusion from the list of qualified suppliers.

Based on the assessment score obtained, suppliers are classified as follows:

- PV between 80 and 100 → Excellent supplier
- PV between 60 and 79 → Good supplier
- PV between 40 and 59 → Sufficient supplier
- PV between 20 and 39 → Mediocre supplier
- PV between 0 and 19 → Insufficient supplier

2025 analysis

2025 STRATEGIC SUPPLIERS BY TYPE OF ACTIVITY

Type of activity	No. of suppliers 2025	% of total
Mechanical processing	9	36%
Metalwork processing	4	16%
Stamping	1	4%
Laser cutting / bending	2	8%
Production of castings	2	8%
Painting	2	8%
Construction of electromagnets / armatures	1	4%
Construction of printed circuit boards	1	4%
Construction of electronic components	0	0%
Construction of plastic products	3	12%
Total	25	100%

The application of the qualification and classification system led, in 2025, to the identification of 25 strategic suppliers, located mainly in Italy and operating in areas consistent with the company's production specialisation. Their distribution by activity performed is shown in the following table.

DISTRIBUTION OF STRATEGIC SUPPLIERS BY LENGTH OF RELATIONSHIP

Duration of relationship	No. of suppliers 2025	% of total
New	0	0%
of which selected based on specific company criteria	0	0%
Relationship of 2 to 5 years	9	36%
Relationship of 5 to 10 years	0	0%
Long-standing suppliers >10 years	16	64%
Total	25	100%

CERTIFICATIONS OF STRATEGIC SUPPLIERS

Certification	No. 2025
ISO 9001 (Quality)	12%
ISO 14001 (Environment)	4%
ISO 45001 (Safety)	8%

The composition of the strategic supply chain shows a prevalence of suppliers active in mechanical processing and metalwork, consistent with the industrial nature of Brovind Vibratori. There are also suppliers specialising in complementary processes and specific components, which contribute to the completion of the production cycle.

The distribution by duration of the relationship also shows a supply chain that is strongly consolidated over time.

The data show that 64% of total suppliers have been collaborating with Brovind Vibratori for more than ten years, while the remaining 36% have had a relationship of between two and five years.

This profile reflects a supply chain characterised by stable and long-lasting relationships, built over time according to the technical and quality needs of the business.

Among strategic suppliers, the presence of relevant system certifications is also observed: 12% hold ISO 9001 certification for quality management, 4% hold ISO 14001 certification for environmental management and 8% hold ISO 45001 certification for occupational health and safety management.

The presence of these certifications is consistent with the qualification system adopted by the company and represents an initial indicator of the level of organisational structuring of the strategic supply chain.

06

Energy and
climate change





The management of environmental aspects represents an area of progressively more structured oversight for Brovind, in line with the evolution of the regulatory context, stakeholder expectations and growing attention to climate and energy topics. The company monitors the main impacts connected with its activities – in particular energy consumption, greenhouse gas emissions, waste generation and resource use – adopting an approach focused on process control, regulatory compliance and the progressive improvement of performance.

During 2025, this commitment developed in a context of significant operational evolution, characterised by the transfer to the new production site and the consequent reorganisation of activities. This transition significantly influenced certain environmental indicators, resulting in dynamics that are not fully representative of a steady-state situation, but at the same time laid the foundations for a structural improvement in energy efficiency and resource management in subsequent periods.

In this context, the initiatives launched in the energy area are particularly relevant, including the entry into operation of the photovoltaic system, and the progressive strengthening of waste management practices, with an increasingly marked focus on recovery. At the same time, the company continues to pursue optimisation in the use of materials, through design and operational choices aimed at reducing waste and reusing resources.

With a view to further consolidating and systematising the practices already in place, in 2025 Brovind also launched the process aimed at adopting an Environmental Management System compliant with ISO 14001.

6.1 ENERGY MANAGEMENT

GRI: 302-1, 302-3

STRATEGIC ANALYSIS OF MATERIAL TOPIC | ENERGY AND CLIMATE CHANGE

	Impacts	Consumption of energy resources mainly from non-renewable sources, greenhouse gas emissions linked to energy use, dependence on the national energy mix, progressive integration of energy from renewable sources.
	Risks	Increase in energy costs, exposure to supply disruptions, increase in climate-altering emissions, failure to comply with future regulatory requirements on efficiency and decarbonisation.
	Opportunities	Improvement of operational efficiency, cost reduction through efficiency measures and investments in renewable sources, reputational improvement, access to incentives.
	Time horizon	Short – Medium – Long term
	Stakeholders involved	Employees, customers, energy suppliers, public bodies, local communities, investors.
	Link with the Code of Ethics	Compliance with national and international environmental regulations (Art. 4.1)Containment of carbon dioxide emissions (Art. 4.1)Reduction of consumption and waste (Art. 4.1)
	Related SDGs	

In 2025, Brovind Vibratori continued to monitor its energy consumption in a structured manner, distinguishing between direct and indirect consumption in order to more accurately represent the different components of the company’s energy needs and support the identification of the main improvement levers.

Direct consumption includes energy from sources used directly by the organisation in

carrying out its operational activities, such as natural gas used for heating and fuels used in company vehicles.

Indirect consumption refers instead to the energy purchased and consumed by the organisation, mainly represented by electricity drawn from the national grid, and from 2025 also including the share self-produced and self-consumed through the photovoltaic system.

5,809 GJ
Total energy consumption

807,119 kWh
Electricity consumed

584.79 kWp
Photovoltaic system

35.21
Energy intensity (GJ per employee)

0.210
Energy intensity (GJ per €1,000 of revenue)

16,092 kWh
Self-generated photovoltaic energy

Indirect energy consumption

INDIRECT ENERGY CONSUMPTION WITHIN THE ORGANISATION, BROKEN DOWN BY SOURCE
(2023/24/25)

Indicator	U.M.	2023	2024	2025	Trend (2023/2024)	Trend (2024/2025)
Electricity consumed	kWh	370,422.00	460,580.00	807,119.00	24%	75%
acquired from national energy mix	kWh	370,422.00	460,580.00	791,027.00	24%	72%
energy from photovoltaic system	kWh	0.00	0.00	16,092.00	/	/
Total	GJ ⁹	1,333.52	1,658.09	2,905.63	24%	75%

In the three-year period 2023–2025, Brovind Vibratori’s indirect energy consumption, relating to electricity, shows a significant increase, closely connected with the structural and operational changes that occurred during 2025.

In 2025, total electricity consumption amounted to 807,119 kWh, up 118% compared with 2023 (+75% compared with 2024).

This increase is mainly attributable to extraordinary factors linked to the transfer to the new production site. In particular:

- for 11 months of 2025, the company operated with two sites active at the same time, resulting in a significant increase in electricity consumption linked to general services and auxiliary systems;
- until September 2025, consumption was influenced by the presence of the “construction site meter”, used for renovation activities at the new plant.

During 2025, a photovoltaic system with an installed capacity of approximately 584.79 kWp was installed and brought into operation at the new production site. In its first year of operation, the system

contributed to the production of 16,092 kWh of electricity, covering around 1% of total electricity consumption.

The contribution in 2025 remains limited, as the system entered into operation during the year. Once fully operational, the system is expected to significantly increase the share of self-produced energy, contributing to the progressive reduction of dependence on external energy sources.

The first evidence available for 2026 already shows a reversal of trend: total consumption recorded a reduction of at least 10% in the winter months, with prospects for further improvement in the following months, thanks to the full operation of the new plant and the greater share of self-produced energy.

Overall, the trend in electricity consumption in 2025 reflects a transitional and non-structural situation, linked to the production reorganisation process, and therefore does not represent a stable increase in the organisation's energy intensity.

⁹ For the conversion of electricity consumption from kWh to GJ, the factor 1 kWh = 0.0036 GJ was applied.

Direct consumption

In 2025, Brovind’s total direct energy consumption, deriving from the use of fuels for heating and fuels for company vehicles, amounted to 2,903.72 GJ, down 10% compared with 3,210.01 GJ in 2024, but still higher than the 2023 figure (2,616.10 GJ). After the significant increase recorded between 2023 and 2024 (+23%), 2025 therefore shows a partial reduction in direct consumption.

- In detail:
- consumption from non-renewable sources amounted to 1,756.43 GJ, slightly down compared with 2024 (-3%), but up compared with 2023 (+27%);
 - natural gas for heating followed a similar trend, with an increase in 2024 (+27%) and a subsequent slight reduction in 2025 (-3%);
 - energy consumption linked to company vehicles recorded a more marked reduction, from 1,394.77 GJ in 2024 to 1,147.29 GJ in 2025 (-18%), returning to values close to those of 2023.

Within the component linked to company mobility, differentiated dynamics can be observed across the various fuels:

- petrol consumption increased sharply over the three-year period, with a further increase in 2025 (+66% compared with 2024);
- diesel consumption instead showed a significant reduction in 2025 (-22%), after the increase recorded in 2024;
- LPG, already marginal in 2023, was no longer used in subsequent years.

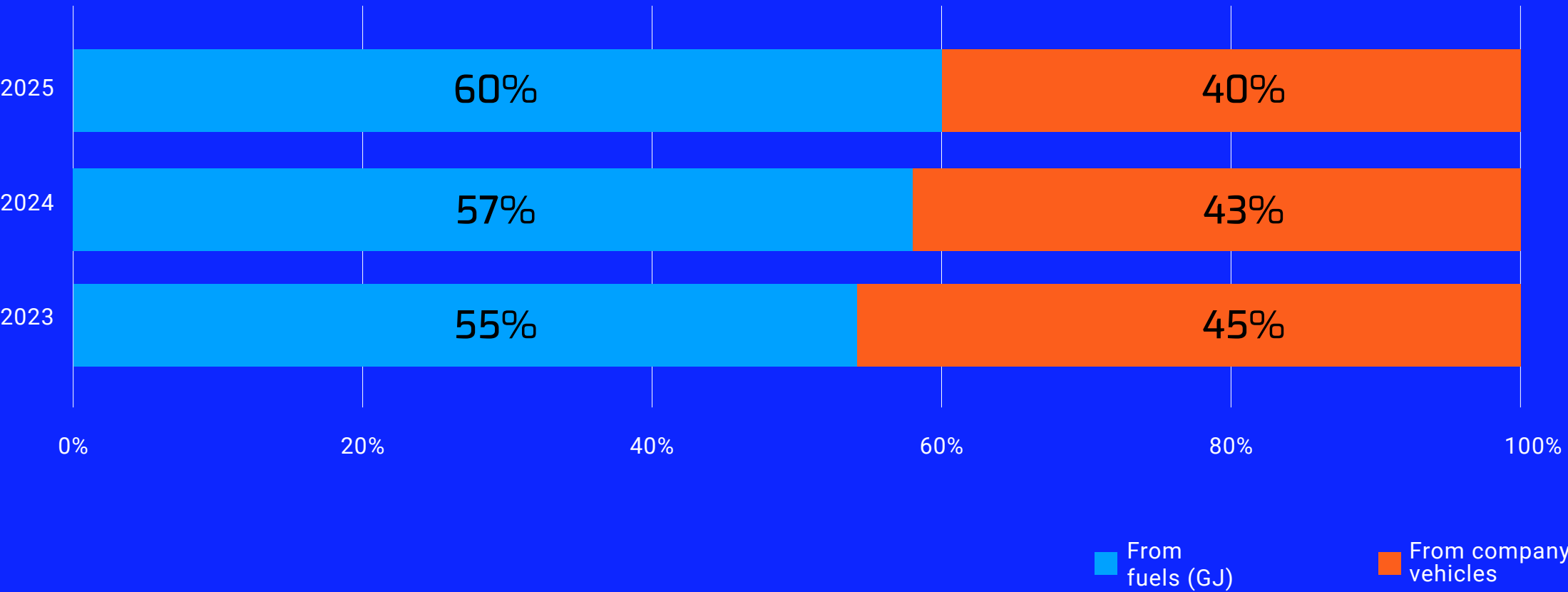
The analysis of the composition of direct consumption also shows a progressive shift towards heating fuels. The share of fuel consumption increased from 55% in 2023 to 57% in 2024 and 60% in 2025, while the incidence of consumption linked to company vehicles decreased from 45% to 40% over the same period.

Overall, 2025 shows a contraction in direct consumption, mainly attributable to the reduction in company fleet consumption, against substantially stable thermal consumption. This results in an energy profile more concentrated on the heating needs of the plants than on the mobility-related component.

DIRECT ENERGY CONSUMPTION WITHIN THE ORGANISATION, BROKEN DOWN BY SOURCE

Indicator	U.M.	2023	2024	2025	Trend 2023/2024	Trend (2024/2025)
Non-renewable sources	GJ	1,429.97	1,815.24	1,756.43	27%	-3%
Natural gas (for heating)	m³	40,531.00	51,451.00	49,784.00	27%	-3%
From company vehicles	GJ	1,186.13	1,394.77	1,147.29	18%	-18%
Petrol	l	975.00	1,974.00	3,276.00	102%	66%
Diesel	l	31,969.00	36,941.00	28,915.00	16%	-22%
LPG	l	108.00			-100%	/
Total	GJ	2,616.10	3,210.01	2,903.72	23%	-10%

Direct energy consumption 2023/24/25



Overall consumption

TOTAL ENERGY CONSUMPTION OF THE COMPANY, BROKEN DOWN INTO DIRECT AND INDIRECT CONSUMPTION

Indicator	unit	2023	2024	2025	Trend 2023/24	Trend 2024/25
Total direct energy consumption	GJ	2,616.11	3,210.01	2,903.72	23%	-10%
Total indirect energy consumption		1,333.52	1,658.09	2,905.63	24%	75%
Total		3,949.63	4,868.10	5,809.34	23%	19%

Brovind Vibratori’s total energy consumption amounted to 5,809.34 GJ, up 19% compared with 4,868.10 GJ in 2024 and 47% compared with 3,949.63 GJ in 2023.

Over the three-year period, there was a progressive increase in total energy consumption, accompanied by a significant change in its composition. In particular, in 2025 direct and indirect consumption were substantially balanced, each accounting for around 50%, unlike in previous years when the direct component was predominant.

The overall increase in consumption is mainly attributable to the growth in indirect consumption, while direct consumption decreased in the last year.

Overall, the 2025 figure reflects an operating phase that is not yet stabilised and should be read in light of the extraordinary dynamics already described in the previous paragraphs.

Energy intensity

The analysis of energy intensity makes it possible to assess the efficiency of energy use in relation to the organisation's main operating drivers. This approach complements the reading of absolute consumption with a more complete assessment of the evolution of energy efficiency over time.

Two indicators were used in this Report: energy intensity relative to turnover, which expresses the energy consumed per unit of revenue generated¹⁰, and energy intensity per employee¹¹, which makes it possible to assess the average energy consumption associated with the operating structure.

The energy intensity indicator calculated in relation to turnover shows an improvement in 2025 compared with the previous year, returning to values substantially in line with 2023. This trend indicates that the growth in business volume was proportionally greater than the increase in energy consumption, resulting in a recovery

of energy efficiency in relation to the economic value generated.

By contrast, the indicator calculated in relation to the number of employees shows a progressive increase over the three-year period. This trend reflects the increase in total energy consumption, not fully offset by workforce growth, and is consistent with the extraordinary operating dynamics that characterised 2025.

Overall, the analysis shows an improvement in energy efficiency relative to turnover, against an increase in intensity per employee. This trend confirms that 2025 was influenced by temporary factors linked to the operational reorganisation, while the benefits of the structural initiatives launched are expected to emerge more clearly in subsequent periods.

DISCLOSURE 302-3 ENERGY INTENSITY

Indicator	2023	2024	2025
Total energy consumption (GJ)	3,949.63	4,868.10	5,809.34
Turnover (€)	18,892,081.45	20,481,257.74	27,694,968.01
Number of employees	155	161	165
GJ per EUR 1,000 of turnover	0.209	0.238	0.210
GJ per employee	25.48	30.24	35.21

¹⁰ Indicator measuring how much energy is consumed for each euro of revenue generated, calculated by dividing total energy consumption by the company's total revenue.
¹¹ This indicator, calculated by dividing total energy consumption by the total number of employees (or full-time equivalent employees, FTEs), is used to measure how much energy is required to support the work of one employee.

6.2 GREENHOUSE GAS EMISSIONS

GRI: 305-1, 305-2, 305-4, 305-5

STRATEGIC ANALYSIS OF MATERIAL TOPIC | ENERGY AND CLIMATE CHANGE

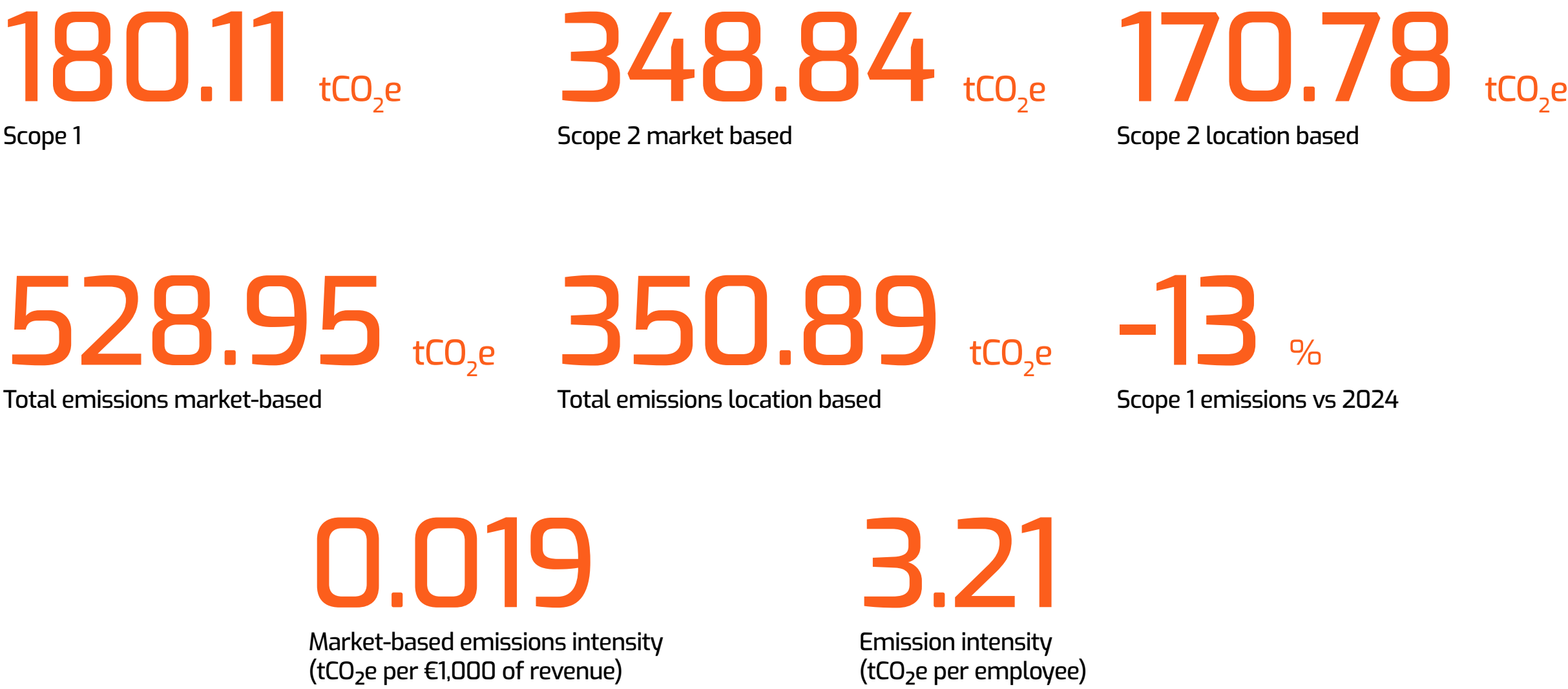
	Impacts	Direct and indirect contribution to the increase in greenhouse gas (GHG) concentrations in the atmosphere, linked to energy consumption and the electricity mix used; effects on global climate change.
	Risks	Risk of stricter regulation, increase in costs related to offsetting or taxation of emissions, reputational damage, lower competitiveness in markets regulated by stringent environmental criteria.
	Opportunities	Possibility of reducing the carbon footprint through actions on energy consumption and sources used, access to green financing or incentives, improvement of energy efficiency.
	Time horizon	Medium – Long term
	Stakeholders involved	Customers, local communities, investors, public administrations, employees
	Link with the Code of Ethics	Compliance with national and international environmental regulations (Art. 4.1)Containment of carbon dioxide emissions (Art. 4.1)Reduction of consumption and waste (Art. 4.1)
	Related SDGs	 

The calculation of greenhouse gas emissions makes it possible to quantify the climate impact of corporate activities and monitor their evolution over time. Reporting is carried out in line with the main international standards and according to the methodological principles of the GHG Protocol, which provides for the distinction between:

- direct emissions (Scope 1), generated by sources owned or controlled by the organisation;
- indirect emissions (Scope 2), associated with purchased and consumed electricity.

Emissions are expressed in tonnes of carbon dioxide equivalent (tCO₂e), a unit that makes it possible to uniformly represent the contribution of different greenhouse gases to climate change.

For calculation purposes, internationally recognised emission factors were used, in particular those published by DEFRA for direct emissions (Scope 1) and by ISPRA for indirect emissions (Scope 2).



Scope 1 emissions

Direct emissions mainly include those deriving from the use of natural gas for heating and from fuels used in company vehicles.

In 2025, Scope 1 emissions amounted to 180.11 tCO₂e, down 13% compared with 206.72 tCO₂e in 2024, but still higher than the 2023 figure (170.32 tCO₂e). After the increase recorded in 2024 (+21%), 2025 therefore shows an overall reduction in direct emissions.

In detail:

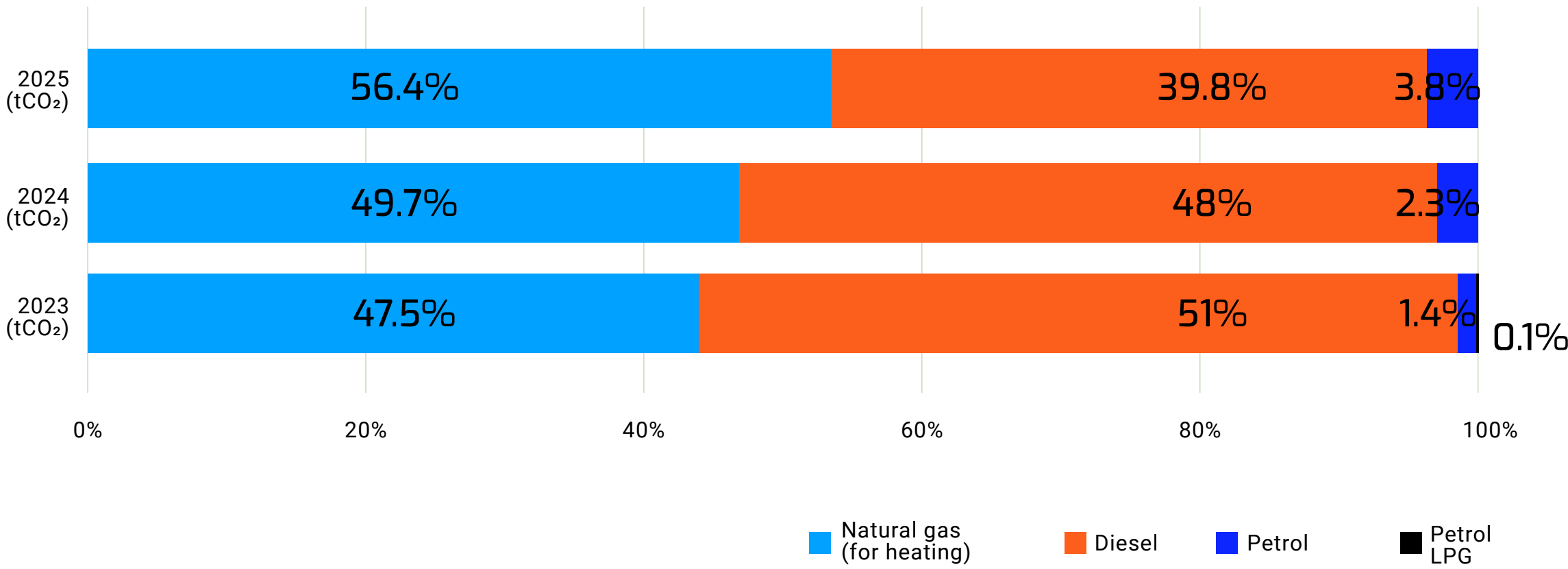
- emissions associated with natural gas remained substantially stable compared with 2024 (-1%), after the increase recorded in the previous two-year period;
- emissions from company vehicles recorded a significant reduction (-25% compared with 2024), representing the main factor behind the decrease in direct emissions.

Overall, the reduction in Scope 1 emissions is consistent with the trend in direct energy consumption.

SCOPE 1 EMISSIONS

Source	2023 (tCO ₂ e)	2024 (tCO ₂ e)	2025 (tCO ₂ e)	Δ % 2023/2024	Δ % 2024/2025
Non-renewable sources	80.96	102.77	101.63	27%	-1%
Natural gas (for heating)	80.96	102.77	101.63	27%	-1%
From company vehicles	89.36	103.95	78.48	16%	-25%
Petrol	2.31	4.68	6.78	103%	45%
Diesel	86.87	99.27	71.70	14%	-28%
LPG	0.18	/	/	/	/
Total Scope 1	170.32	206.72	180.11	21%	-13%

Scope 1 emissions broken down by source



Scope 2 emissions

Indirect Scope 2 emissions include greenhouse gas emissions associated with the production of electricity purchased and consumed by the organisation. Although not generated directly by operational activities, these emissions are indirectly attributable to the energy needs required to operate the company's sites and activities.

In line with the methodologies set out in the GHG Protocol, Scope 2 emissions are reported according to two calculation approaches:

- the location-based method, which reflects the average emissions intensity of the national electricity grid from which the energy is drawn;
- the market-based method, which considers the emission factors associated with the specific energy supplies purchased, taking into account any contracts or certifications relating to the origin of the energy.

Electricity self-produced and self-consumed through the photovoltaic system is considered to have a zero emission factor.

- In 2025, Scope 2 emissions recorded a significant increase compared with the previous year under both methodologies:
- according to the market-based approach, emissions increased by 65.9%;
 - according to the location-based approach, the increase was 41.9%.

This trend is consistent with the sharp increase in electricity consumption recorded in 2025, linked to the transitional phase of overlapping production sites and the presence of temporary construction-site utilities.

The electricity self-produced by the photovoltaic system, which entered into operation during the year, still contributed only to a limited extent to the reduction of indirect emissions.

EMISSIONI DI SCOPE 2

Calculation method	2023 (tCO ₂ e)	2024 (tCO ₂ e)	2025 (tCO ₂ e)	Δ % 2023/2024	Δ % 2024/2025
Scope 2 – Market-based	169.12	210.29	348.84	24.3%	65.9%
Scope 2 – Location-based	96.77	120.32	170.78	24.3%	41.9%

Total emissions (Scope 1 + Scope 2)

TOTAL EMISSIONS (SCOPE 1+ SCOPE 2)					
Total emissions	2023	2024	2025	Δ % 2023/2024	Δ % 2024/2025
Scope 1 + Scope 2 Market-based	339.44	417.01	528.95	23%	27%
Scope 1 + Scope 2 Location-based	267.09	327.04	350.89	22%	7%

Overall, total greenhouse gas emissions show an increase compared with the previous year:

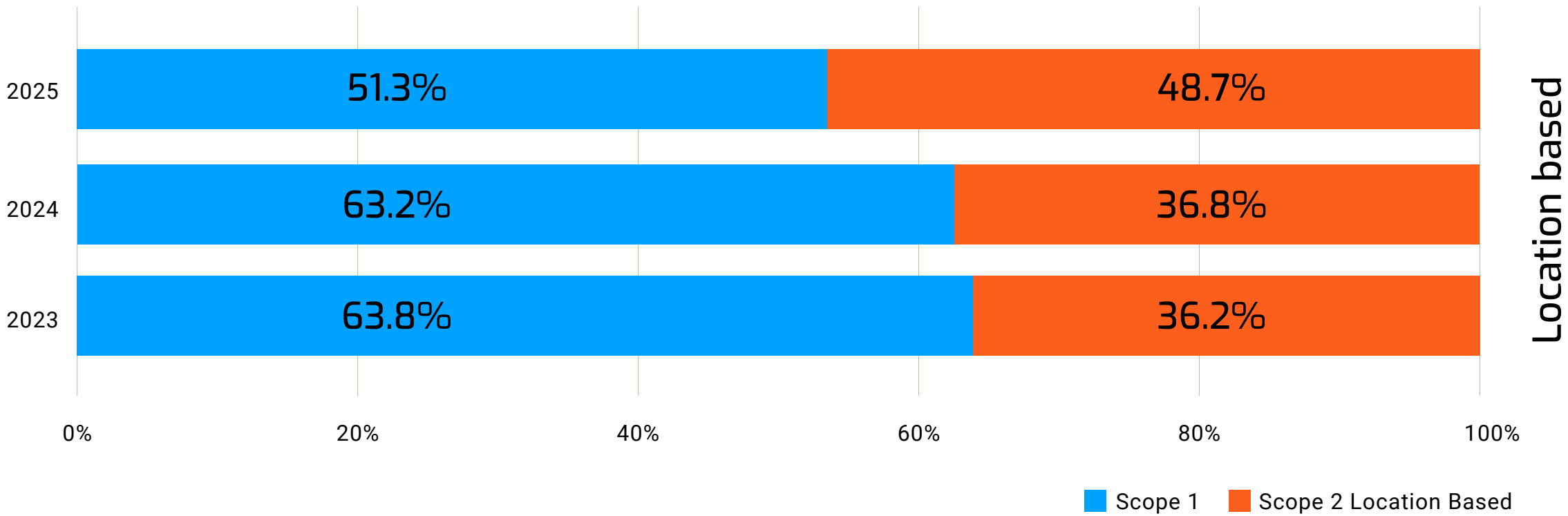
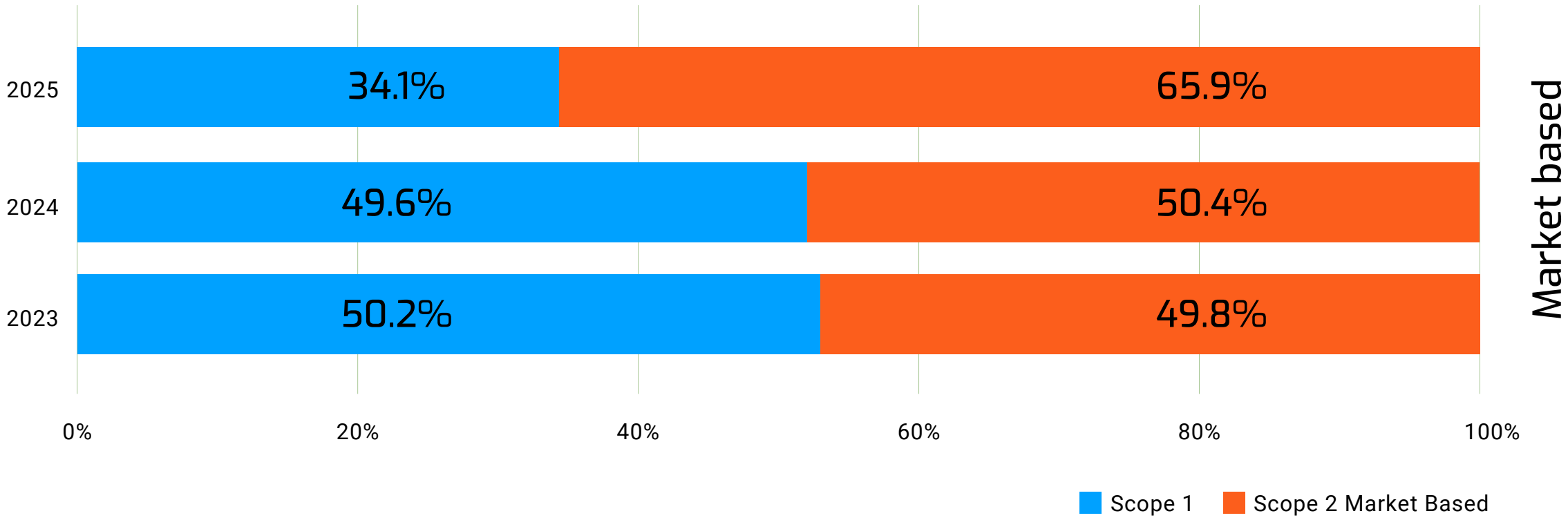
- +27% according to the market-based criterion;
- +7% according to the location-based criterion.

The overall increase is mainly attributable to the growth in indirect emissions, which offsets the reduction in direct emissions.

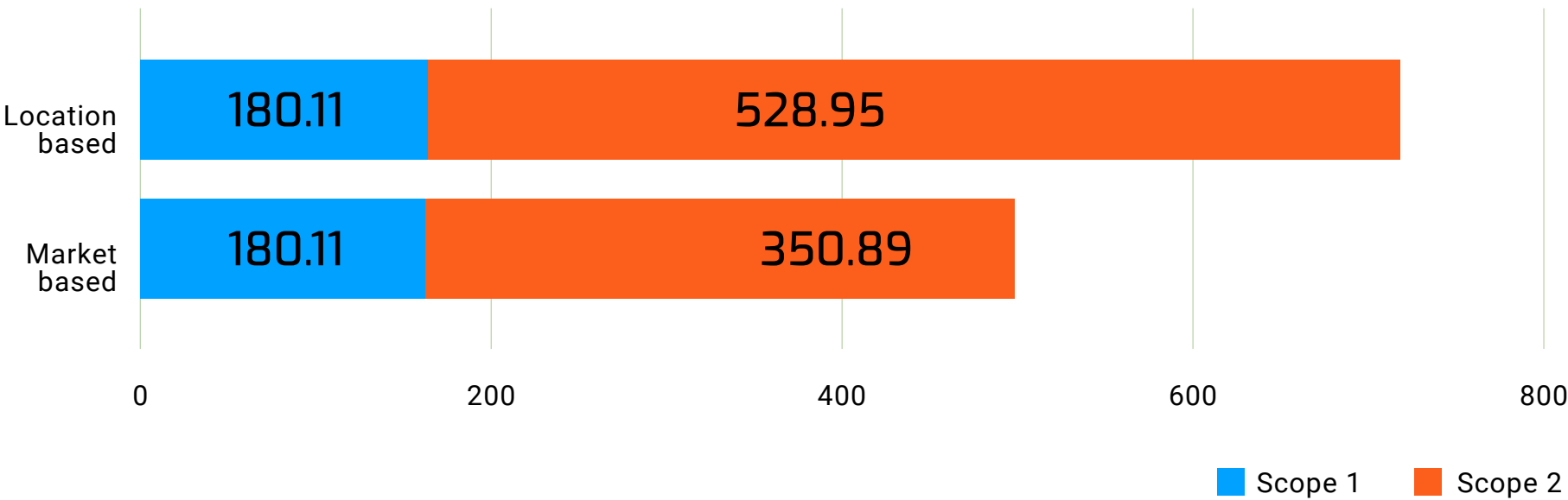
In line with what was observed for energy consumption, the 2025 figure reflects an operating configuration that is not yet stabilised and does not represent a structural increase in the organisation's emissions footprint.

The first effects of the initiatives launched, including the activation of the photovoltaic system and the rationalisation of production sites, are expected to contribute to a progressive improvement in emissions indicators in subsequent periods.

Total emissions 2023/24/25



Tot. emissions CO₂eq 2025



Emissions intensity

In line with what was observed for energy consumption, the 2025 figure reflects an operating configuration that is not yet stabilised and does not represent a structural increase in the organisation's emissions footprint.

The first effects of the initiatives launched, including the activation of the photovoltaic system and the rationalisation of production sites, are expected to contribute to a progressive improvement in emissions indicators in subsequent periods.

EMISSIONS INTENSITY – MARKET-BASED

	2023	2024	2025	Δ% 2023–2024	Δ% 2024–2025
tCO ₂ e / EUR 1,000 turnover	0.018	0.020	0.019	13%	-6%
tCO ₂ e / employee	2.19	2.59	3.21	18%	24%

EMISSIONS INTENSITY – LOCATION-BASED

	2023	2024	2025	Δ% 2023–2024	Δ% 2024–2025
tCO ₂ e / EUR 1,000 turnover	0.0141	0.0160	0.0127	13%	-21%
tCO ₂ e / employee	1.72	2.03	2.13	18%	5%

07

Circular
economy



7.1 WASTE MANAGEMENT

GRI: 306-3, 306-4, 306-5

STRATEGIC ANALYSIS OF MATERIAL TOPIC | CIRCULAR ECONOMY

	Impacts	Generation of industrial waste, potential environmental impact arising from waste management and treatment, need to comply with environmental regulations.
	Risks	Penalties for non-compliance, reputational damage, high disposal costs, negative impacts on the environment and health.
	Opportunities	Implementation of circular economy practices, cost reduction through recovery and reuse, improvement of operational efficiency.
	Time horizon	Short – Medium – Long term
	Stakeholders involved	Employees, waste management service providers, environmental authorities, local communities.
	Link with the Code of Ethics	Compliance with national and international environmental regulations (Art. 4.1)Reduction of consumption and waste (Art. 4.1) Recycling and disposal of waste (Art. 4.1)
	Related SDGs	 

In the manufacturing sector, waste management affects not only environmental aspects, but also operational organisation and compliance with regulatory obligations. The variety of materials used in production processes – metals, electronic materials, composites and chemicals – results in the generation of waste flows that differ in nature, hazardousness and treatment methods.

The company's management approach is based on separate collection, documentary traceability and transfer to authorised operators, in compliance with the requirements set out by current legislation. Attention is focused not only on the proper administrative management of waste, but also on the final destination of the flows, with the aim of favouring recovery over disposal wherever possible.

Consistent with the approach already adopted in the previous financial year, in 2025 Brovind also monitored in detail the quantity, type and treatment of waste generated. After the reduction observed in 2024, financial year 2025 shows a significant increase in total quantities.

Total waste expressed by weight increased from 49,779 kg in 2024 to 90,421 kg in 2025, an increase of 81.6%; the figure is also higher than the 2023 value of 61,139 kg. The increase is almost entirely attributable to non-hazardous waste, which rose from 49,485 kg to 90,160 kg (+82.2%), while hazardous waste expressed in kilograms decreased from 294 kg to 261 kg (-11.2%). Waste expressed in litres and classified as hazardous remained unchanged at 961 litres, in line with 2024.

90,421 kg
Total waste generated

98.86 %
Of waste sent for recovery

TOTAL HAZARDOUS AND NON-HAZARDOUS WASTE 2023/24/25

	2023	2024	2025	Change 2023/24 %	Change 2024/25 %
Hazardous (kg)	204	294	261	44.1%	-11.2%
Non-hazardous (kg)	60,935	49,485	90,160	-18.8%	82.2%
Total (kg)	61,139	49,779	90,421	-18.6%	81.6%
Hazardous (l)	259	961	961	271.0%	0.0%
Total (l)	259	961	961	271.0%	0.0%

With reference to treatment type, in 2025 Brovind Vibratori further strengthened the use of recovery operations, reducing the share sent for disposal. Of the 90,421 kg managed overall, 98.86% was sent for recovery.

The historical comparison shows progressive improvement: the share sent for recovery was 95.20% in 2023, 97.20% in 2024 and reached the

highest value of the three-year period in 2025.

In absolute terms, waste sent for disposal decreased from 2,925 kg in 2023 to 1,408 kg in 2024, and then to 1,031 kg in 2025. Waste expressed in litres, by contrast, was entirely sent for disposal and amounted to 961 litres, in line with the 2024 figure.

WASTE GENERATED BY EWC CODE AND HAZARD CLASSIFICATION

EWC code	Hazardous / Non-hazardous	U.M.	2023	2024	2025
15 01 06	Non-hazardous	kg	22,540	17,480	39,360
17 04 05	Non-hazardous	kg	33,480	29,400	47,720
17 04 02	Non-hazardous	kg	860	440	820
17 04 11	Non-hazardous	kg	680	640	1,080
16 05 04	Hazardous	kg	19	67	43
15 02 02	Hazardous	kg	110	99	68
15 01 10	Hazardous	kg	75	39	119
08 03 18	Non-hazardous	kg	20	27	25
12 01 17	Non-hazardous	kg	2,925	1,408	1,031
16 02 13	Hazardous	kg	0	12	17
16 02 14	Non-hazardous	kg	83	90	124
20 01 21	Hazardous	kg	0	77	14
17 02 02	Non-hazardous	kg	347	0	0
12 01 09	Hazardous	l	259	961	961

TOTAL HAZARDOUS AND NON-HAZARDOUS WASTE 2023/24/25

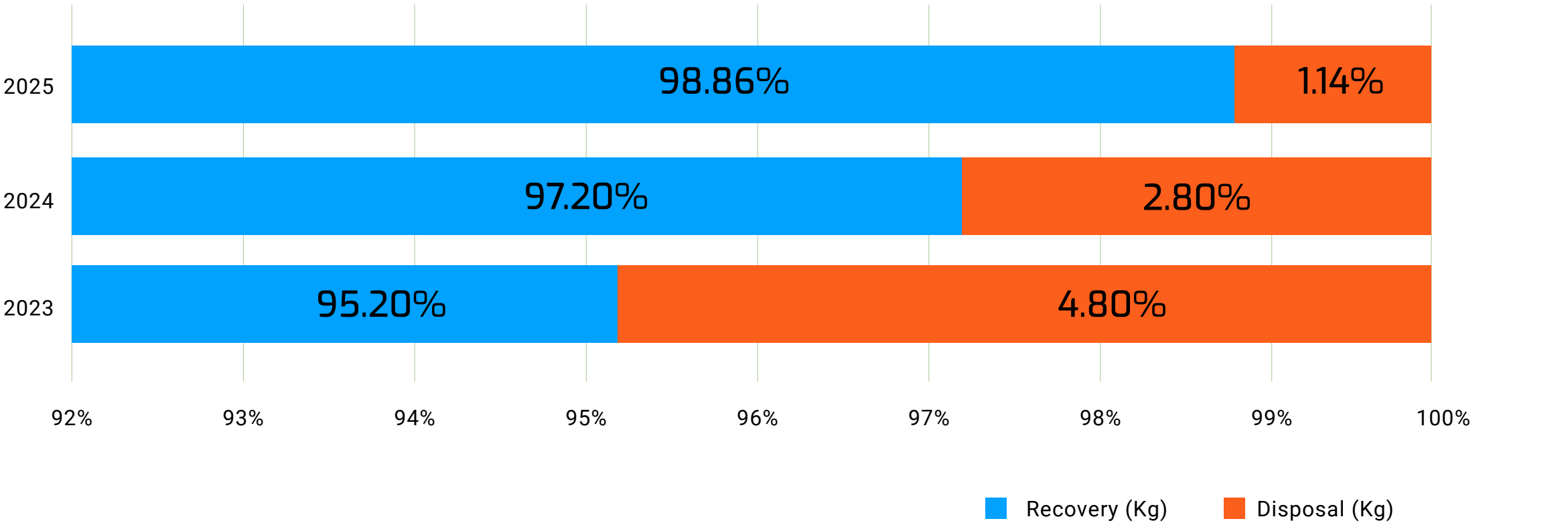
Treatment type	2023	2023 % of total	2024	2024 % of total	2025	2025 % of total
Recovery (kg)	58,214	95.20%	48,371	97.20%	89,390	98.86%
Disposal (kg)	2,925	4.80%	1,408	2.80%	1,031	1.14%
Total kg	61,139	100%	49,779	100%	90,421	100%
Disposal (l)	259	100%	961	100%	961	100%
Total l	259	100%	961	100%	961	100%

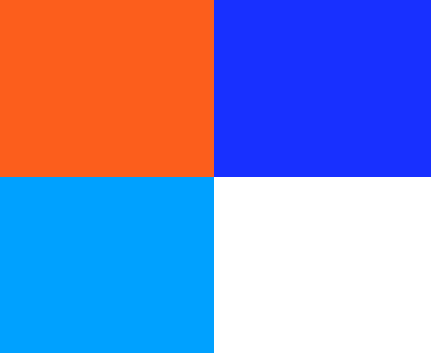
In addition to waste classified as special waste, the company also manages a share of waste similar to municipal waste, mainly generated by offices and common areas. In 2025, there was an increase in overall quantities, from 26,600 kg in 2024 to 31,200 kg (+17.3%), following the limited growth observed in 2024 compared with 2023. Overall, the trend reflects an increase in managed volumes consistent with the growth in company activity, with a more marked dynamic than in the previous financial year.

Total waste broken down by waste sent for disposal and recovery (2023/24/25)

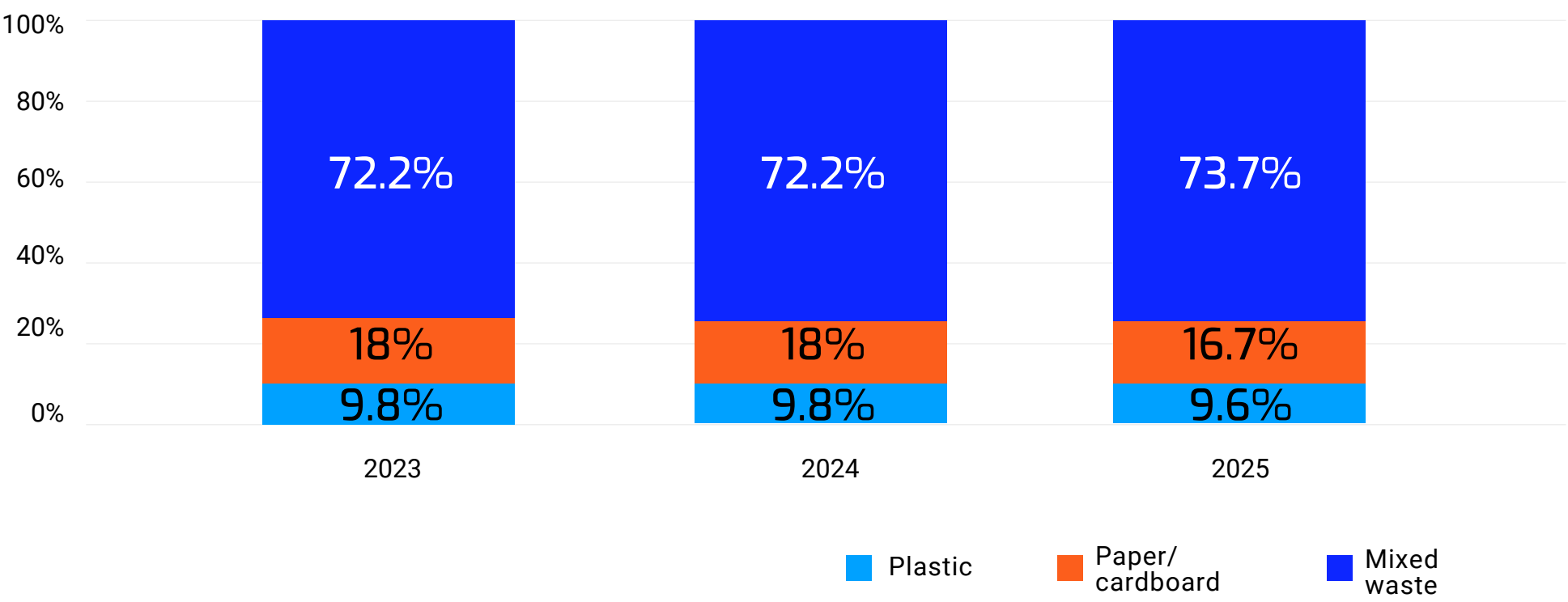
WASTE SIMILAR TO MUNICIPAL WASTE (KG) 2023/24/25

	2023	2024	2025
Plastic	2,500	2,600	3,000
Paper/cardboard	4,600	4,800	5,200
Mixed waste	18,400	19,200	23,000
Total	25,500	26,600	31,200





% Waste similar to municipal waste



To complete the management overview, it should be noted that, although there is no formalised system, Brovind has identified an internal function responsible for waste management, supported by an external consultant. The organisation also adopts consolidated operational practices aimed at reducing waste and limiting waste generation, although these are not structured into formalised programmes.

Operational management is based on the use of dedicated containers identified by type of waste, also through EWC coding, to support the correct separation of flows.

Traceability is ensured through waste identification forms and regularly updated loading and unloading registers. With regard to treatment, part of the waste similar to municipal waste is managed in collaboration with the local public service, while the remaining flows are transferred to authorised and specialised sector operators.

Going forward, the company plans to adopt an Environmental Management System compliant with ISO 14001, with the aim of structuring the practices already in place more systematically.

7.2 EFFICIENCY IN THE USE OF MATERIALS

GRI: 301-1, 301-3, 308-1

STRATEGIC ANALYSIS OF MATERIAL TOPIC | CIRCULAR ECONOMY

	Impacts	The sourcing of materials affects operational efficiency, production costs and the overall environmental impact.
	Risks	Dependence on non-sustainable suppliers; volatility of raw material prices; supply chain disruptions; regulatory non-compliance.
	Opportunities	Adoption of sustainable sourcing practices; use of recycled or renewable materials; improvement of production efficiency; cost reduction in the medium to long term.
	Time horizon	Medium – Long term
	Stakeholders involved	Suppliers, purchasing team, customers, regulatory bodies.
	Link with the Code of Ethics	Relations with suppliers/consultants/agents (Art. 6.1)
	Related SDGs	

With regard to the use of materials, Brovind mainly uses iron, aluminium, stainless steel, polycarbonate and wear-resistant industrial rubber. These materials are selected according to the high performance required by the vibrating systems and industrial automation devices produced by the company, in terms of mechanical reliability, precision, wear resistance and durability over time.

Efficiency in the use of materials is pursued first and foremost through design choices. During product development, the company adopts solutions aimed at optimising the thickness, geometry and size of components, with the objective of limiting the need for raw materials without compromising the technical performance required. This approach, combined with the vertical integration of a significant part of the processes, enables direct control over production processes and contributes to reducing waste.

With regard to the use of recycled or renewable materials, the production cycle currently presents some technical limitations linked to the performance required and compatibility with construction tolerances. In particular, for the functional components of machinery, the use of recycled materials is not currently generally practicable, due to non-equivalent performance and constraints linked to the quality and availability of supplies.

However, Brovind uses recycled materials for non-structural applications, particularly wooden packaging (pallets) and paper and cardboard, including through internal reuse practices. In addition, a significant share of the paper and cardboard packaging received from suppliers and customers is reused for shipments, helping to reduce the consumption of new material and promote resource circularity. In the three-year period 2023–2025, the use of recycled materials was monitored as shown in the following table.

RECYCLED MATERIALS USE IN 2023–2025

Type of material	Total used 2023	Recycled 2023	% recycled	Total used 2024	Recycled 2024	% recycled	Total used 2025	Recycled 2025	% recycled
Paper and cardboard	550 kg	495 kg	90%	600 kg	540 kg	90%	700 kg	700 kg	100%
Wooden packaging	13,000 kg	6,000 kg	46%	15,000 kg	7,500 kg	50%	15,000 kg	7,500 kg	50%



In 2025, there was an increase in the total volumes of paper and cardboard used (+16.7% compared with 2024), accompanied by an improvement in the recycled share, which reached 100%, compared with 90% recorded in the two previous financial years. The figure highlights a further strengthening of reuse and recycled material sourcing practices for this type of use.

With regard to wooden packaging, quantities remained stable compared with 2024, standing at 15,000 kg, while the percentage of recycled material also remained unchanged at 50%. After the improvement recorded between 2023 and 2024, the 2025 figure therefore shows a consolidation phase, consistent with pallet management operating methods based on reuse cycles.

Alongside the monitoring of non-structural materials, the company maintains an approach aimed at limiting material consumption also through specific responsible purchasing initiatives, such as the use of refurbished IT devices, which represent an initial area of application of circularity principles.

In broader circular economy terms, Brovind has not yet activated a structured system for end-of-life recovery of its products. However, given the prevalence of recyclable metal materials, it is considered that end users may send a significant share of components for recovery at the end of their use. Possible initiatives aimed at strengthening the recovery and reuse of materials throughout the life cycle are also being assessed.



GRI INDEX



STATEMENT OF USE:

Brovind Vibratori S.p.A. has reported the information referenced in this GRI Content Index for the period from 1 January 2025 to 31 December 2025 with reference to the GRI Standards.

GRI 1 USED:

GRI 1: Foundation 2021

GRI Standard / Other Source	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	1.1 Company profile and business model
	2-2 Entities included in the organisation's sustainability reporting	1.1 Company profile and business model
	2-3 Reporting period, frequency and contact point	Methodological note
	2-4 Restatements of information	Methodological note
	2-5 External assurance	Methodological note
	2-6 Activities, value chain and other business relationships	1.1 Company profile and business model 5.2 Responsible supply chain management
	2-7 Employees	1.1 Company profile and business model 3.1 Employee engagement: value for Human Capital
	2-8 Workers who are not employees	3.1 Employee engagement: value for Human Capital
	2-9 Governance structure and composition	2.1 Corporate governance structure
	2-10 Nomination and selection of the highest governance body	2.1 Corporate governance structure
	2-11 Chair of the highest governance body	2.1 Corporate governance structure
	2-12 Role of the highest governance body in overseeing the management of impacts	2.1 Corporate governance structure
	2-13 Delegation of responsibility for managing impacts	2.1 Corporate governance structure
	2-14 Role of the highest governance body in sustainability reporting	2.1 Corporate governance structure
	2-15 Conflicts of interest	2.1 Corporate governance structure
	2-16 Communication of critical concerns	2.1 Corporate governance structure 2.2 Risk management and internal control system
	2-17 Collective knowledge of the highest governance body	The Board of Directors comprises individuals with a high level of professional expertise
	2-18 Evaluation of the performance of the highest governance body	Not formalised during the reporting period
	2-19 Remuneration policies	2.1 Corporate governance structure
	2-20 Process to determine remuneration	2.1 Corporate governance structure
	2-21 Annual total compensation ratio	3.1 Employee engagement: value for Human Capital
	2-22 Statement on sustainable development strategy	Letter to stakeholders
	2-23 Policy commitments	2.2 Risk management and internal control system 2.4 Ethics
	2-24 Embedding policy commitments	2.2 Risk management and internal control system 2.4 Ethics
	2-25 Processes to remediate negative impacts	2.2 Risk management and internal control system 2.4 Ethics
	2-26 Mechanisms for seeking advice and raising concerns	2.2 Risk management and internal control system
	2-27 Compliance with laws and regulations	2.2 Risk management and internal control system 2.4 Ethics
	2-28 Membership associations	2.1 Corporate governance structure
	2-29 Approach to stakeholder engagement	1.2.2 Engagement 2025
	2-30 Collective bargaining agreements	3.1 Employee engagement: value for Human Capital

GRI Standard / Other Source	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	1.2 Strategy and integration of sustainability
	3-2 List of material topics	1.2 Strategy and integration of sustainability
Circular economy		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 301: Materials 2016	301-1 Materials used by weight or volume	7.2 Efficiency in the use of materials
	301-3 Reclaimed products and their packaging materials	7.2 Efficiency in the use of materials
GRI 306: Waste 2020	306-3 Waste generated	7.1 Waste management
	306-4 Waste diverted from disposal	7.1 Waste management
	306-5 Waste directed to disposal	7.1 Waste management
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	7.2 Efficiency in the use of materials
Energy and climate change		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 302: Energy 2016	302-1 Energy consumption within the organization	6.1 Energy management
	302-3 Energy intensity	6.1 Energy management
	302-4 Reduction of energy consumption	6.1 Energy management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	6.2 Greenhouse gas emissions
	305-2 Energy indirect (Scope 2) GHG emissions	6.2 Greenhouse gas emissions
	305-4 GHG emissions intensity	6.2 Greenhouse gas emissions
	305-5 Reduction of GHG emissions	6.2 Greenhouse gas emissions
Employee engagement, diversity and inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability

GRI Standard / Other Source	Disclosure	Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	3.1 Employee engagement: value for Human Capital
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1 Employee engagement: value for Human Capital
	401-3 Parental leave	3.2 Diversity and inclusion
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3.1 Employee engagement: value for Human Capital
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.2 Diversity and inclusion
	405-2 Ratio of basic salary and remuneration of women to men	3.2 Diversity and inclusion
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.2 Diversity and inclusion
Employee health and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.3 Employee health and safety
	403-2 Hazard identification, risk assessment, and incident investigation	3.3 Employee health and safety
	403-3 Occupational health services	3.3 Employee health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.3 Employee health and safety
	403-5 Worker training on occupational health and safety	3.3 Employee health and safety
	403-6 Promotion of worker health	3.3 Employee health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3 Employee health and safety
	403-8 Workers covered by an occupational health and safety management system	3.3 Employee health and safety
	403-9 Work-related injuries	3.3 Employee health and safety
	403-10 Work-related ill health	3.3 Employee health and safety
Responsible supply chain management		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability

GRI Standard / Other Source	Disclosure	Location
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	5.2 Responsible supply chain management
Business ethics		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 2: General Disclosures 2021	2-23 Policy commitments	2.4 Ethics
	2-24 Embedding policy commitments	2.4 Ethics
	2-25 Processes to remediate negative impacts	2.4 Ethics
	2-27 Compliance with laws and regulations	2.4 Ethics
Risk management and governance		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	2.2 Risk management and internal control system
	2-23 Policy commitments	2.2 Risk management and internal control system
	2-24 Embedding policy commitments	2.2 Risk management and internal control system
	2-25 Processes to remediate negative impacts	2.2 Risk management and internal control system
	2-26 Mechanisms for seeking advice and raising concerns	2.2 Risk management and internal control system
	2-27 Compliance with laws and regulations	2.2 Risk management and internal control system
Product quality and safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	5.1 Product quality and safety
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	5.1 Product quality and safety
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2.3 Cybersecurity and data protection
Social value for the local community		
GRI 3: Material Topics 2021	3-3 Management of material topics	1.2 Strategy and integration of sustainability
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes	4. Social value and local roots





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