



Sustainability

company profile

2025



POWER - DISTRIBUTION TRANSFORMERS ACCESSORIES

Our vision for a sustainable,
responsible future



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Contacts

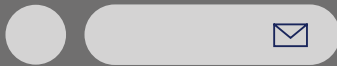
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Sustainability
company profile

2025

Our vision for a sustainable,
responsible future



2025 Highlights

Environment

	2025	2024
Climate change	Energy consumption MWh	
	157.17	98.02
Water and marine resources	GHG emissions (Scope 1 + Location-based Scope 2) (tCO ₂ e)	
	34.42	22.32
	Water withdrawals (m ³)	
	88.0	80.0

Social

	2025	2024
Human resources	Number of employees as at 31 December	
	12	11
	Employees on permanent contracts (%)	
	100%	90.9%
	Employees on full-time contracts (%)	
	100%	90.9%
	Training Average training hours per employee	
	6.3	3.6
Diversity	Employees under 50 years of age (%)	
	58.3%	54.6%

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

Elettromaule Component S.r.l.

2025

€12.8m

2024

€11.2m

Elettromaule Component S.r.l. 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**



Elettromaule Component is a company established in 2011, specialising in the **design, production and marketing** of accessories for electrical distribution and power transformers. Thanks to an integrated offering, EMC aims to be a partner of choice for transformer manufacturers, ensuring quality, reliability and continuity of supply.



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

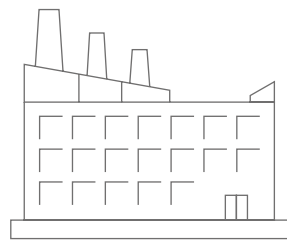
Mission

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

3

Values





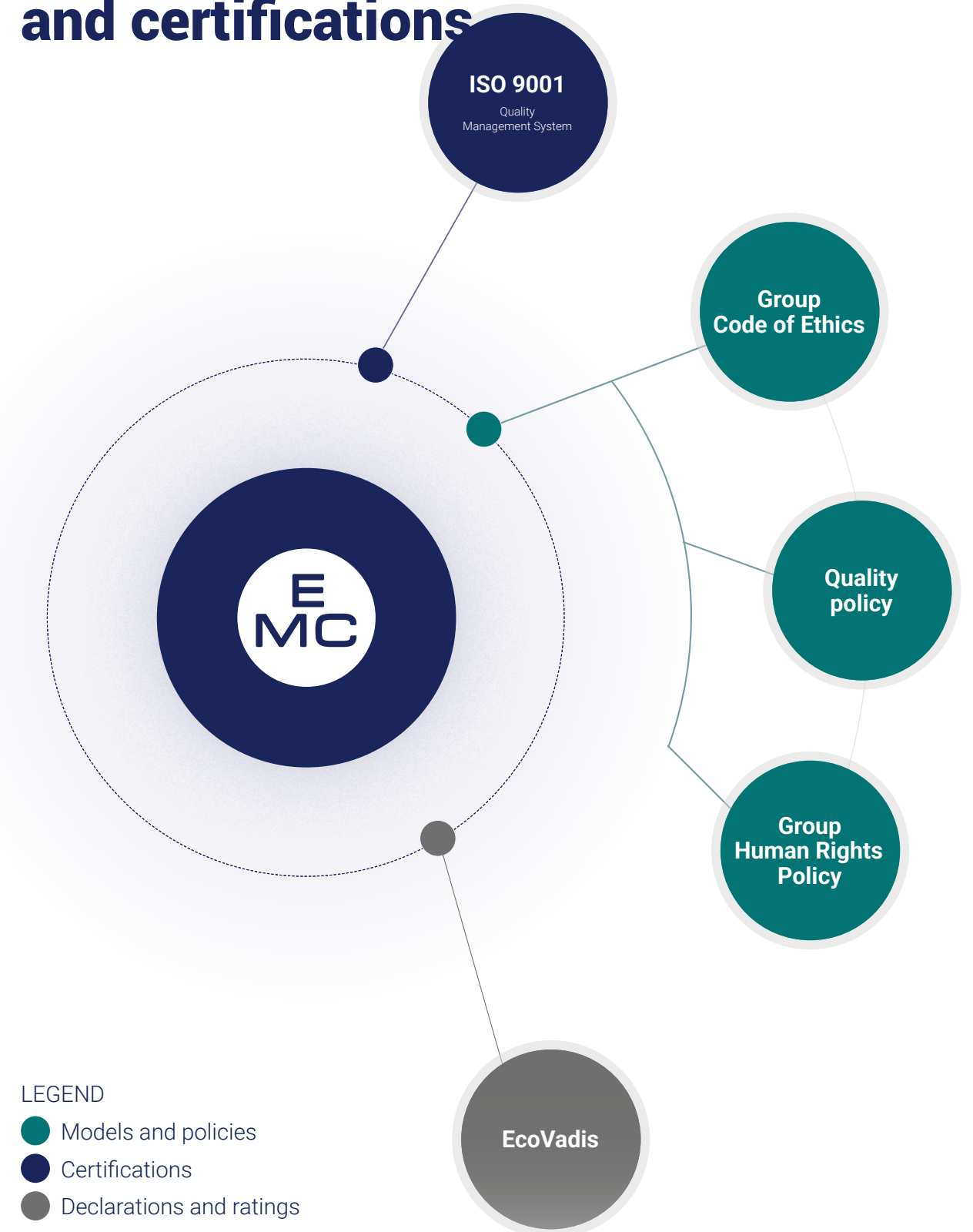
Sites and facilities



Montecchio Maggiore (VI)

- Design
- Manufacture and supply of accessories for electrical distribution and power transformers

Policies, management systems and certifications



Commitment to sustainability through its products

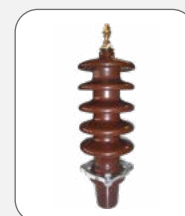
Elettromaule Component integrates sustainability principles into the development and marketing of its products, thereby contributing to the energy transition and the efficiency of electrical systems through its products. The Company operates in the sector of components for transformers, electric motors and electrical equipment, which are essential to the safe and efficient distribution of electricity and support the growing deployment of renewable energy sources and the electrification of end uses.

EMC products are designed in accordance with internationally recognised standards (DIN, EN and IEEE) and undergo rigorous quality and safety testing, ensuring high performance, long-term reliability and extended service life (up to 15–20 years, in line with the service life of transformers). This reduces the need for replacement and maintenance, delivering indirect environmental benefits throughout the product life cycle.

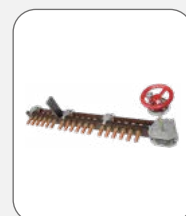
Another distinguishing feature is the predominant use of metallic materials, such as copper, brass and aluminium, which are largely recyclable at the end of their service life, thereby supporting circular economy models. In addition, the customisation-oriented design approach enables product performance to be optimised for specific applications, improving the overall efficiency of the systems in which the products are installed.

The Company's product development strategy is underpinned by **innovation activities and a portfolio of proprietary patents**, demonstrating its ongoing commitment to the development of advanced, safe technical solutions. In this context, Elettromaule Component contributes to promoting an industrial model founded on quality, reliability and

Made in Italy excellence, with an increasing focus on environmental sustainability throughout the value chain.



BUSHINGS



TAP
CHANGERS



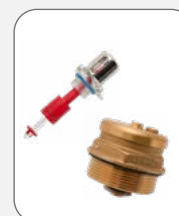
VALVES



OIL LEVEL
INDICATORS



DEHYDRATING
BREATHERS



ACCESSORI

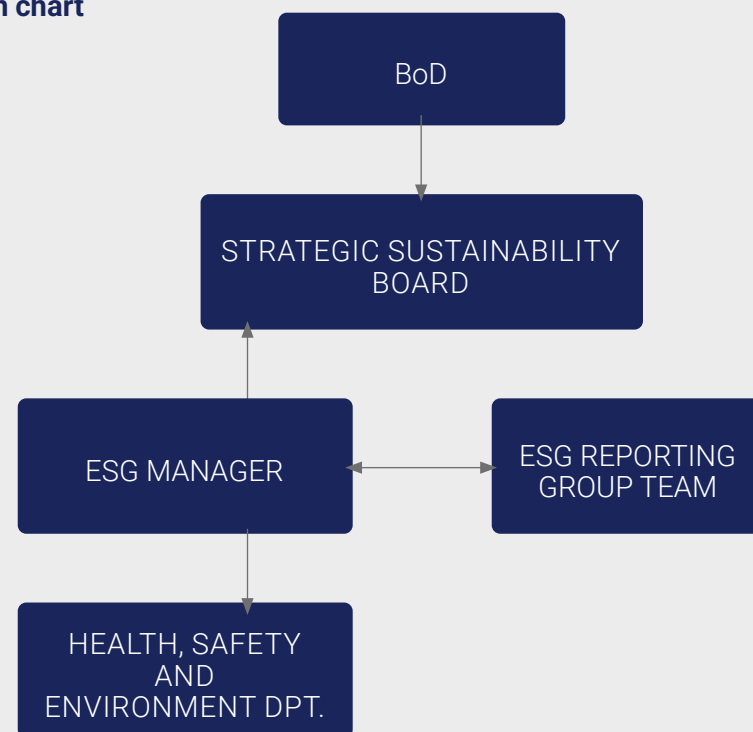


Sustainability governance

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



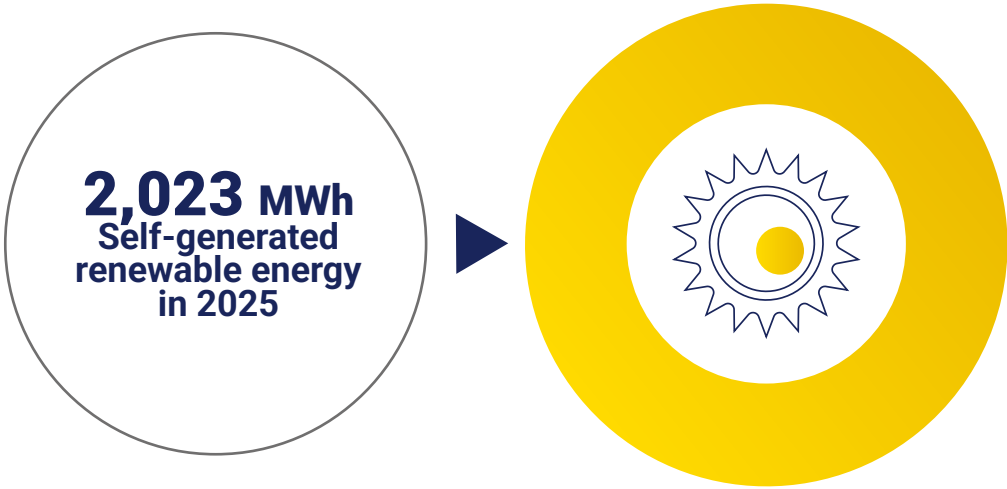
Sustainability performance

CLIMATE CHANGE

Energy consumed

In 2025, Elettromaule Component’s total energy consumption was **157.17 MWh**, of which 15.7% came from renewable sources and 84.3% from fossil sources. Compared with 2024, overall consumption increased by 60.3%, due to a significant increase in natural gas consumption for heating.

Energy consumed (MWh)	2025	2024
Energy from fossil fuels		
Consumption of fuel from crude oil and petroleum products	56.89	57.02
Consumption of fuel from natural gas	75.57	15.27
Consumption of electricity, heat, steam or cooling from fossil fuel sources, purchased or acquired	-	-
Total energy consumption from fossil sources (MWh)	132.46	72.29
Share of fossil sources in total energy consumption (%)	84.3%	73.7%
Energy from renewable sources		
Consumption of electricity, heat, steam and cooling from renewable sources, purchased or acquired	24.71	25.73
Total energy consumption from renewable sources (MWh)	24.71	25.73
Share of renewable sources in total energy consumption (%)	15.7%	26.3%
Total energy consumption (MWh)	157.17	98.02



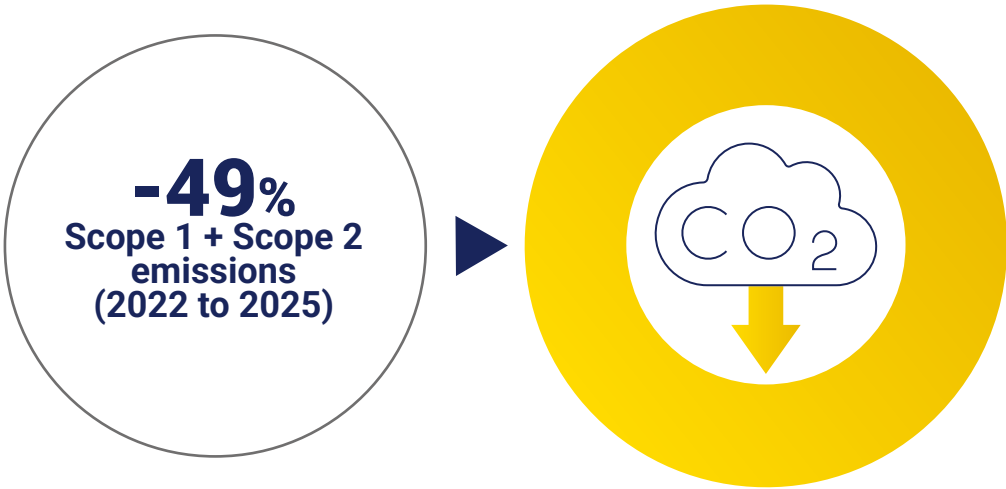
Objectives achieved – Gnutti Cirillo (Gnutti Group)

Greenhouse Gas (GHG) emissions

Total emissions

Emissions are reported in tonnes of carbon dioxide equivalent (tCO₂e) and include direct GHG emissions from the combustion of fuels and natural gas (Scope 1 GHG emissions), together with indirect GHG emissions associated with electricity purchased from the grid (Scope 2 GHG emissions), calculated using both the location-based and market-based methodologies.

In 2025, total Scope 1 and 2 greenhouse gas (GHG) emissions calculated according to the Location-Based method increased by 54.2%. Total Scope 1 and 2 emissions, calculated according to the Market-Based method, increased by 73.0%.



Objectives achieved – Gnutti Cirillo (Gnutti Group)

GHG emissions (Scope 1 + Location-based Scope 2) (tCO ₂ e)	2025	2024
Total Scope 1 GHG emissions	29.20	16.88
Total Scope 2 GHG Emissions (Location-based)	5.22	5.44
Total Location-based emissions	34.42	22.32

GHG emissions (Scope 1 + Market-based Scope 2) (tCO ₂ e)	2025	2024
Total Scope 1 GHG emissions	29.20	16.88
Total Scope 2 GHG emissions (Market-based)	-	-
Total Market-based emissions	29.20	16.88



Direct emissions – Scope 1 GHG

In 2025, Scope 1 emissions increased by 73.0% compared with 2024, due to the increase in natural gas consumption for heating.

Scope 1 emissions (tCO ₂ e)	2025	2024
Fuels from crude oil and petroleum products	13.88	13.78
Natural gas fuels	15.32	3.10
F-Gas	-	-
Direct emissions - Scope 1	29.20	16.88

Indirect emissions – Scope 2 GHG

Scope 2 Location-Based emissions decreased by 4.0%, while Scope 2 Market-Based emissions were zero, as in 2024, thanks to the Company's procurement of renewable energy with Guarantees of Origin.

Scope 2 emissions – Location-based (tCO ₂ e)	2025	2024
Energy from fossil fuels	-	-
Energy from renewable sources	5.22	5.44
Indirect Scope 2 emissions – location-based	5.22	5.44

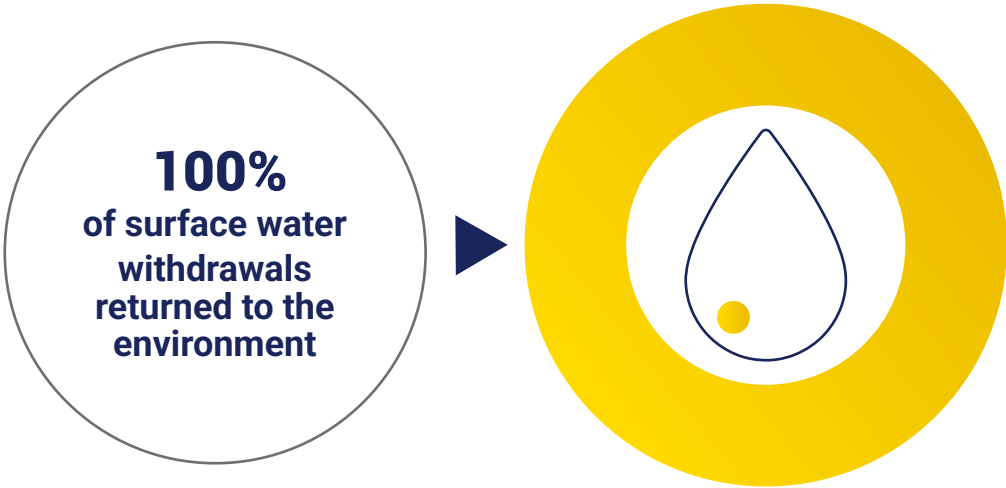
Scope 2 emissions – Market-Based (tCO ₂ e)	2025	2024
Energy from fossil fuels	-	-
Indirect emissions – Scope 2 (Market-based)	-	-

WATER AND MARINE RESOURCES

Water withdrawals

Elettromaule Component's water withdrawals originate entirely from third-party water resources (public water supply).

Water withdrawals (m³)	2025	2024
Third-party water resources (public water supply)	88.0	80.0
Total water withdrawals	88.0	80.0



Objectives achieved – Gnutti Cirillo (Gnutti Group)

In 2025, total water withdrawals amounted to 88 m³. Water is primarily used for cooling production equipment, preparing oil emulsions used in the manufacturing process, and washing certain components.

Water risk and water stress

To assess the water risk and water stress associated with the sources of its water withdrawals, Tiemme uses the Aqueduct Water Risk Atlas developed by the World Resources Institute.

The data show that all of Elettromaule Component's water withdrawals originate from areas subject to **low to medium water risk and low to medium water stress**.



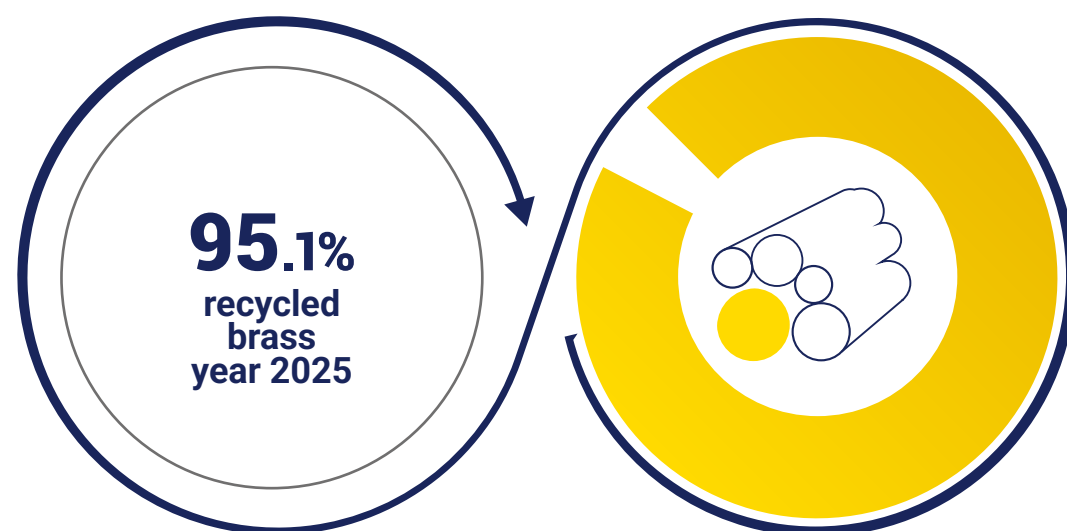
RESOURCE USE AND CIRCULAR ECONOMY

Resource inflows – Materials

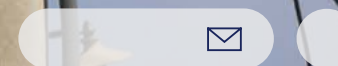
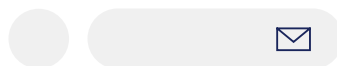


The main raw materials used by EMC are brass, copper and aluminium bars.

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. In particular, in 2025, brass from recycled material accounted for 95.1% of the brass used by EMC.



Objectives achieved – Gnutti Cirillo (Gnutti Group)



OWN WORKFORCE

Employees

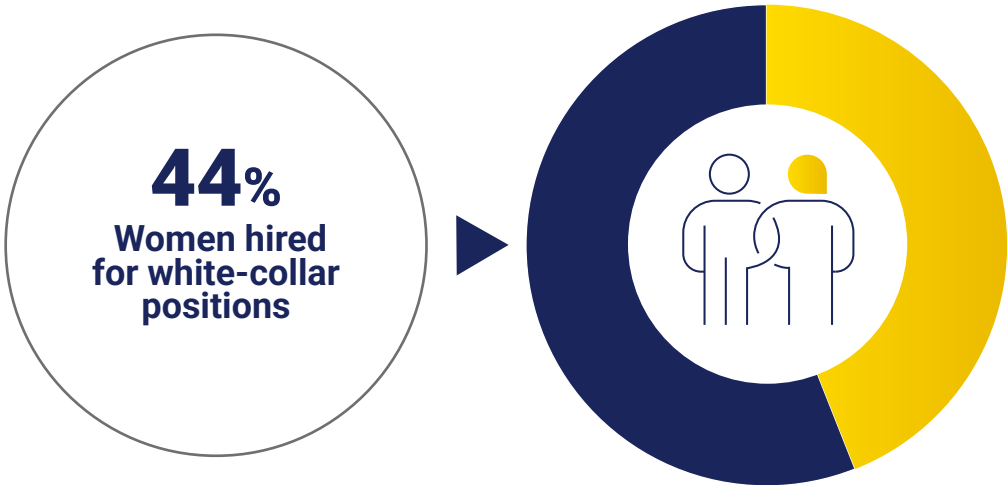


As at 31 December 2025, Elettromaule Component employed 12 people, comprising 6 women and 6 men.

Employees	2025			2024		
	Women	Men	Total	Women	Men	Total
Total employees at the end of the reporting period, by gender	6	6	12	5	6	11

All Elettromaule Component employees are employed on permanent, full-time contracts (100% of the total in 2025).

Employees	2025			2024		
	Women	Men	Total	Women	Men	Total
Total number of employees by gender and contract type						
permanent contract	6	6	12	4	6	10
fixed-term contract	-	-	-	1	-	1
Total	6	6	12	5	6	11
Total number of employees by employment type and gender						
Full-time	6	6	12	4	6	10
Part-time	-	-	-	1	-	1
Total	6	6	12	5	6	11



Objectives achieved – Gnutti Cirillo (Gnutti Group)

Turnover



The overall net turnover rate in 2025 is 9.1%. For the purposes of this report, employee turnover is defined as the ratio of employee departures to new hires over a given period.

Turnover	2025			2024		
	Women	Men	Total	Women	Men	Total
New hires						
Under 30 years	-	-	-	-	-	-
30 to 50 years	1	1	2	-	-	-
Over 50 years	-	-	-	-	-	-
Total	1	1	2	-	-	-
Departures						
Under 30 years	-	-	-	1	-	1
30 to 50 years	-	1	1	-	-	-
Over 50 years	-	-	-	-	-	-
Total	-	1	1	1	-	1
Turnover						
New hire rate	20.0%	16.7%	18.2%	-	-	-
Departure rate	0.0%	16.7%	9.1%	-	-	-
Overall turnover	20.0%	0.0%	9.1%	-	-	-

Collective bargaining



Elettromaule Component 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 50% of Elettromaule Component’s total employees.

Middle managers and office workers constituted the largest employee group in 2025, as in the previous year, representing 58.3% 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	-	1	1	-	1	1
Middle managers and office workers	3	4	7	3	4	7
Blue-collar workers	3	1	4	2	1	3
Total	6	6	12	5	6	11
Employees by category and gender (%)						
Top managers	0.0%	8.3%	8.3%	0.0%	9.1%	9.1%
Middle managers and office workers	25.0%	33.3%	58.3%	27.3%	36.4%	63.6%
Blue-collar workers	25.0%	8.3%	33.3%	18.2%	9.1%	27.3%
Total	50.0%	50.0%	100.0%	45.5%	54.5%	100.0%
Employees by age group and gender (HC)						
Under 30 years	1	-	1	1	-	1
30 to 50 years	3	3	6	2	3	5
Over 50 years	2	3	5	2	3	5
Total	6	6	12	5	6	11
Employees by age group and gender (%)						
Under 30 years	8.3%	0.0%	8.3%	9.1%	0.0%	9.1%
30 to 50 years	25.0%	25.0%	50.0%	18.2%	27.3%	45.5%
Over 50 years	16.7%	25.0%	41.7%	18.2%	27.3%	45.5%
Total	50.0%	50.0%	100.0%	45.5%	54.5%	100.0%

Training and skills development



In 2025, employees received a total of 76 hours of training, averaging 6.3 hours per employee.

Employee training	2025			2024		
	Women	Men	Total	Women	Men	Total
Training hours - Total						
Top managers	-	-	-	-	-	-
Middle managers and office workers	-	12	12	-	6	6
Blue-collar workers	38	26	64	20	14	34
Total	38	38	76	20	20	40
Average training hours						
Top managers	-	-	-	-	-	-
Middle managers and office workers	-	3.0	1.7	-	1.5	0.9
Blue-collar workers	12.7	26.0	16.0	10.0	14.0	11.3
Total	6.3	6.3	6.3	4.0	3.3	3.6

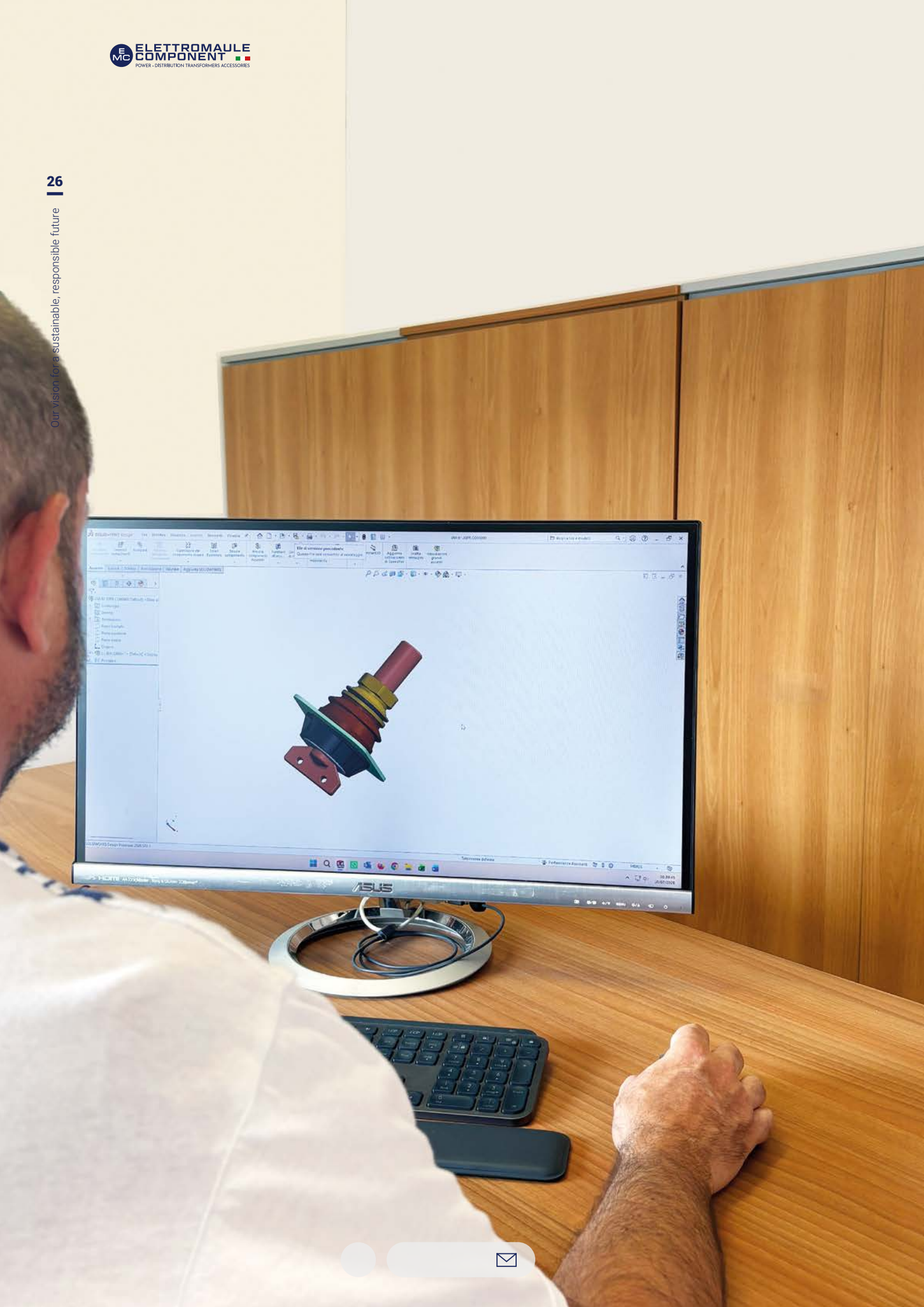
Health and safety



In 2025, as in 2024, no work-related injuries occurred among employees.

Work-related injuries Employees	2025	2024
Total hours worked	22,152	18,228
Work-related injuries	-	-

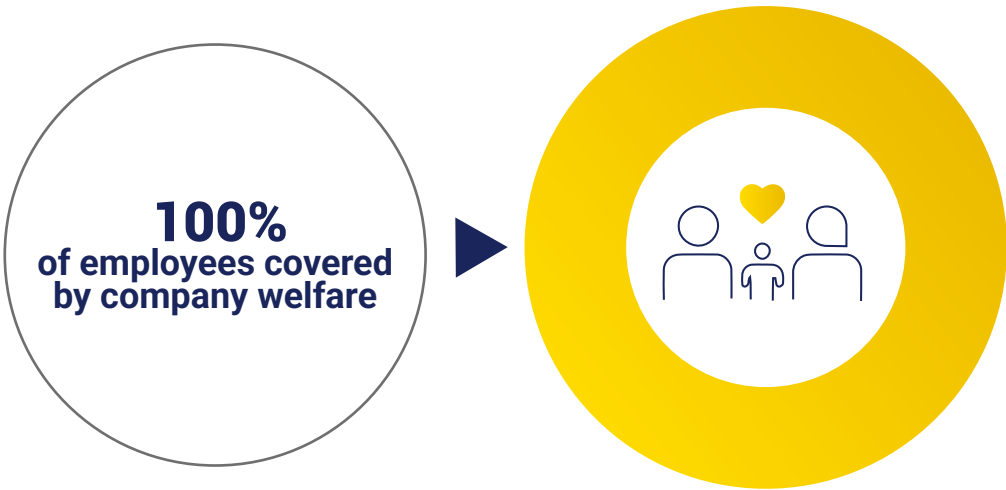




Work-life balance



All Elettromaule Component 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	6	6	12	5	6	11
Number of employees who took family leave, by gender	1	1	2	-	-	-
Percentage of eligible employees who took family leave	16.7%	16.7%	16.7%	-	-	-

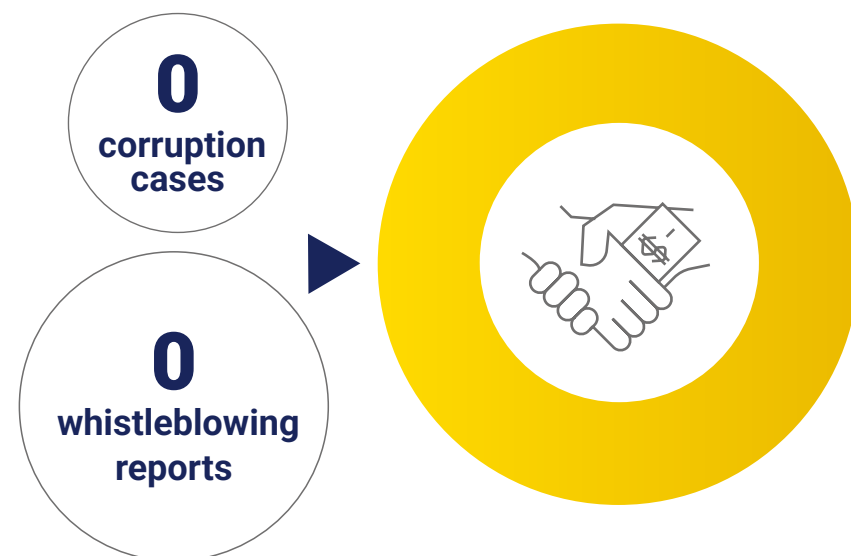
Supplier relationship management

For EMC, 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.

For EMC, the selection of suppliers represents a strategic and decisive factor for the company's overall performance. 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.



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, EMC 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

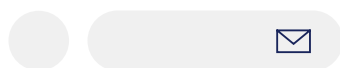
In parallel, initiatives have been launched in response to the expectations of customers subject to the NIS2 Directive¹ on the security of network and information systems, incorporating its principles and adapting the organisational and operating model to ensure alignment with its requirements.



Contact us

For further ESG information

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elettromaulecomponent.com

