

2025

Sustainability Report



Bermec Precision s.r.l.

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CAMERA DI COMMERCIO
COMO-LECCO
insieme per lo sviluppo

Scuola universitaria professionale
della Svizzera italiana

SUPSI



REPORT DI
SOSTENIBILITÀ
SEMPLIFICATO

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Introduction

Company Profile



Company name

Bermec Precision s.r.l.

Category

Industry

Headquarters

Via Todesca 137, 23018 Talamona

Tax code

03841310133

Product sector

Precision mechanics

Other brands



UNI EN ISO 9001:2015

Quality Certification



MOCA/FCM

Certification for Materials suitable for Food Contact



UNI EN ISO 14001:2015

Certification for Environmental Management

Products and Services

Bermec is an Italian mechanical subcontracting company, which deals with precision mechanics on behalf of third parties by performing machining operations with CNC - numerical control - chip removal machine tools. It mainly carries out milling and turning operations, but also performs tangential grinding, mechanical assembly and special machine construction. It currently operates in more than 15 industries with customers in various European countries.

Marchio Valtellina

Local Social Responsibility certification



Our History



Early 1900s The origins

The business adventure of the Bertolini family began in the early 1900s, in Talamona, with the grandfather of the current CEO - Emanuele. Grandfather Carlo began working as blacksmith, later specialising in winches and cableways.

The 1960s Expansion of the business

Emanuele's parents later continued this path by also opening a hardware store and adding a gas cylinder distribution service.

1986 The change

In 1986, Emanuele decided to undertake a major transformation by converting the workshop to CNC machining, purchasing the first machine and building a small workshop in the industrial estate of Talamona.

2025 Bermec today

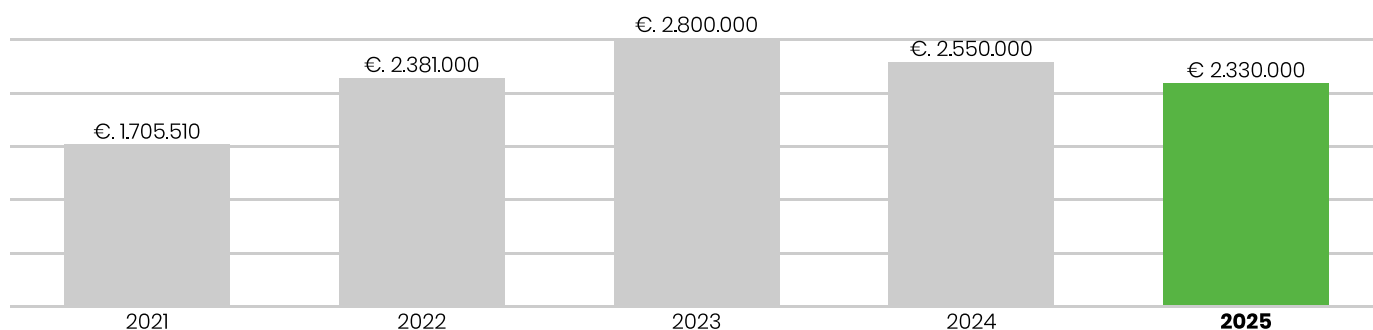
40 years have passed since then, and Bermec has never stopped creating work. Over the years, the company has specialised in precision machining on behalf of third parties with CNC chip removal machines.

Our Data



Revenue 2025

€ 2.330.000



No. of products or services provided in 2025

663

different items produced

No. of customers (local, national, international) in the 2025

31
12
4
15

Total customers, of which
in Lombardy
in the rest of Italy
Foreign

No. of collaborators in the 2025

25
3
22

Employees, of which
women
men

Average age: 34 years
Average education: high school degree

Type of contracts collaborators in the 2025

23
2

permanents
fixed-term (including apprentices)

Our Sustainability Report

Sustainability



Bermec's commitment

"Meeting the needs of the present generation without compromising those of the future generation" this is the definition of sustainable development, this is the philosophy, the mantra of our age.

But why is it so important to pursue this goal? Because we all need a new model of society, one that has greater responsibility in social, environmental and economic terms, fostering social inclusion, environmental protection and economic growth.

At Bermec, we believe that all of us in our own small way can (and must) make our contribution in pursuing these common goals, for the good of ourselves, those around us, and the future that awaits us. It is an overall vision, a forward-looking gaze, to foster a better present, but without forgetting the future.

Therefore, looking at the 2030 Agenda for Sustainable Development as a point of reference, we at Bermec try to take concrete action through daily practices, action plans and initiatives to create a better environment following the philosophy that *"small things are responsible for big changes"*, especially if we all look in the same direction.

Governance



1 Planning and realizing

Principles

We are constantly trying to broaden our knowledge through training, confrontation and study. We believe that precision is the key to excellence and we are well aware that in our field, precision mechanics, even the smallest error is not acceptable. Our recipe for excellence is based on the pragmatic approach of our mountain community, where we started out forty years ago, believing that *“it is what you do that counts”*.

According to this philosophy we follow the 4 principles outlined alongside.

2 Efficiency and punctuality

Strong points

The world today changes at incredible speed and we always look for space by taking a step forward. We try to understand change in its dynamics and we do it with satisfaction, courage, and great deal of heart.

These are our strong points:

Organization – we are organised, we solve problems and we do what we say.

Flexibility – we are specialized in machining from single lot to medium series lots, we are able to machine all kind of materials and to work with companies of every sector.

Rapidity – we have a short, handled and controlled lead time.

Experience – we are present and active on the market since 40 years.

Certified quality – we have a climatized quality control room, equipped with five 3D machines for quality assurance.

Team of technical experts – we are all qualified technical experts of our job and we work on quality and advanced machines, on which we do on average 14 daily set ups.

Advanced machines – avant-garde machine tools, constantly updated, with predictive and preventive maintenance programs, in order to maintain efficiencies superior to 95%.

Multisectoriality – experience, research and specialization have been the keys to reach many and various sectors and markets.

3 Direction ability

4 Recognition

Certifications

Over the years we have been using a certified Integrated System according to the following standards:

since 2004 *ISO 9001:2015*, for quality;

since 2020 *MOCA/FCM*, Italian certification for materials suitable for food contact.

In 2024, we achieved an important milestone by obtaining a new certification: *ISO 14001:2015* for environmental management. This represents a significant step for us and serves as proof of the importance we place on this topic across all our production and management processes.

CCNL and target bonuses

Our company applies the national collective bargaining agreement (CCNL) for metalworkers and adopts its wage policy.

In addition to the above, we also recognise the possibility for employees to enter into target-based supplementary agreements to their employment contracts. These are subscriptions by the company to recognise monetary bonuses upon the achievement of targets set in agreement with the employees themselves.

Sustainability communication

At Bermec, we have always been committed to taking the time to communicate activities and initiatives dedicated to both environmental and social sustainability by sending out newsletters or publishing posts on our social networks.

Last year we also created an online page on our website entirely dedicated to sustainability. It is a fully green page where we publish our social responsibility reports, allowing all our clients, suppliers, readers, and supporters to see concrete examples of how Bermec operates in social, environmental, and economic terms.

In the past, our Sustainability Report was also printed and distributed to our stakeholders; starting this year, in line with our sustainability philosophy, we have chosen to reduce paper use by making it available exclusively in digital format via QR code.

Governance: Best Practices



61,7%

Sustainability
scoring -
Environment

End-of-year meeting

Every year, in the pre-Christmas period, we organise a meeting to which all employees participate: an end-of-year meeting, usually followed by a fun part and the company dinner.

During the meeting, the year's developments are explained, future prospects are shared, and new goals are emphasised, all in full respect of collective discussion and free expression.

Once again this year, we honored this long-standing tradition and concluded 2025 with a focus on Valtellina's food and wine heritage and on sharing. The entire team gathered at Agriturismo Case dei Baff in Ardenno for the traditional company holiday dinner, combined with the annual financial review meeting and a discussion of future outlooks.

The evening was further enriched by a light-hearted prize draw, in which the prizes consisted of gifts received from our suppliers, which we chose to share with the entire staff.

ESG Pass

In 2024, following our participation in a practical and hands-on training program on sustainability, we prepared through the platform for sustainable development *ESG Pass* by Innexa, an evaluation document assessing Bermec's positioning in relation to ESG standards.

In 2025, we completed this assessment once again, which proved useful in confirming that we are moving in the right direction, achieving a total score of 67,6% (rating details shown alongside), compared to 65% in 2024.

Once again, we are ready to define a new action plan focused on the next objectives to be achieved, with the aim of continuously doing more and doing better.

Monthly meetings and video update sharing

Monthly meetings are organised with a small group of employees with the aim of monitoring set goals, periodic trends, new forecasts and perspectives.

At the same time, the CEO shares a video with the whole staff on a monthly basis, where he transparently illustrates work progress, updated targets and any new developments.

This is a quick and easy way to keep everyone informed, while at the same time giving them the opportunity to express their own opinion or give their own advice on what is shown in the video.

79,3%

Sustainability
scoring - Social

60,5%

Sustainability
scoring -
Governance

Market



94,75%

On-time deliveries

0,048%

Average error percentage

We operate in

15 industrial sectors

Customers

In more than 10 European countries

Market distribution

Bermec's market is currently distributed in Europe, in addition to Italy in countries such as Croatia, Denmark, Germany, Austria, Czech Republic and Switzerland, and is concentrated towards medium-large partner companies that design, patent and manufacture various types of products, such as:

electric motors, rotary tables for machining centres, milling heads for machine tools, shock wave therapy machines, machines for the production and packaging of chocolates, scales for weighing from envelope to container, gas turbines, components for automation and robotics and others.

Industrial sectors

Therefore, we currently work with companies operating in 15 sectors, and our ongoing goal is to implement new customers in sectors we already know well, where the know-how acquired over the years can be fully applied.

However, our ideal - which is difficult to achieve - would be to have an incidence per sector of 5% and thus cover 20 different industrial sectors.

Local suppliers

With regard to suppliers (of raw materials, surface treatments, tools, components) we rely exclusively on local suppliers. In fact, they are all distributed throughout the Lombardy region. This choice is dictated by various factors, such as convenience, good quality and good variety and, last but not least, local market incentives.

Raw materials

The raw materials we use for the production of our components are all metals of EU origin (Italy). In fact, we ask our suppliers for information, and where required certifications, regarding the origin of the goods we purchase.

We speak of certifications because, since we also deal with components for the food sector, for the same materials we require the release of specific certificates that validate the raw material as suitable for food contact.

We would like to add that most of the materials we use, namely all aluminium variants, come from the recycling chain, that is from our own swarf and scraps from machining operations. In this way we too take part in the great process of the circular economy.



Market: Best Practices

32.490 Kg

Aluminium used
in 2025 (100%
recycled
aluminium)

35.845 Kg

Aluminium
recycled by
Bermec post-
processing

70%

Secondary raw
materials used in
production
processes

35%

Reusable and/or
recyclable
packaging used

Raw material aluminium

Bermec processes any type of material (metal) for the production of components, but we use aluminium for the vast majority of our products (80%).

In addition to its characteristics of lightness, corrosion resistance and thermal and electrical conductivity, aluminium is also a green material in terms of environmental sustainability. In fact, aluminium can be recycled. This allows great energy savings, equal to 95% of the energy required to produce aluminium from bauxite, and the reduction of emissions into the atmosphere.

In fact, the production of primary aluminium (from bauxite) requires about 14 kWh/kg, while that of secondary (recycled) aluminium requires only 0.7 kWh/kg.

Bermec also contributes to this virtuous circle firstly by using recycled aluminium and then recovering all the aluminium generated in cutting operations and exporting of swarf during machining.

Sustainable packaging

At Bermec we use alternative packaging, which we would call sustainable, for the shipment of goods.

In fact, to package the parts we send to customers or suppliers we use old newspapers and magazines that we collect from trade associations and public institutions in our province. We consider this a good practice to actively reuse paper and avoid its abuse.

Code of Ethics and Conduct

In line with our commitment to development and transparency, we drafted our internal Code of Ethics and Conduct. Based on this, we developed a corresponding Code for our suppliers and business partners. This document outlines all the guidelines for proper actions regarding social, environmental, and governance matters that we expect first and foremost from our employees and, equally, from our suppliers and partners.

Market outlook

In terms of economics and knowledge, one of our goals (but also a task) is to constantly monitor the trends in our market and those of our interest through IT systems.

In addition, through various public partners, we use all tools to deepen our knowledge of the markets both through external resources and the training of internal ones.

Last but not least, we annually define and distribute market monitoring and development policies to all staff members- in addition to the staff in charge.

Machine Park renewal

In line with the company strategy of continuous improvement in services and processes, over the last three years (the intention is to maintain this trend also in the future) we have decided to pursue the renewal of our machine park, through the replacement or acquisition of machine tools.

This has allowed us and will continue to allow us to have higher work performance, greater ease of execution, high reliability, lower risk of errors and production stoppages, reduced consumption and hyper-connectivity.

This year, we implemented a new technology within our range of manufacturing processes. Specifically, we introduced our first high-precision 3D printer for plastic polymers, thereby expanding the range of services we offer.

Artificial Intelligence

With the aim of optimizing and speeding up processes, this year our office staff took part in several training courses to specialize in the use of Artificial Intelligence, a tool that we have since implemented in our daily office and production activities.

Human Resources



100%

Gender pay equity

Integration - Female Personnel

Bermec has never made any gender, ethnicity or religious differences within the company. Indeed, we have a policy of absolute integration, with no wage differentiation or equal status.

No. 6

Students welcomed during 2025 for school internship

We have in fact women in the workforce, including in the production area, we have staff members from countries such as Senegal, Morocco and Colombia, who are perfectly integrated and part of the team and, finally, we have included in the staff a colleague belonging to the protected categories.

We are proud to share that we built a canopy in the employee parking area. Under this structure, parking privileges are reserved for women, people with disabilities, and those charging electric cars or bikes, thanks to the installation of a new charging station. This ensures they can enter the company without getting wet when it rains.

No. 344

Total training hours in 2025

Training

One of our strong points is the planning of annual training at all levels and for all tasks.

We are in fact supported by associations that organise training courses that are compulsory by law, but we are also keen to give employees the opportunity to choose to take part in non-compulsory courses, courses dedicated to interesting and useful topics and subjects for corporate and personal growth (in 2025, the percentage of employees involved was 56%).

For all in-person or remote courses we therefore rely on organisations such as *Chambers of Commerce*, the *Association of Small and Medium Industries*, *Unioncamere Lombardia*, the *ICE Agency* and *Promos*.

No. 0

Workplace accidents in 2025

School internships

Since years we have continuous relations with local schools, offering young people from any high school the opportunity to experience school internships within the company (with an average of 5 per school year).

Bermec performs this role in full compliance with the rules and regulations to which the young people/adults then have to adhere, and does so with the spirit and objective of transferring knowledge, without, however, ignoring the possibility of evaluating the excellent elements that pass through the company and offering them a job opportunity for the future.

Health and Safety

Our company puts great emphasis on the health and safety of its workers. In fact, we carry out all the medical check-ups and specific examinations required by law, we attend punctually courses on safety, first aid, fire-fighting, etc., and finally, we carry out annual measurements of the company's microclimate through specialised external companies.

Modernization works

In 2025, we completed a major modernization project at our headquarters. We renovated both outdoor and indoor spaces to make them more modern, welcoming, and efficient: new exterior painting of the production facility, refurbishment of railings, fixtures, and the parking canopy, installation of a new 3D sign, and fully renovated offices.

We believe that a well-maintained environment reflects a company that is evolving and looking toward the future.

Human Resources: Best Practices



No. 3

25-year Bermec service anniversaries celebrated

Workers' corporate anniversaries

A tradition dear to us is that of celebrating employees' corporate anniversaries. Every time an employee reaches the 25-year milestone in the company, time is dedicated to celebrating together the commitment, determination and sense of belonging that lead to such an enduring achievement.

A small surprise banquet is usually set up in the company and, as always, photos are taken so that a trace of it remains in the annals of Bermec's corporate life.

In 2025, three employees reached this important milestone: Carlo, Francesco, and Marco. In addition, this year we celebrated another very special moment, namely Francesco's retirement.

No. 1

Retirement celebrated

Student interviews

Over the past four years, we have decided to dedicate a special space on our website blog to all the young people who come to our company for their school internship experience.

They have given their testimony - via beautiful video/written interviews - about what they did, what they liked and what was interesting to them.

This turned out to be a good opportunity to better understand the importance of school internship experience, reading and listening to it through the voices of the real protagonists: the young people.

Work Clothing

Just like all the necessary PPE, work clothing for employees is provided by Bermec and supplied upon request. Naturally, an annual standard budget is established for each employee to prevent resource waste.

#meetBermecTeam

In 2025, we gave visibility to the people who make Bermec's work possible every day by launching the #meetBermecTeam series on our social media channels, through which we introduced each member of our team one by one.

Annual interview with CEO

For years now, our CEO Emanuele has kept a fixed annual interview with each employee, a moment of discussion, sharing, verification and planning, a moment that is as useful for Emanuele as it is for his employees.

Fun/Sport Moment

Among our practices, the most enjoyable is the summer fun/sport moment with the involvement of our families.

As in the past two years, also this year we upheld tradition and celebrated the patron saint of Talamona (September 8th - "Ul di La Nösa" in the local dialect) by spending a day together in the mountains.

This time, we tackled the hike to the Cross of Monte Pisello (2.272 m above sea level), starting from the picturesque Val Tartano and surrounded by breathtaking landscapes.

The day ended in the best possible way with a shared lunch at Ristoro Highlander, featuring good food, smiles, and plenty of cheer.

"Bring your dog to work"

Outside the company we have a large garden with a fence where employees can bring their four-legged friends when needed, so they are not left alone at home.

This possibility is taken up primarily by our CEO who always arrives at work accompanied by his Alaskan Malamute puppy: Yoko.

Summer lunch area

For the summer season, at Bermec we set up a comfortable lunch area in our garden: a special space where employees can recharge their energy, enjoy conversation, and take in a bit of nature between shifts.

We believe that well-being during breaks is essential to face the second part of the working day at one's best.

Community Relations

Community of Talamona

Bermec can boast a very long history and is heir to an artisan tradition that goes back a long way. Indeed, the Bertolini family's entrepreneurial adventure began in the early 20th century in Talamona, a small town of 5.000 people, where it continues to grow today.

Grandfather Carlo – grandfather of the current CEO Emanuele – began working as a blacksmith, and then responded to the needs of the area, specialising in the construction of winches and cableways, which were once the only means of transporting goods in the mountains.

The baton was then passed to Emanuele's parents, who continued in grandfather Carlo's footsteps, also opening a hardware shop in the centre of the village and adding a further service for the people of Talamona, that of distributing gas cylinders, which were necessary at the time in almost every home.

In 1986, Emanuele was then faced with the obligation of moving the workshop out of the centre of Talamona and therefore decided to undertake a major transformation by building a small workshop in the industrial area and converting the business to CNC machining, thus purchasing the first machining centre.

40 years have passed since then and, through crises, achievements and successes, Bermec has never stopped creating work, in a strong and quality industrial area, such as Valtellina.

Returning to today, as our CEO is a native and still lives in Talamona, relations with the community are always constant, both with the village administration and with the various cultural, sports associations – which we will discuss in the next chapter.

Relations with local companies

As Talamona is not a very large town and the industrial area is compacted into a single part of the town, relations between local or even neighbouring companies are constant and long-lasting.

It can be said that the directors and main managers almost all know each other and often communicate and compare themselves, with the intention of collective growth, which can only be a gain for the village itself.

Local Social Responsibility – Valtellina Industry Mark

Bermec boasts the *Local Social Responsibility* certification, namely the certification obtained through the Sondrio Chamber of Commerce that allows to promote and enhance the reputation of those companies attentive to the values of social responsibility and committed to contributing to the growth of the economic, social, cultural and environmental well-being of the Valtellina territory.

This certification enhances Bermec's role, impact and link with the territorial system and aims to highlight our social and environmental sustainability behaviour, which interacts with the socio-economic context and the cultural and landscape identity of our territory.

Attention to the environment, local identity and social commitment is the fundamental condition for obtaining the Certification, which is then the prerequisite for the assignment of the *Valtellina Industry Mark*.

This year a video was created to promote this brand and the concept of "doing business in Valtellina," encapsulating the values and identity of our territory within the imagery.

Bermec was pleased to contribute to the creation of the stunning visuals featured in the video by providing its human resources.

Membership in local associations

In 2025, Bermec proudly became a member of *LARete – the Lariana Network for Sustainable Transition*. Throughout the year, we took part in several meetings and opportunities for dialogue with companies and professionals in the area who share our vision of a more sustainable future. This journey, based on discussion, exchange of ideas, and shared growth, further strengthens our commitment to sustainable innovation, the circular economy, and social responsibility.

In addition, we joined the *Energy Technologies Supply Chain Group of Confindustria Lecco and Sondrio* – a network of companies operating in the Oil & Gas and Nuclear sectors, as well as in related energy technologies, committed to developing and promoting industrial and commercial activities within the sector while addressing the challenges and opportunities of an ever-evolving market – and *BEST aps* (Social Promotion Association), which was founded by a group of local entrepreneurs who share a common vision of ethical business in support of the local community.

Community Relations: Best Practices



Sponsorship of 2 sporting events

40,8 Kg of Honey produced through "Bees for the Future"

No. 12 Protezione Civile volunteers and AVIS/AIDO/ADMO donors

Collaboration with local cooperative

We have been working since decades with a local cooperative that also employs disadvantaged people. *Cooperativa Orizzonte* deals with the cleaning of workplaces for Bermec on a regular basis and the care of green areas occasionally.

Sponsorship of sporting events

One of our slogans is *#faisportconbermec* - "do sport with bermec" - (we have also printed dedicated t-shirts) and, as sports enthusiasts, we regularly sponsor sporting events.

First and foremost, we are talking about an international mountain running competition that takes place in the village of Talamona: the *K2 Valtellina Extreme Vertical Race*. This is a unique uphill-only competition, 2,000 metres of positive altitude gain in just 9 km of development, to be run all in one breath to the summit, where the finish line is located on a spectacular ridge on the edge of the sky.

Since 2023 we are also sponsoring the *River Run Valtellina*, a charity walk/run that takes place on the Sentiero Valtellina near Sondrio and promotes research and study against childhood leukaemia, donating all profits to the *Maria Letizia Verga Committee*. In 2025 the proceeds of the initiative donated to the Committee amounted to an impressive 22.000 €.

"Noi con Voi" Project

Since 2024, we have been pleased to take part in the public utility project "Noi con Voi", organized by the *Auser* volunteer association.

Auser received a vehicle on a free loan basis, which, thanks to its many volunteers, is used to transport the elderly, disabled individuals, and anyone facing mobility challenges due to physical, mental, family, or economic reasons.

The vehicle was funded by numerous local entrepreneurs who, like us, chose to support this noble initiative with a concrete act of solidarity for our community.

"Bees for the Future" project

As part of our sustainability journey, in 2023 we joined a social responsibility and environmental education pilot project together with our client company *Baker Hughes*, two other local companies and the village beekeepers.

Specifically, we adopted a hive with around 50.000 honey bees, with the aim of protecting and preserving the ecological balance by ensuring a better local biodiversity of nature. The honey produced was then donated to the *Talamona Retirement Home*.

The project continued in 2025, and Bermec was pleased to participate in the training event dedicated to bee conservation.

Protezione Civile Volunteers - Avis/Aido/Admo Donors

Within our staff, starting with our CEO, we have a good number of volunteers from the various local *Civil Protection* groups, regular blood and plasma donors with *Avis*, as well as members registered with the *Aido* association for organ donation and *Admo* association for bone marrow donation.

Projects with schools

This year also, we decided to participate in two career guidance projects: "Futuri Possibili" with middle schools and "La Piccola Impresa che Vorrei" with high schools. Both initiatives give students the opportunity to learn about local businesses, design their own "small business," and gain insights into their future academic and career paths.

In practical terms, we had the pleasure of sharing our business experience, welcoming students into our facilities, and supporting them as mentors. We guided them in the creation of their projects, providing hands-on assistance throughout the process.

In 2025, we also decided to take a further step by sponsoring the second provincial edition of the *Technical Drawing Championship*, which involved students from local middle schools.

Environmental Protection



35%
Energy consumption from renewable sources in 2025

54,05%
Reduction in greenhouse gas emissions in 2025

103.244 kg CO₂e
total indirect emissions (Scope 2) in 2025

The context

We live and operate in Valtellina, a context in which the protection and enhancement of the environment and nature represent a theme towards which the sensitivity of local public opinion has been gradually growing in recent years.

Indeed, the natural beauties of our territory represent an inestimable heritage of national and international interest, enhanced by the presence of Parks, Natural Reserves and Protected Areas.

In today's world, given the environmental crisis we are experiencing, it is unthinkable to omit these topics from our daily lives.

Let us also remember that our territory, especially since it is full of natural resources - mineral, water, solar, agricultural, eolic, etc. - must be preserved.

Bermec commitment

Therefore, given and premised what has just been described, we have activated over the years, also through the Environmental Certification *ISO 14001*, all possible policies to reduce Bermec's environmental impact.

In fact, every year the company objectives include at least two additional activities to improve our environmental impact.

In the next chapter we describe more concretely which are the good practices we put in place to safeguard the environment.

Environmental Protection: Best Practices



74,2%

Municipal waste separately collected in 2025

Here is a list of the good practices implemented over the years, which continue still nowadays:

Bicycle use incentive

We have activated a project to incentivise the use of bicycles to come to work ("*Bike to Work*"), rewarding the employees monetarily on the basis of kilometres travelled.

Differentiated waste collection

We pay attention to separate waste collection, having placed bins for paper, plastic and mixed waste in various areas of the company, and we use compostable coffee stirrers that we collect separately and constantly add to our compost. We have also purchased three color-coded outdoor bins for paper, plastic, and mixed waste. These bins make waste collection easier for the assigned company, as they are tiltable and keep the waste dry thanks to their lids.

Electrical system renovation

We have completed the work on inspecting and upgrading our entire electrical system, covering both the office areas and the production department.

Elimination of emissions

We have eliminated all heating emissions by installing a teleheating system, thus using energy from a local power plant with a source of biomass and gas.

Emulsion recovery system

We have built an emulsion recovery system, which allows us to reuse emulsions, recovering them by dripping them from chips resulting from machining operations.

Full electric car

Our CEO replaced our representative car with a full electric car.

Fume filtration

We set up a fume filtration system on each machine tool.

Green area

For a better and more relaxing working environment, we transformed the café area into a green area, namely a common space enriched with flourishing plants and a vibrant green colour scheme.

15%

Water recycled or reused in 2025

Grouped shipments

In agreement with our suppliers and clients, we consolidate our deliveries to and from Bermec into a single weekly shipment. This helps reduce environmental impact by minimizing unnecessary emissions.

LED lighting

Over the years, we have replaced the entire lighting system in our company, from the workshop to individual machine tool stations and offices. We installed LED lamps and floodlights, reducing energy consumption while improving light quality.

New compressed air system

We replaced our compressed air production system with a modern inverter-driven compressor system. This system automatically adjusts its energy consumption based on air demand and also produces hot water for the locker rooms and heating for two offices.

New van

We replaced the old delivery van with a new, modern and environmentally friendly vehicle.

Photovoltaic system

We installed a new 135 kWp photovoltaic system, which officially became fully operational in 2025 and began producing energy on a continuous basis. Over the course of the year, we generated 145 MWh of clean energy, achieving a CO2 emissions reduction of 54.056%.

Recycled paper

For our printing needs, we use 100% recycled paper. Compared to traditional paper, it requires 100% less wood, 73% less energy, 79% less water, and generates 42% less CO2.

Sustainable packaging

Since years we have been using old newspapers or magazines to package the goods to be shipped to customers or suppliers.

Water bottles and water dispenser

All employees were given Bermec-branded water bottles personalized with each person's name. These bottles not only symbolize team spirit but also serve as a reminder to minimize the use of plastic as much as possible. To refill them, we have a fountain with filters that provides employees with free still and sparkling water.

Next Steps



No investments of any kind are planned for 2026; instead, it will be a year focused on consolidation and on measuring the efficiency of all investments made over the past three years.

For the following three-year period, the following investments are planned:

Replacement of machine tools

Replacement of machine tools within our machinery fleet with new models that are more efficient, intelligent, and safe.

Electrical system upgrade

Complete refurbishment of the internal electrical system, including the installation of busbar trunking to supply power to the machine tools.

Replacement of fixtures

Replacement of all fixtures in the production facility with the aim of improving both winter and summer thermal insulation.

Summary

Methodological Sheet

Document Preparation Date

This document was drafted on **22.01.2026**

Data Reference Period

The data collected refer to the period from 01.01.2025 until 31.12.2025

Reference Site Scope

The reference location is Bermec Precision s.r.l.

Contact Reference

Bermec Precision s.r.l.
info@bermec.com
phone 0342672106

Contact Person

Milena Bianchini

CSR Criteria

Score

Economic Indicators

- | | | |
|----|--|-------------------------------------|
| 1. | Does your company prepare a sustainability report? | <input checked="" type="checkbox"/> |
| 2. | Do you communicate your commitment to sustainability? | <input checked="" type="checkbox"/> |
| 3. | Does your company have a code of conduct/ethics/charter of values? | <input checked="" type="checkbox"/> |
| 4. | Does your company have certifications? | <input checked="" type="checkbox"/> |
| 5. | Do you recognize wages above the minimum level of the CCNL? | <input checked="" type="checkbox"/> |
| 6. | Do you use raw materials or products from certified sources? | <input checked="" type="checkbox"/> |
| 7. | Do you consider social and environmental criteria when selecting your suppliers? | <input type="checkbox"/> |
| 8. | Do you prioritize local suppliers for the company's purchases whenever possible? | <input checked="" type="checkbox"/> |

Social Indicators

- | | | |
|-----|--|-------------------------------------|
| 9. | Do your employees have the option of flexible working hours? | <input checked="" type="checkbox"/> |
| 10. | Do your employees have the option of smart working? | <input checked="" type="checkbox"/> |
| 11. | Do your employees have additional insurance coverage for illness, accidents, or old age? | <input checked="" type="checkbox"/> |
| 12. | Do your employees have access to parental leave beyond legal obligations? | <input type="checkbox"/> |
| 13. | Do you have a corporate welfare plan? | <input checked="" type="checkbox"/> |
| 14. | Do you have a presence of both genders in managerial roles or on the Board of Directors (BoD)? | <input type="checkbox"/> |
| 15. | Do you have initiatives for employee health and safety beyond legal obligations? | <input checked="" type="checkbox"/> |
| 16. | Do you offer training programs to employees that are not legally required? | <input checked="" type="checkbox"/> |
| 17. | Do you conduct training activities for students through internships/school-work alternation? | <input checked="" type="checkbox"/> |
| 18. | Do you employ individuals from disadvantaged categories? | <input checked="" type="checkbox"/> |
| 19. | Do you sponsor local associations or organizations? | <input checked="" type="checkbox"/> |
| 20. | Do you support collaboration projects with local entities or associations? | <input checked="" type="checkbox"/> |

Environmental Indicators

- | | | |
|-----|--|-------------------------------------|
| 21. | Have you made structural improvements to buildings in the last 8 years? | <input checked="" type="checkbox"/> |
| 22. | Have you modernized infrastructures, furniture, or machinery in the last 5 years, improving environmental and employee impact? | <input checked="" type="checkbox"/> |
| 23. | Do you monitor energy consumption to improve your impact? | <input checked="" type="checkbox"/> |
| 24. | Do you use energy from renewable sources? | <input checked="" type="checkbox"/> |
| 25. | Do you monitor water consumption with the aim of improving it? | <input checked="" type="checkbox"/> |
| 26. | Do you have specific processes for waste reduction or recycling? | <input checked="" type="checkbox"/> |
| 27. | Do you use sustainable company vehicles or have a mobility plan in place? | <input checked="" type="checkbox"/> |
| 28. | Do you use logistics services that provide data on the environmental impact of transportation? | <input type="checkbox"/> |
| 29. | Do you have CO2 emission reduction plans? | <input checked="" type="checkbox"/> |
| 30. | Do you have plans to reduce packaging materials or single-use plastics? | <input checked="" type="checkbox"/> |

Score: 26/30

Bermec Precision s.r.l.

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ESG SCORE 2025

67,6 / 100

ENVIRONMENT

61,7 / 100

SOCIAL

79,3 / 100

GOVERNANCE

60,5 / 100

E - ENVIRONMENTAL Pillar

Energy consumption from renewable sources	35%
Total direct emissions (Scope 1)	Negligible
Totale indirect emissions (Scope 2)	103.244 CO₂e
Reduction in greenhouse gas emissions	54,05%
Water recycled or reused within production processes as a share of total water withdrawn	15%
Separately collected municipal waste	74,2%
Secondary raw materials used in production processes as a replacement for virgin raw materials	70%
Packaging used that is reusable and/or recyclable and/or compostable	35%

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S - SOCIAL Pillar

Number of workplace accidents	0
Gender pay equity	100%
Employees involved in training activities beyond legal requirements	56%
Employees benefiting from supplementary pension schemes	100%
Employees benefiting from company-funded supplementary healthcare plans	100%
Employees benefiting from other company-funded benefits	100%
Number of administrative sanctions for violations of the Consumer Code	0
Number of criminal sanctions for violations of the Consumer Code	0

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G - GOVERNANCE Pillar

Sustainability performance reporting	Yes
Sustainability performance communication	Yes
Training activities on sustainability topics	Yes
Adoption of a Code of Ethics and Conduct	Yes
Certifications held	3 (ISO 9001:2015 - ISO 14001:2015 - MOCA/FCM)
On-time deliveries	94,75%
Average error rate	0,048%
Industrial sectors served	15

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