



Sustainability

company profile

2025



Our vision for a sustainable,
responsible future



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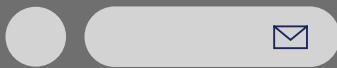
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Sustainability
company profile

2025

Our vision for a sustainable,
responsible future



2025 Highlights

Environment

	2025	2024
Climate change	Energy consumption - MWh	
	29.141	30.816
	Renewable energy as a percentage of total energy consumption (%)	
	34,5%	21,0%
	GHG emissions (Scope 1 + Location-based Scope 2 + Scope 3) (tCO ₂ e)	
	63.595	76.936
Water and marine resources	Water withdrawals (m ³)	
	34.794	33.245
Resource use and circular economy	Recycled brass (%)	
	95,1%	94,9%
	Waste sent for recovery (t)	
	99,9%	99,2%

Social

	2025	2024
Human resources	Number of employees as at 31 December	
	399	398
	Employees on permanent contracts (%)	
	99,2	99.5%
	Employees on full-time contracts (%)	
	90.5%	91,2
	Training Average training hours per employee	
	7,0	5.2
	Diversity Employees under 50 years of age (%)	
	67,1	67,6

Governance

	2025	2024
Ethics and cybersecurity	Corruption cases	
	0	0
	Whistleblowing reports and human rights concerns	
	0	0
	Data breaches notified to the supervisory authority	
	0	0

Gnutti Cirillo revenue

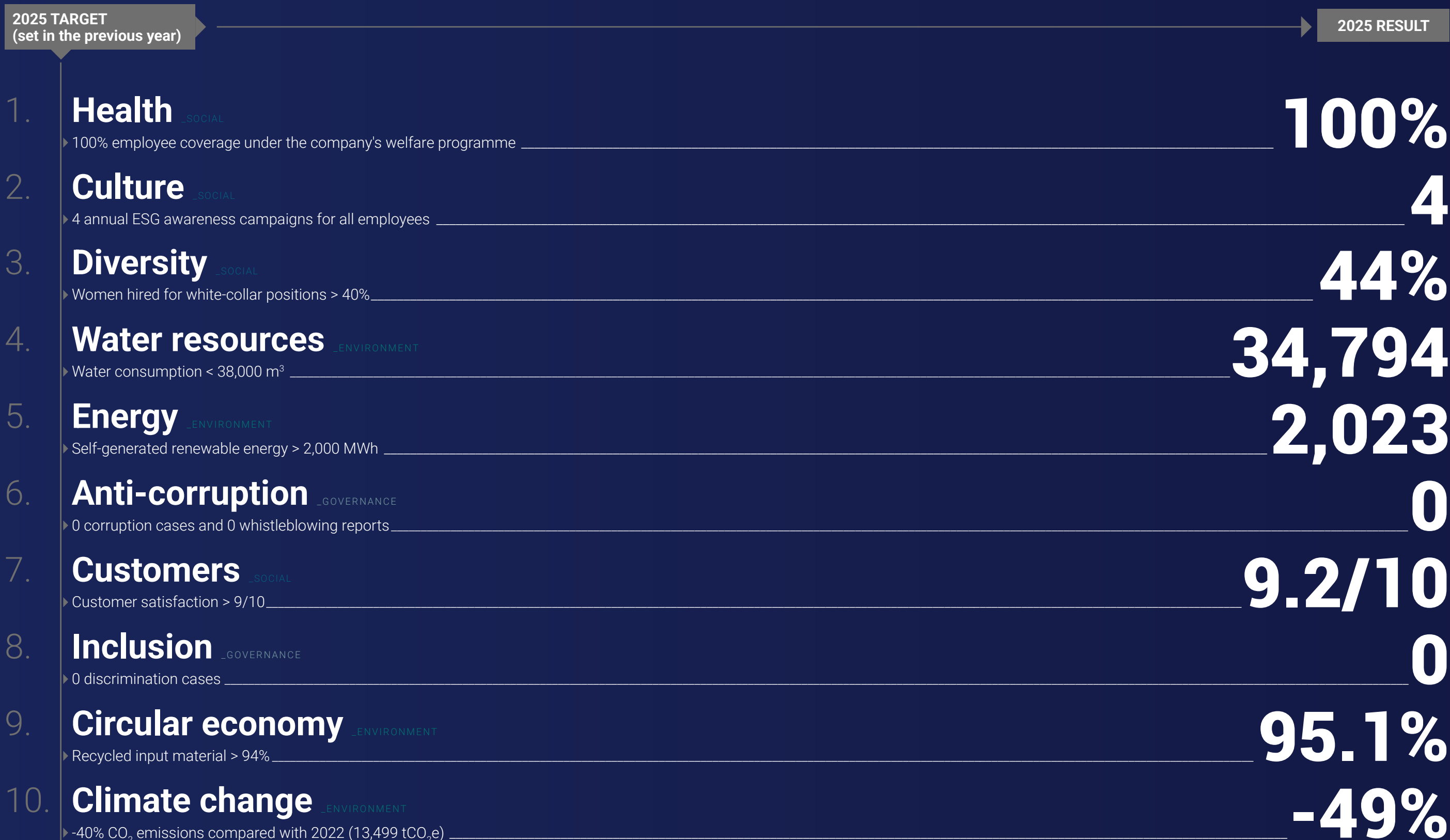
2025

€145.5m

2024

€143m

The 10 ESG commitments delivered



More details on page 18.

Gnutti Cirillo is part of **Gnutti Group**, an industrial group specialising in brass processing and in the production of **OEM solutions** and **components** for the **plumbing, heating and electrical sectors**, with a strong international focus and an established presence in international markets.



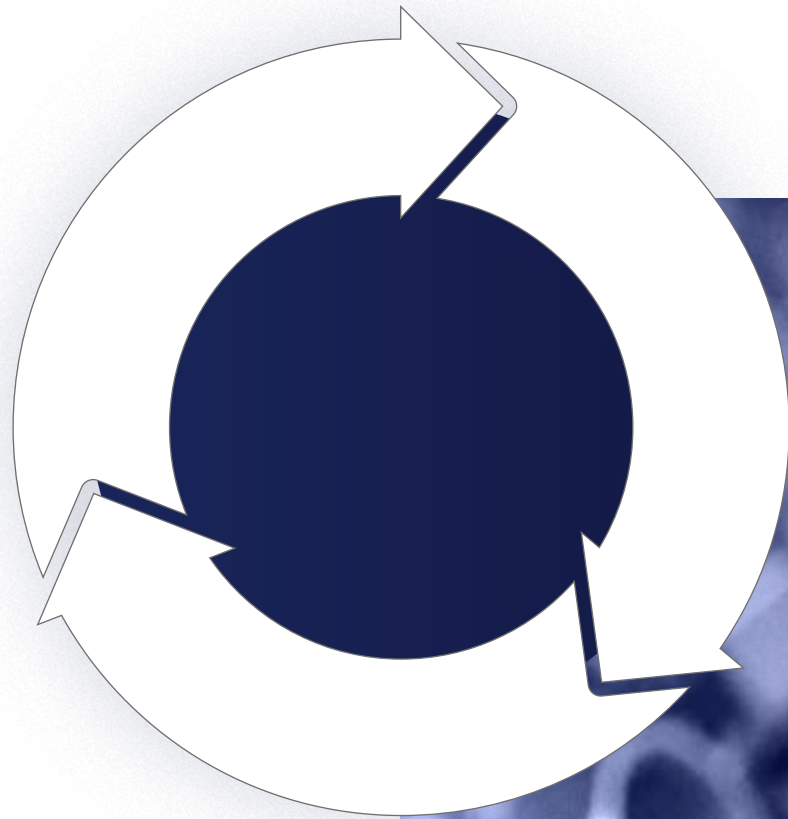
Discover
GNUTTI GROUP's
**2025
SUSTAINABILITY
REPORT**



“

Sustainability:
a growing commitment
since 1951





Raw material circularity

Brass is an infinitely recyclable material, with no loss of mechanical properties. This intrinsic characteristic is not a marginal technical detail: it is the foundation of a business model geared towards the circular economy. All components produced by Gnutti Cirillo — at the end of their useful life — can be fully reintroduced into the production cycle as secondary raw material, without any decline in quality.

For industrial customers purchasing OEM components from Gnutti Cirillo, this means that **production scrap and end-of-life components can be reintroduced into the production cycle**, actively contributing to reducing the use of virgin raw materials and the emissions associated with extraction and primary processing. It is a virtuous circle that Gnutti Cirillo sustains through the quality of its products and its in-depth knowledge of the metal alloys it processes.

Production scrap recovery

Gnutti Cirillo's production process is primarily circular: the company purchases brass bars and other non-ferrous materials sourced from scrap and recycled materials, processes them, and returns the resulting production scrap to the wire-drawing mills for remelting and reintroduction into the production cycle, thereby reducing the consumption of virgin raw materials and preventing waste from being dispersed into the environment.

Quality, health and safety in the plumbing and heating sector

Gnutti Cirillo has already begun the transition to low-lead and lead-free alloys in order to comply with Directive (EU) 2020/2184, the Drinking Water Directive. The legislation requires a progressive reduction in the maximum limit for lead in drinking water at the point of use, with the aim of eliminating the risk of contamination in domestic and public water systems.

Regulatory compliance: a safeguard for the market and end users

Regulatory compliance is one of the most tangible forms of protection that a manufacturer can offer its customers and, ultimately, end users. Gnutti Cirillo's certified management system ensures that its products pose no risk of non-compliance for OEM customers integrating them into their own systems, thereby simplifying qualification processes and facilitating access to highly regulated markets.

Packaging reduction

In line with the principles of the circular economy, Gnutti Cirillo's commitment to optimising packaging is reflected in the implementation of practical measures aimed at **reducing the use of materials** and improving logistics efficiency. To support this commitment, the Group's companies have implemented a range of packaging optimisation measures.

Purpose

Transforming brass into reliable solutions that serve industry and drive progress, while contributing tangibly to people's well-being.

1

Vision

Promoting efficiency and sustainability through tailor-made solutions designed to meet the specific needs of customers and market requirements.

2

Mission

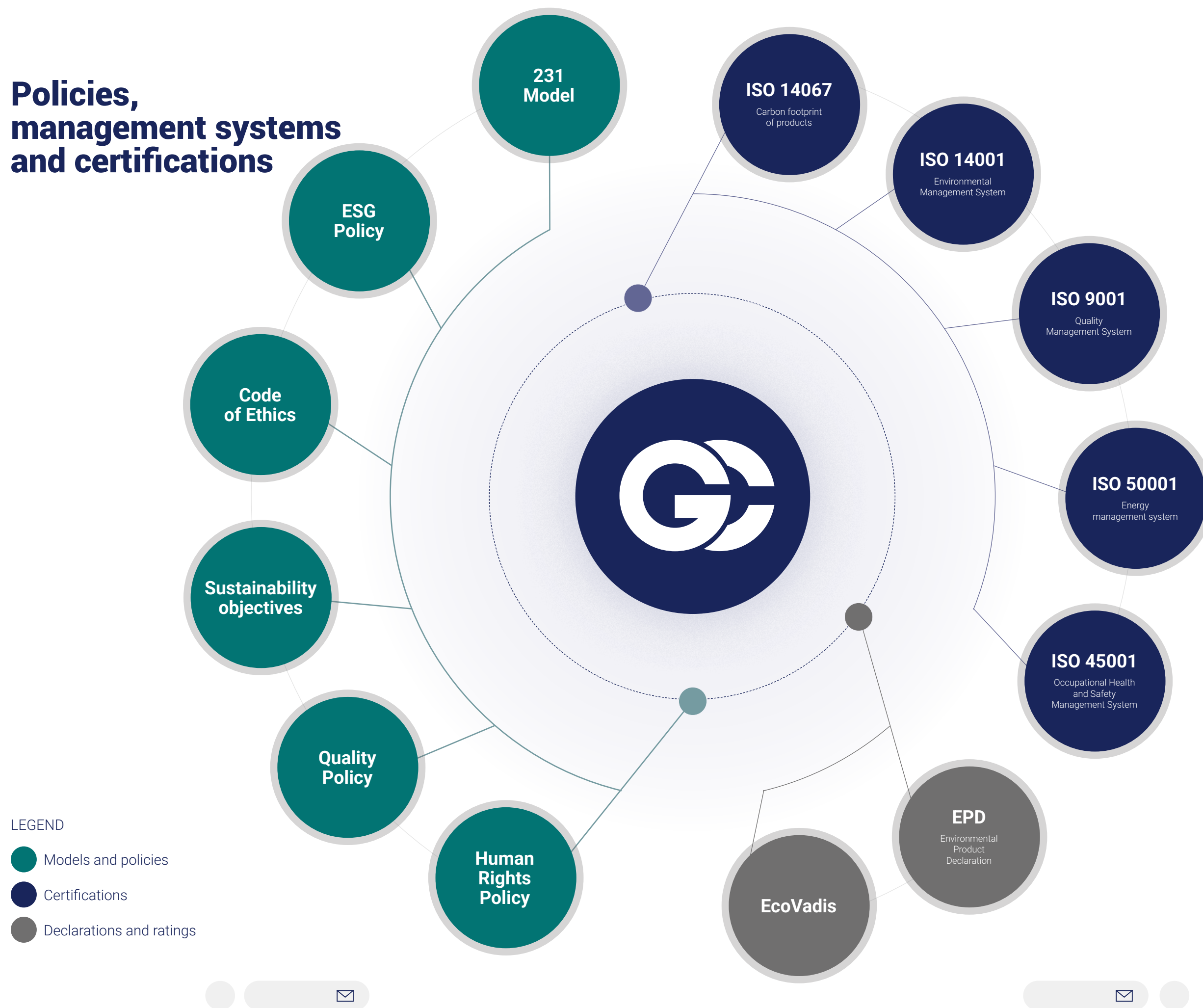
Supporting our customers by providing high-quality brass components, delivered on time, with expertise and a strong sense of responsibility.

3

Values



Policies, management systems and certifications



Sustainability objectives

Gnutti Cirillo's strategy is founded on a balance between economic growth, environmental responsibility and social development, recognising that sustainable development cannot be achieved without paying close attention to people and the environment in which the company operates.

Sustainability considerations are embedded in strategic decision-making, with innovation and efficiency acting as key drivers of long-term value creation. With this in mind, in 2026 Gnutti Cirillo launched a process to develop a comprehensive Sustainability Plan fully aligned with its growth strategy.

Gnutti Cirillo pursues a sustainable business model through its industrial strategy and a strong ecosystem of values, integrating the principles of the United Nations 2030 Agenda and its Sustainable Development Goals (SDGs). **The SDGs are not merely a point of reference, but also an opportunity to create value while delivering positive environmental and social impacts.**

**SUSTAINABLE
DEVELOPMENT
GOALS**

Gnutti Cirillo's ESG objectives and KPIs

Gnutti Cirillo has identified the SDGs most relevant to its business and, for each one, established targets, indicators, responsible business functions, supporting documents and policies, together with concrete actions to support their achievement.



Top-level strategic objective	Reference SDG	Sustainability Report chapter (references and responsible business functions)	Annual KPI target	AS IS: Metrics achieved and activities completed in 2025	Supporting policies and governance documents	2025 target achievement (%)	TO BE: 2026 KPI objectives + new activities	2030 Objectives
1. Promote employee health and well-being		S1 – Own workforce (Human Resources)	100% employee coverage under the company's welfare programme	100% employee coverage under the company's welfare programme through a service card 1 free health screening offered to all employees - Participation in the ATS Lombardia Workplace Health Promotion (WHP) programme - Health promotion initiatives (e.g. nutritional counselling)	National collective labour agreement, second-level bargaining, company regulations, HR procedures, ESG policy	100%	Maintain KPIs with 2025 metrics and activities	- Develop a comprehensive, innovative and accessible welfare system across all sites - Enhance access to healthcare services through structured initiatives
2. Promote a culture of sustainability			4 annual ESG awareness campaigns for all employees	4 ESG awareness campaigns reaching 100% of employees 2 ESG initiatives at universities - Over 100 hours of internal ESG training – Purpose approval 2 Strategic ESG Board meetings	Purpose, ESG Policy	100%	Maintain KPIs with 2025 metrics and activities	Develop the knowledge and skills needed to support sustainable development: - Continuous ESG training programme for all employees - Integrate a culture of sustainability into business processes
3. Promote equal opportunities and women's leadership			Women hired for white-collar positions > 40%	44% female white-collar hires and launch of gender pay gap analysis, new Human Rights Policy approved	Human Rights Policy, Code of Ethics	90%	Maintain KPIs with 2025 metrics and activities + complete the Gender Pay Gap programme	- Promote women's participation and leadership at all decision-making levels. - Introduce inclusive recruitment procedures - Ensure equal opportunities for career advancement
4. Responsible use of water resources		E3 – Water and marine resources (Health, Safety and Environment Department)	Water consumption < 38,000 m³	- Water consumption of 34,794 m³ - Water efficiency initiatives - Maintenance of first flush tanks	ESG Policy, ISO 14001 Certification	100%	Maintain KPIs with 2025 metrics and activities + conduct a water stress analysis	Progressively improve the efficiency of water resource use
5. Improve energy efficiency and the use of renewable energy sources		E1 – Climate change (Health, Safety and Environment Department + Plant Managers)	Self-generated renewable energy > 2,000 MWh	- Self-generated energy of 2,023 MWh - Participation in the Energy Release 2.0 programme - Installation of a photovoltaic system at the Lumezzane site	ESG Policy, ISO 50001 Certification	100%	Increase self-generated renewable energy target to > 2,200 MWh.	- Increase the share of renewable energy and improve energy efficiency - Implement structured policies to drive continuous improvements in energy efficiency - Continuously increase in the share of energy from renewable sources
6. Protect health, safety and well-being in the workplace		S1 – Own workforce + G1 – Business conduct (Human Resources + Management)	0 corruption cases and 0 whistleblowing reports	- Cases of corruption = 0, Whistleblowing reports = 0 - First achievement of ISO 45001 certification 6 Supervisory Body audits	Code of Ethics, Whistleblowing policy, ISO 45001 certification	100%	Maintain KPIs with 2025 metrics and activities	- Protect the right to work and ensure healthy and safe working environments - Achieve high occupational health and safety standards across all sites
7. Develop sustainable production processes and supply chains		S4 – Consumers and end-users (Quality Department + Customer Service Department + Procurement Department)	Customer satisfaction > 9/10	- Customer questionnaire results 9.2/10 - Investment in environmentally efficient machinery 7 ESG questionnaires collected from suppliers - Update of the Single Environmental Authorisation (AUA) for the Odolo plant	ESG Policy, ISO 9001 Certification	90%	Maintain KPIs with 2025 metrics and activities + adopt the Supplier Code of Conduct + progress towards ISO 27001 certification	- Reconfigure industrial processes in a sustainable and more efficient manner - Implement responsible investment policies across the production value chain - Improve environmental efficiency
8. Promote social inclusion and guarantee human rights		S1 – Own workforce (Human Resources)	0 discrimination cases	- Cases of discrimination = 0 - Two new disadvantaged workers = 2 (through partnerships with social inclusion cooperatives) - Inclusion training (Lombardy Region funding)	Human Rights Policy, 231 Model	100%	Maintain KPIs with 2025 metrics and activities + update the 231 Model	- Ensure equal opportunities for all, regardless of age, gender, origin or condition - Establish structured corporate policies to promote economic, social and political inclusion - Support inclusion initiatives in the communities where the Group operates
9. Reduce the environmental impact of processes and promote the circular economy		E5 – Resource use and circular economy (Health, Safety and Environment Department + Plant and Production Managers)	Recycled input material > 94%	95.1% recycled material input rate 4% reduction in mixed unsorted waste volumes compared with the previous year - Appointment of a Dangerous Goods Safety Adviser (DGSA) - Internal awareness campaigns	ESG Policy, ISO 9001, ISO 14001 and ISO 14067 Certifications Environmental Product Declaration (EPD)	100%	Maintain KPIs with 2025 metrics and activities + update the Supplier Questionnaire	- Reduce waste through recycling and reuse. Adopt more advanced circular economy models - Drive innovation in packaging
10. Contribute to the fight against climate change		E1 – Climate change (Health, Safety and Environment Department and Management)	40% reduction in CO ₂ emissions (Scope 1+2) compared with 2022 (13,499 tCO ₂ e), i.e. < 8,100 tCO ₂ e	- Scope 1+2 emissions (Market-Based 2025) = 6,672 tCO₂e (-49%) - Refinement of Scope 3 emissions calculations - First EPD publication and first ISO 14067 certification	ESG Policy, ISO 14001 and ISO 14067 Certifications, EPD	100%	Increase in target emissions reduction < 7,000 tonCO ₂ (-40% compared with 2022)	- Integrate climate-related measures into corporate strategies and cut emissions - Adopt a Sustainability Plan with ESG and decarbonisation objectives

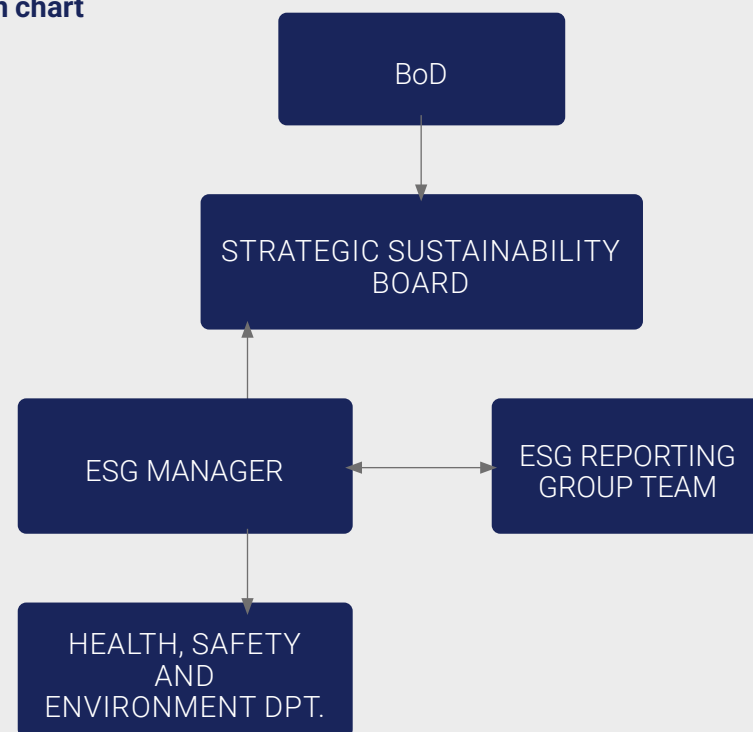


Sustainability governance

Gnutti Group has progressively established a **sustainability governance framework** designed to ensure effective oversight of ESG matters and a coordinated approach across the Group.

In 2025, the **Strategic Sustainability Board** was established, comprising the CEO of Gnutti Group, the Director and the project managers. An ESG Reporting Group Team was established in 2026, comprising the sustainability representatives of each Group company. The Team is responsible for managing and promoting the implementation of sustainability projects and initiatives, as well as coordinating data collection and consolidation activities in support of ESG reporting.

Organisation chart



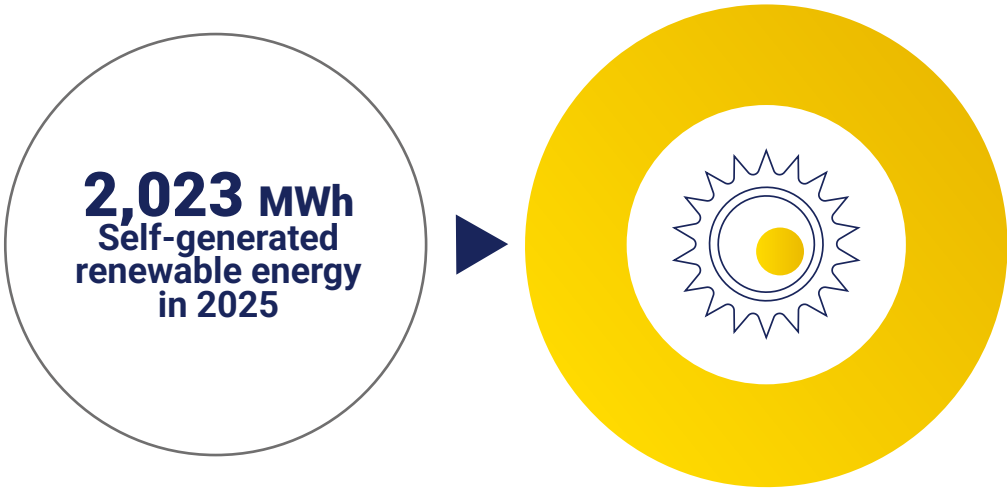
Sustainability performance

CLIMATE CHANGE

Energy consumed

In 2025, Gnuttì Cirillo’s total energy consumption was **29,141.1 MWh**, of which 34.5% came from renewable sources and 65.5% from fossil fuels. Compared with 2024, overall consumption decreased by 5.4%.

Energy consumed (MWh)	2025	2024
Energy from fossil fuels		
Consumption of fuels from crude oil and petroleum products	941.97	996.43
Consumption of fuel from natural gas	5.837,13	5.763,28
Consumption of electricity, heat, steam or cooling from fossil fuel sources, purchased or acquired	12.314,00	17.579,66
Total energy consumption from fossil sources (MWh)	19.093,10	24.339,37
Share of fossil sources in total energy consumption (%)	65,5	79,0
Energy from renewable sources		
Consumption of electricity, heat, steam or cooling from renewable sources, purchased or acquired	8.588,00	5.000,00
Consumption of self-generated renewable energy without the use of fuels	1.460,00	1.477,00
Total energy consumption from renewable sources (MWh)	10.048,00	6.477,00
Share of renewable sources in total energy consumption (%)	34,5	21.0%
Total energy consumption (MWh)	29.141,10	30.816,37

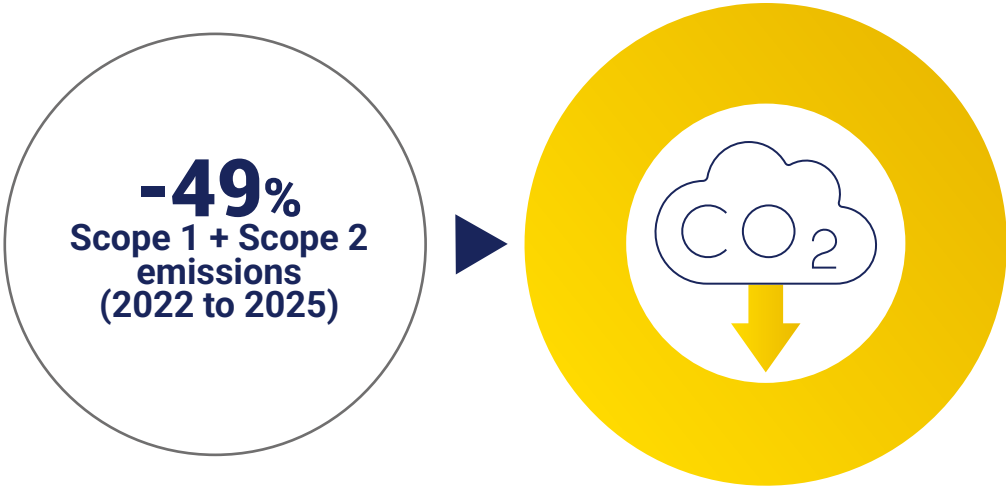


Objectives achieved – Gnuttì Cirillo (Gnuttì Group)

Greenhouse Gas (GHG) emissions

Total emissions

Emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e) and include direct emissions from the combustion of fuels and natural gas (Scope 1 GHG emissions), indirect emissions associated with electricity purchased from the grid (Scope 2 GHG emissions), calculated using both the location-based and market-based methodologies, and indirect emissions generated upstream and downstream across the value chain (Scope 3 GHG emissions). In 2025, total Scope 1, 2 and 3 greenhouse gas (GHG) emissions, calculated using the Location-Based method, decreased by 32.2%. Total Scope 1, 2 and 3 emissions, calculated using the Market-Based method, decreased by 33.2%.



Objectives achieved – Gnuttì Cirillo (Gnuttì Group)

GHG emissions (Scope 1 + Location-based Scope 2 + Scope 3) (tCO ₂ e)	2025	2024
Total Scope 1 GHG emissions	1.432,07	1.476,64
Total Scope 2 GHG Emissions (Location-based)	4.418,68	4.773,34
Total Scope 3 GHG emissions	56.595,09	67.702,66
Total Location-based emissions	62.445,84	73.952,64

GHG emissions (Scope 1 + Market-based Scope 2 + Scope 3) (tCO ₂ e)	2025	2024
Total Scope 1 GHG emissions	1.432,07	1.476,64
Total Scope 2 GHG emissions (Market-based)	5.432,94	7.756,14
Total Scope 3 GHG emissions	56.595,09	85.798,88
Total Market-based emissions	63.460,10	95.031,66



Direct emissions – Scope 1 GHG

In 2025, Scope 1 emissions decreased by 3.0% compared with 2024.

Scope 1 emissions (tCO ₂ e)	2025	2024
Fuels from crude oil and petroleum products	238.65	249.84
Natural gas fuels	1.183,75	1.168,50
F-Gas	9.66	58,32
Direct emissions - Scope 1	1.432,06	1.476,66

Indirect emissions – Scope 2 GHG

Scope 2 Location-Based emissions decreased by 7.4%, while Scope 2 Market-Based emissions fell by 30.0% compared with 2024, due to the reduced use of energy from fossil fuels.

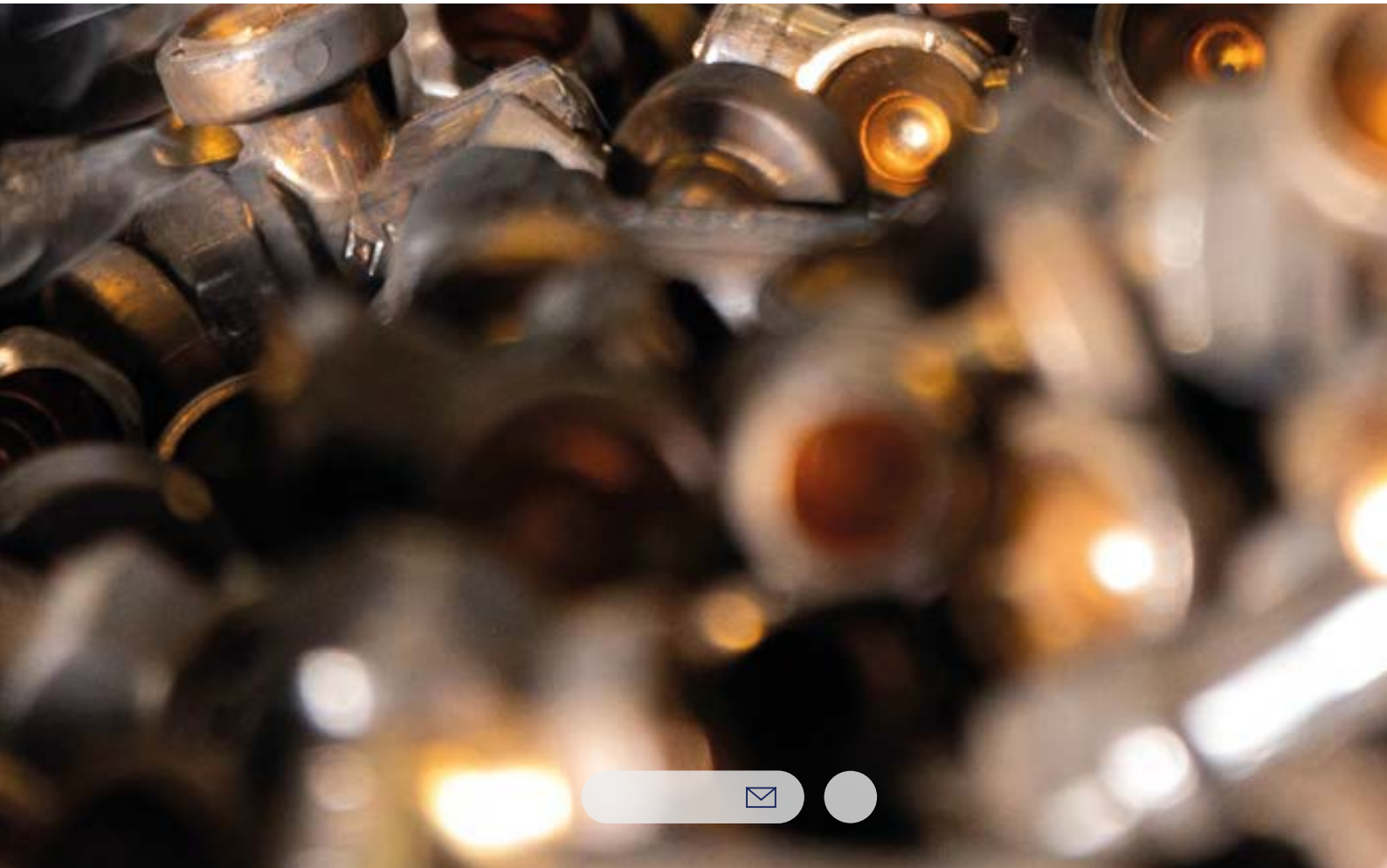
Scope 2 emissions – Location-based (tCO ₂ e)	2025	2024
Energy from fossil fuels		
Electricity purchased from fossil sources	2.603,18	3.716,34
Energy from renewable sources		
Electricity purchased from renewable sources under Guarantees of Origin (GoO) contracts	1.815,50	1.057,00
Indirect Scope 2 emissions – location-based	4.418,68	4.773,34

Scope 2 emissions – Market-Based (tCO ₂ e)	2025	2024
Energy from fossil fuels		
Electricity purchased or acquired from fossil fuel sources	5.432,94	7.756,14
Indirect emissions – Scope 2 (Market-based)	5.432,94	7.756,14

Indirect emissions – Scope 3 GHG

In 2025, Scope 3 emissions decreased by 34.0% compared to 2024.

Indirect emissions - GHG / CO ₂ - Scope 3 (tCO ₂ e)	2025	2024
Category 1 Purchased goods and services (upstream)	46.787,16	57.013,30
Category 3 Fuel- and energy-related activities not included in Scope 1 and Scope 2	2.787,02	3.790,30
Category 4 Upstream transportation and distribution of purchased products	322.32	166.76
Category 5 Waste generated in operations (upstream)	1.46	2.20
Category 6 Business travel (upstream)	157.06	107.81
Category 7 Employee commuting (upstream)	731.02	705.05
Category 9 Transport and distribution of finished products (downstream)	5.779,58	5.889,61
Category 12 End-of-life treatment of sold products (downstream)	29,47	27,64
Total Scope 3 emissions	56.595,09	67.702,66



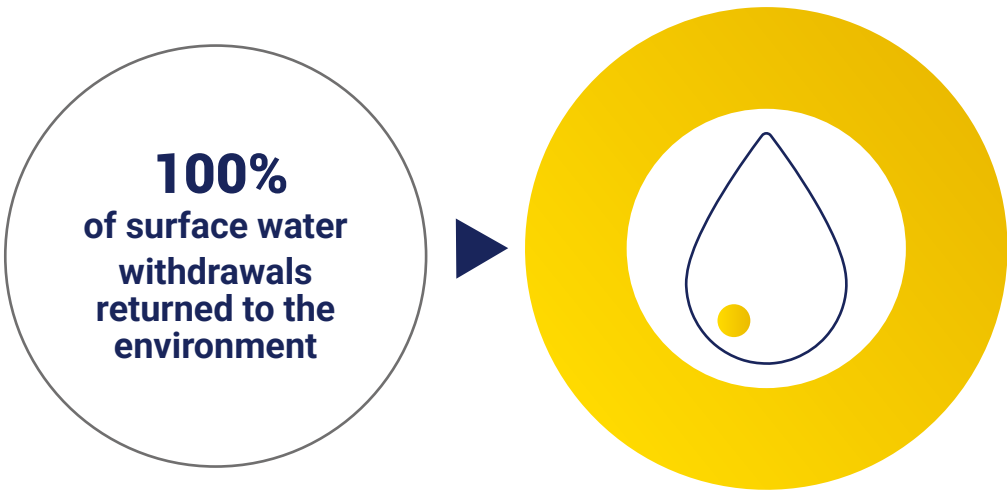
WATER AND MARINE RESOURCES

Water withdrawals



Gnutti Cirillo's water withdrawals originate from two main sources: surface water (the Vrenda Stream) and third-party water resources (public water supply). Surface water is the predominant source, meeting 77.7% of total water demand.

Water withdrawals (m³)	2025	2024
Surface water (rivers, lakes, glaciers, water reservoir)	27,033	23,963
Third-party water resources (public water supply)	7,761	9,282
Total water withdrawals	34,794	33,245



Objectives achieved – Gnutti Cirillo (Gnutti Group)

In 2025, total water withdrawals amounted to 34,794 m³, representing a slight increase due to extraordinary maintenance activities. At the Lumezzane site, water is used **to prepare coolant-lubricant emulsions** and **to wash components**. At the Odolo site, in addition to these uses, water is also used in the **cooling systems**. The water used in metalworking emulsions and release agents is subsequently recovered and reused in the production process



Water risk and water stress

To assess the areas from which its water withdrawals originate, Gnutti Cirillo used the Aqueduct Water Risk Atlas developed by the World Resources Institute. The analysis shows that the company's water withdrawals are located in areas characterised by medium to high water risk and high water stress.

In this context, the company implements mitigation measures aimed at reducing water consumption and optimising the use of water resources, including initiatives to improve the efficiency of production processes, continuous monitoring of water withdrawals, reuse of process water where possible, and internal awareness-raising on the responsible use of water resources. These actions form part of a continuous improvement approach focused on reducing environmental impacts and promoting sustainable water management.

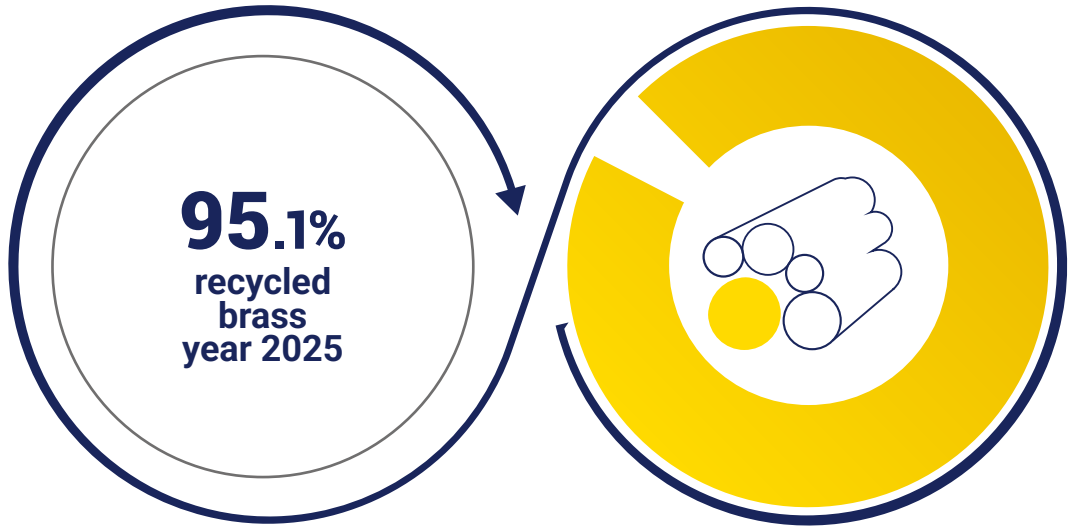


RESOURCE USE AND CIRCULAR ECONOMY

Resource inflows – Materials

The main raw materials used by Gnuttì Cirillo are brass, copper and aluminium bars. The use of recycled raw materials is an important element of sustainability and resource efficiency strategies, contributing to reducing the consumption of virgin raw materials and the environmental impacts associated with their extraction and processing. Specifically, in 2025, the percentage of brass from recycled material used by Gnuttì Cirillo is 95.1%.

Recycled brass (%)	2025	2024
Recycled brass	95.1%	94.9%



Objectives achieved – Gnuttì Cirillo (Gnuttì Group)

Resource outflows – Waste

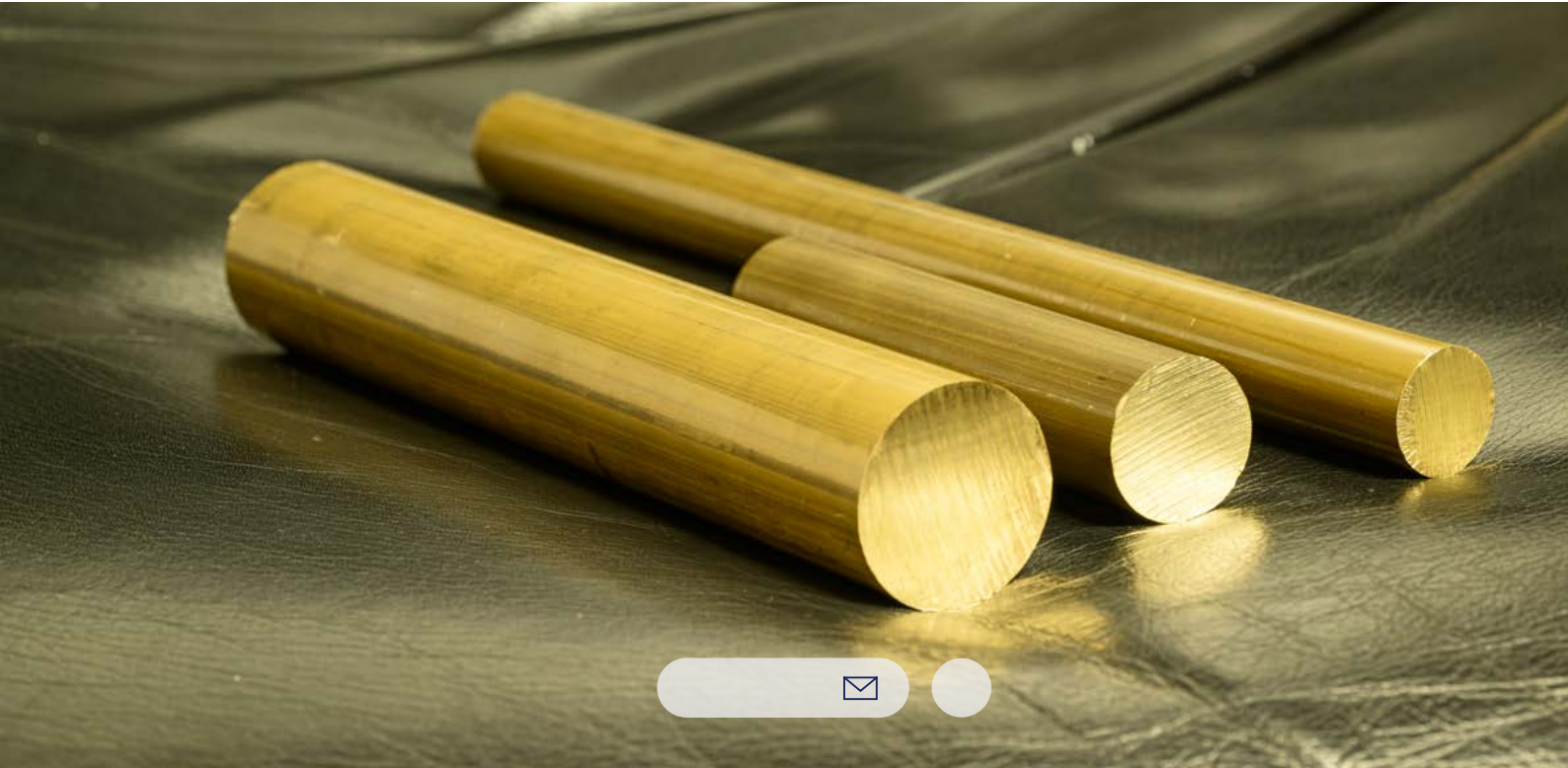


Over the 2024–2025 two-year period, waste management recorded an overall reduction of 12%, with the total quantity generated falling from 9,164 to 8,042 tonnes.

Non-hazardous waste, which accounts for almost all of the total (over 96%), decreased by 11%. Hazardous waste decreased by 32% compared with the previous year. Overall, these data indicate a strengthening of waste management and recovery practices, confirming the Company's growing commitment to greater environmental responsibility.

Hazardous waste (t)	2025			2024		
	Recovery	Disposal	Total	Recovery	Disposal	Total
Oils for hydraulic circuits, engines, gears and lubrication	92	-	92	99	-	99
Packaging containing residues of hazardous substances	3	-	3	8	-	8
Aqueous liquid waste and emulsions	214	-	214	223	82	305
Other hazardous waste	2	2	3	46	6	51
Total hazardous waste	311	2	313	376	87	464

Non-hazardous waste generated (t)	2025			2024		
	Recovery	Disposal	Total	Recovery	Disposal	Total
Filings and shavings of non-ferrous or unspecified materials	4,399	-	4,399	5,419	-	5,419
Copper, bronze, brass	3,225	-	3,225	3,132	-	3,132
Aluminium, iron and steel	27	-	27	33	-	33
Paper and cardboard packaging and wooden packaging	27	-	27	44	-	44
Plastic packaging and mixed-material packaging	48	-	48	59	-	59
Other non-hazardous waste	2	1	3	13	-	13
Total non-hazardous waste	7,728	1	7,729	8,700	-	8,700



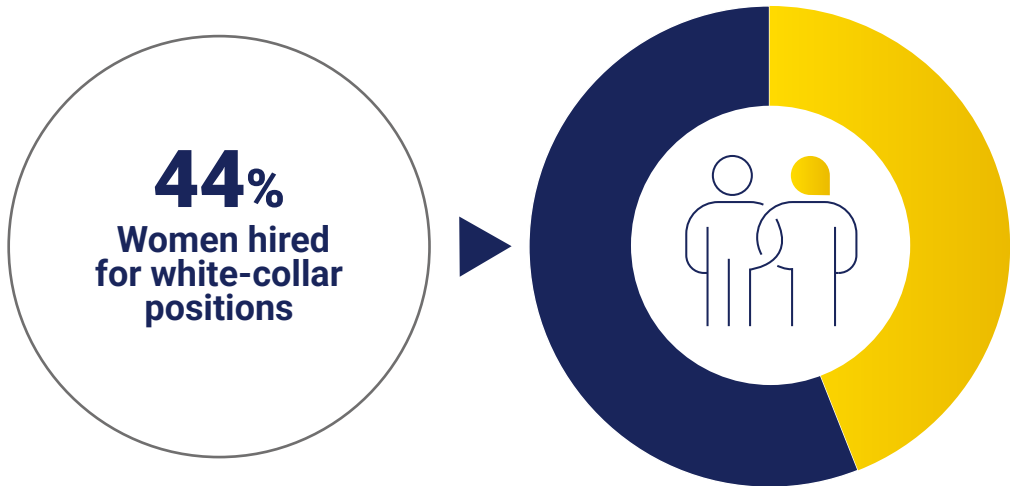
OWN WORKFORCE

Employees



As at 31 December 2025, Gnutti Cirillo employed 399 people, comprising 71 women and 328 men.

Employees	2025			2024		
	Women	Men	Total	Women	Men	Total
Total employees at the end of the reporting period, by gender	71	328	399	71	327	398



Objectives achieved – Gnutti Cirillo (Gnutti Group)

Gnutti Cirillo employees are predominantly employed on permanent contracts (99.2% of the total workforce in 2025). The Company also employs personnel on fixed-term contracts, representing 0.8% of the total workforce, a slight increase compared with 2024.

Employees	2025			2024		
	Women	Men	Total	Women	Men	Total
permanent contract	70	326	396	70	326	396
fixed-term contract	1	2	3	1	1	2
Total	71	328	399	71	327	398
	Women	Men	Total	Women	Men	Total
Full-time	33	328	361	36	327	363
Part-time	38	-	38	35	-	35
Total	71	328	399	71	327	398

Turnover

The overall net turnover rate in 2025 is 0.3%.

Employees	2025			2024		
	Women	Men	Total	Women	Men	Total
New hires						
Under 30 years	2	10	12	-	-	-
30 to 50 years	4	10	14	-	-	-
Over 50 years	-	-	-	-	-	-
Total	6	20	26	-	-	-
Departures						
Under 30 years	2	5	7	-	-	-
30 to 50 years	2	6	8	-	-	-
Over 50 years	2	8	10	-	-	-
Total	6	19	25	-	-	-
Turnover						
New hire rate	9.0%	7.0%	6.5%	-	-	-
Departure rate	9.0%	6.0%	6.3%	-	-	-
Overall turnover	-	1.0%	0.3%	-	-	-

Characteristics of non-employee workers in the Company's own workforce



The data relating to other workers refer to non-employees engaged by Gnutti Cirillo on a continuous basis to perform specific activities and include agency workers. The total number of non-employees in 2025 was 13, comprising 10 men and 3 women.

Workers who are not employees	2025			2024		
	Women	Men	Total	Women	Men	Total
Total non-employees at the end of the reporting period, by gender						
Agency workers	3	10	13	2	12	14

Collective bargaining



Gnuttì Cirillo guarantees its employees freedom of association and the right to collective bargaining. All employees are covered by national collective labour agreements applicable to their sector of activity and place of work. The applicable National Collective Labour Agreement (CCNL) is the National Collective Labour Agreement for the Metalworking Industry.

Diversity metrics



As at 31 December 2025, women represented 17.8% of Gnuttì Cirillo’s total employees. Male blue-collar workers constituted the largest employee group in 2025, as in the previous year, representing 65.7% of the total workforce. The following data are presented for the two-year period and were collected as at 31 December on a headcount (HC) basis. Age groups are based on employees' age as at 31 December.

Employee diversity	2025			2024		
	Women	Men	Total	Women	Men	Total
Employees by category and gender (HC)						
Top managers	-	5	5	-	5	5
Middle managers and office workers	48	61	109	50	60	110
Blue-collar workers	23	262	285	21	262	283
Total	71	328	399	71	327	398
Employees by category and gender (%)						
Top managers	-	1.3%	1.3%	-	1.3%	1.3%
Middle managers and office workers	12,0	15.3%	27.3%	12.6%	15.1%	27,6
Blue-collar workers	5.8%	65,7	71,4	5.3%	65,8	71,1
Total	17,8	82,2	100.0%	17,8	82,2	100.0%
Employees by age group and gender (HC)						
Under 30 years	6	52	58	6	54	60
30 to 50 years	36	174	210	38	171	209
Over 50 years	29	102	131	27	102	129
Total	71	328	399	71	327	398
Employees by age group and gender (%)						
Under 30 years	1.5%	13.0%	14.5%	1.5%	13.6%	15.1%
30 to 50 years	9.0%	43.6%	52.6%	9.5%	43,0	52,5
Over 50 years	7.3%	25,6	32,8	6.8%	25,6	32,4
Total	17,8	82,2	100.0%	17,8	82,2	100.0%

People with disabilities



The number of employees with disabilities reported in the table below relates to personnel currently employed by Gnuttì Cirillo under the Italian protected categories scheme. The figures reflect the nature of the sector in which the Gnuttì Cirillo operates, where employing people with disabilities is more challenging due to the operational constraints associated with its manufacturing activities.

People with disabilities	2025			2024		
	Women	Men	Total	Women	Men	Total
Employees with disabilities	5	5	10	5	5	10
% of employees with disabilities / Total employees	7%	1.5%	2.5%	7%	1.5%	2.5%

Training and skills development



In 2025, employees received a total of 2.811 hours of training, averaging 7.0 hours per employee.

Employee training	2025			2024		
	Women	Men	Total	Women	Men	Total
Training hours - Total						
Top managers	-	91	91	-	113	113
Middle managers and office workers	406	1,018	1,424	255	481	736
Blue-collar workers	38	1,259	1,297	42	1,171	1,213
Total	444	2,367	2,811	297	1,765	2,062
Average training hours						
Top managers	-	18.1	18.1	-	22.6	22.6
Middle managers and office workers	8.5	16.7	13.1	5.1	8.0	6.7
Blue-collar workers	1.7	4.8	4.6	2.0	4.5	4.3
Total	6.3	7.2	7,0	4.2	5.4	5.2

Health and safety

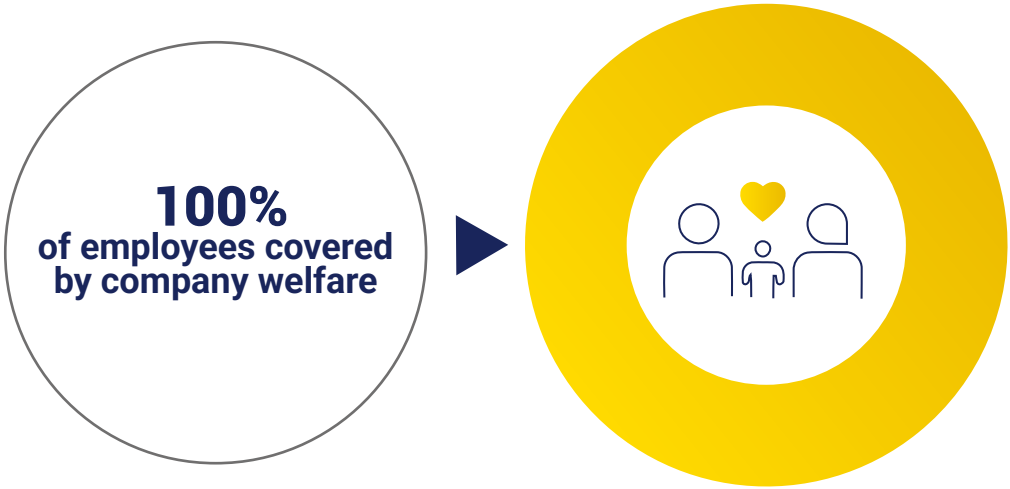


In 2025, consistent with 2024, there were no fatal or serious incidents.

Work-related injuries Employees	2025	2024
Total hours worked	637,307	639,872
Total serious incidents	0	0

Work-life balance

All Gnutti Cirillo employees are entitled to family leave in accordance with applicable legislation. The table below presents data on employees who took such leave.



Objectives achieved – Gnutti Cirillo (Gnutti Group)

Family leave (HC)	2025			2024		
	Women	Men	Total	Women	Men	Total
Number of employees entitled to family leave, by gender	71	328	399	71	327	398
Number of employees who took family leave, by gender	10	33	43	24	16	40
Percentage of eligible employees who took family leave	14.1%	10.1%	10.8%	33,8	4.9%	10.1%

“

Our people, their skills and their experience have always been the Company's most valuable asset.



Supplier relationship management

For Gnutti Cirillo, suppliers' compliance with applicable laws and regulations is a fundamental and indispensable requirement for establishing and maintaining business relationships. Procurement activities are conducted in accordance with principles of integrity, transparency and mutual cooperation throughout the pre-contractual and contractual phases.

Supplier reliability and their ability to meet the required standards are key factors in **ensuring the quality of the products and services provided, while also mitigating the risk** of supply delays. These aspects are also particularly important in the management of environmental issues, the monitoring of consumption and the energy efficiency of production facilities, all of which may affect business continuity and the overall performance of the supply chain.

The identification and selection process is carried out with particular care, with the aim of balancing the various requirements associated with raw material procurement, the provision of technical services, and the management of production waste.

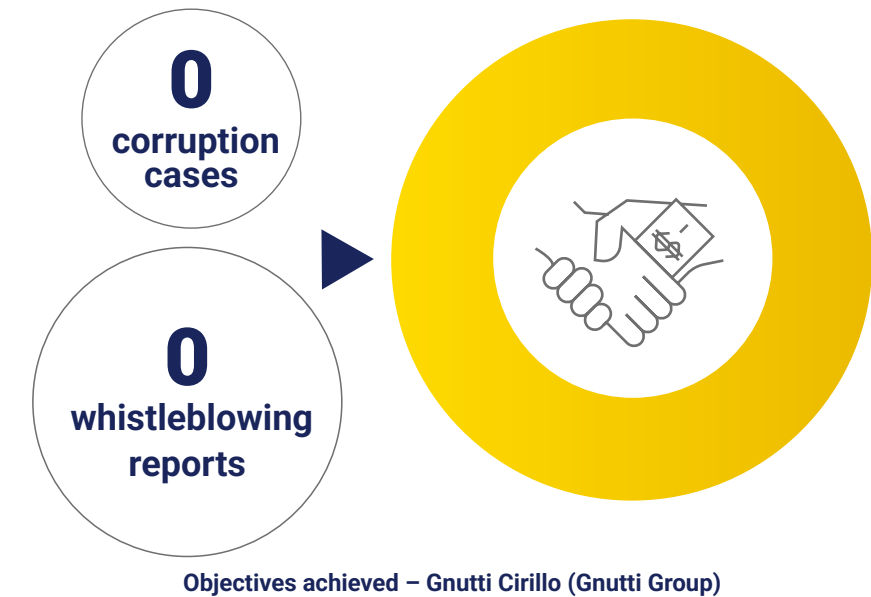
The Company is committed to establishing a collaborative relationship with each supplier, based on the shared pursuit of quantitative and qualitative objectives aimed at the continuous improvement of product and service quality.

Supplier Code of Conduct

During the year, Gnutti Cirillo initiated the adoption of its Supplier Code of Conduct with the aim of strengthening supply chain governance and promoting shared standards of conduct throughout the supply chain.

Supplier evaluation

Supplier evaluation is managed by the Procurement Manager, who assesses the commercial and logistical aspects of supplies, and by the Environmental and Energy Management System Manager, who evaluates all other parameters by analysing a range of data to determine suppliers' ability to supply materials and services in compliance with the requirements set out in the procurement documentation. Periodic evaluations of suppliers of production materials are carried out using dedicated software that enables the statistical analysis of supplier-related data in order to mitigate legal and tax risks associated with suppliers. Key suppliers are classified according to their level of criticality and business relevance and are evaluated annually using an evaluation module designed to support supplier retention and continuous improvement. Periodic audits are also carried out, or whenever deemed necessary. The audit findings are shared with the supplier, together with any required corrective or improvement actions.



Objectives achieved – Gnutti Cirillo (Gnutti Group)

Cybersecurity

Cybersecurity is no longer merely a technical requirement; it has become a fundamental pillar of organisational resilience and business continuity. Today, integrating information security into business processes is an essential prerequisite for ensuring business continuity, safeguarding business value and responding effectively to the growing expectations associated with environmental, social and governance (ESG) responsibilities.

Against this backdrop, Gnutti Cirillo has launched a structured programme to strengthen its information security measures. This programme is based on a systematic approach encompassing the following key areas:

- Risk assessment
- Business continuity management
- Access control and information protection
- Incident monitoring and management
- Awareness and training
- Technology evolution

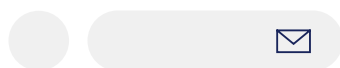
In parallel, initiatives have been launched in response to the expectations of customers subject to the NIS2 Directive on the security of network and information systems, incorporating its principles and adapting the organisational and operating model to ensure alignment with its requirements.



Contact us

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