



Sustainability

company profile

2025



Our vision for a sustainable,
responsible future



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Contacts

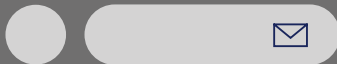
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Sustainability
company profile

2025

Our vision for a sustainable,
responsible future



2025 Highlights

Environment

	2025	2024
Climate change	Energy consumption - MWh	
	2,618.88	2,656.74
	GHG emissions (Scope 1 + Location-based Scope 2) (tCO ₂ e)	
	904.74	917.97
Water and marine resources	Water withdrawals (m ³)	
	2,521	2,911
Resource use and circular economy	Waste generated (t)	
	5.6	1.9

Social

	2025	2024
Human resources	Number of employees as at 31 December	
	29	28
	Employees on permanent contracts (%)	
	100%	100%
	Employees on full-time contracts (%)	
	100%	100%
	Training Average training hours per employee	
	3.4	0.7
	Diversity Employees under 50 years of age (%)	
	79.3%	71,4

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

Metal Forming Technology Inc.

2025

€40.1m

2024

€47.5m

Metal Forming Technology Inc. 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**



Metal Forming Technology (MFT), located in the state of Michigan (USA), was established in 2007, as part of the Group's internationalisation process. The Company has achieved high standards of efficiency in the production of **hot-forged brass components** manufactured to customer specifications. The Company also serves as a logistics and customer service centre for Gnutti Cirillo's North American and Canadian markets.



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.

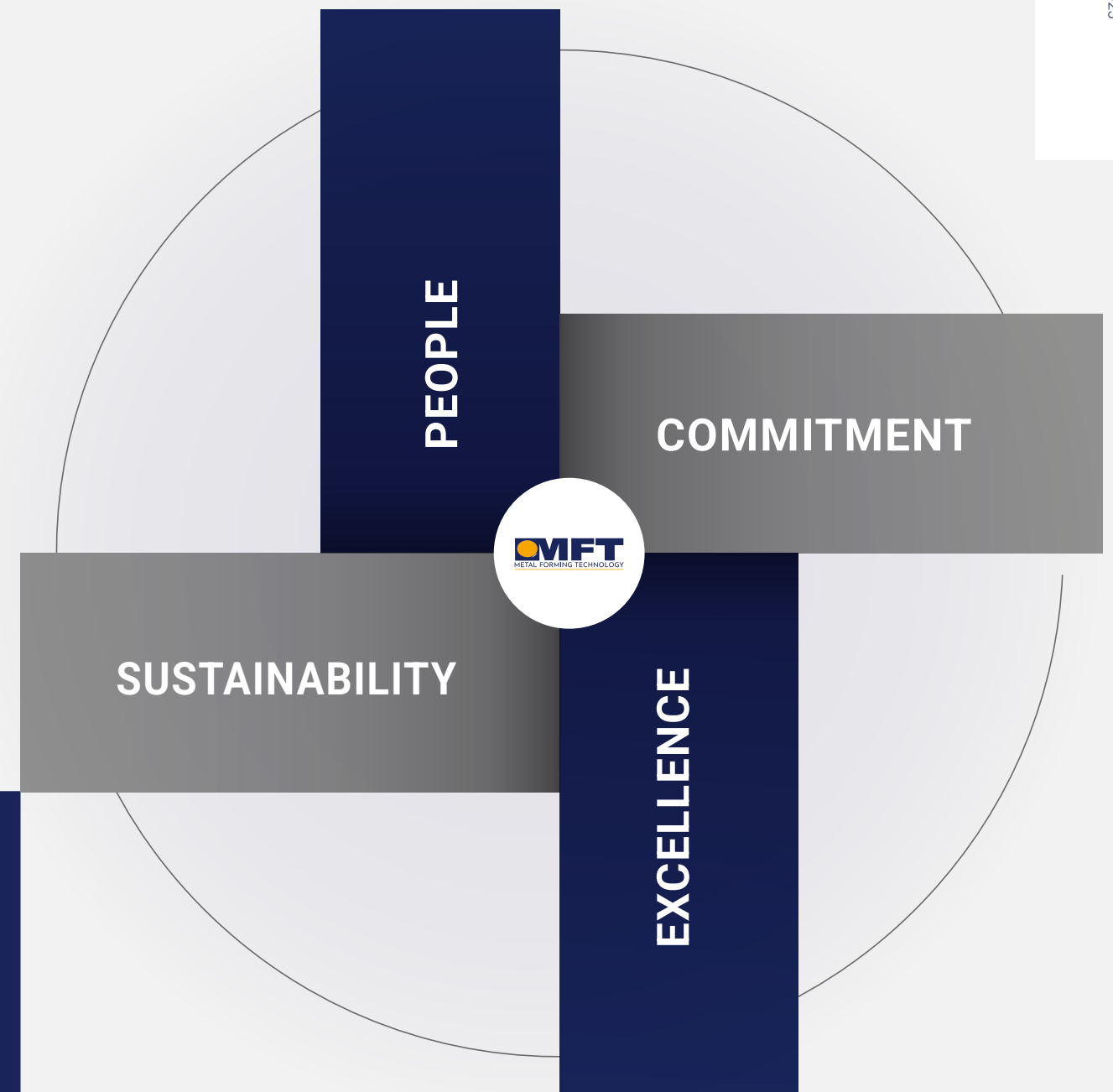
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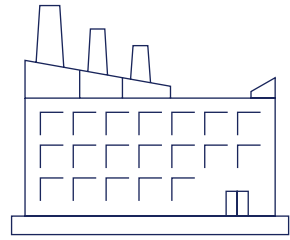
Mission

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



Michigan (USA)

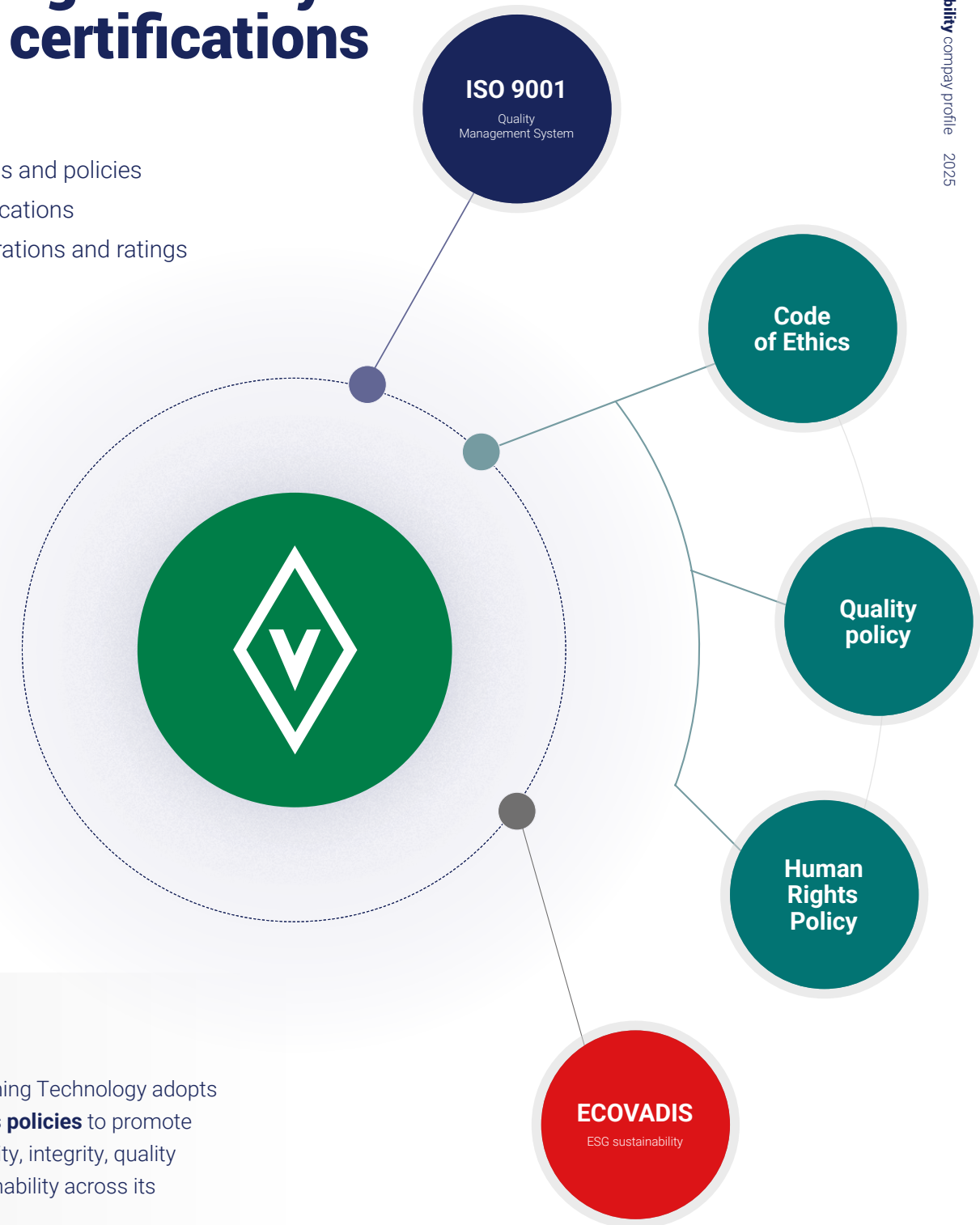
- Production site
- Logistics and customer service centre serving Gnutti Cirillo's North American and Canadian markets.

5,000 m²

Policies, management systems and certifications

LEGEND

- Models and policies
- Certifications
- Declarations and ratings



Metal Forming Technology adopts the **Group's policies** to promote responsibility, integrity, quality and sustainability across its operations.

MFT 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.

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. At the end of their service life in customers' systems, all components manufactured by Gnutti Cirillo can be fully reintroduced into the production cycle as secondary raw materials, without any loss of quality.

For industrial customers purchasing OEM components from MFT, this means that **production scrap and end-of-life components can be returned to 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

MFT'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.

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. MFT'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.



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

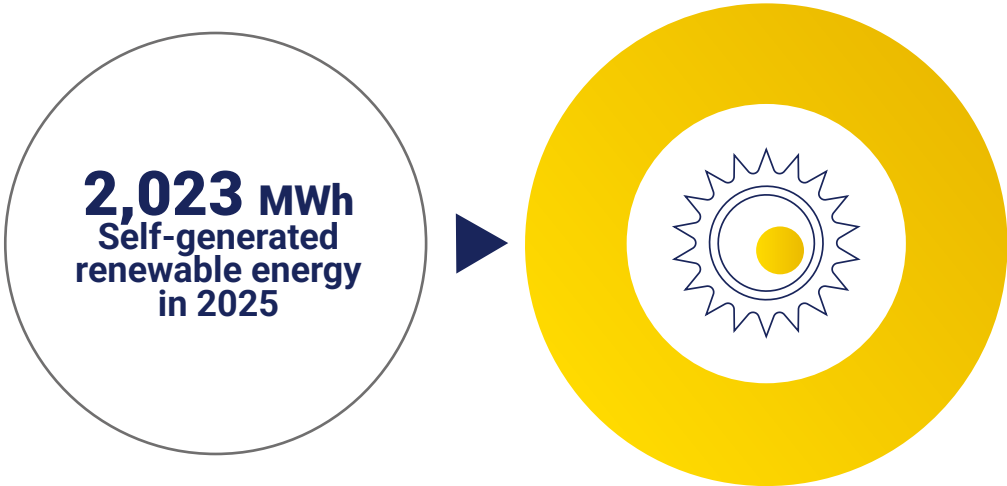


CLIMATE CHANGE

Energy consumed

In 2025, Metal Forming Technology’s total energy consumption was **2,618.88 MWh**, 100% of which came from fossil sources. Compared with 2024, overall consumption decreased by 1.4%.

Energy consumed (MWh)	2025	2024
Energy from fossil fuels		
Consumption of fuel from crude oil and petroleum products	84.21	84.62
Consumption of fuel from natural gas	7,36	7,41
Consumption of electricity, heat, steam or cooling from fossil fuel sources, purchased or acquired	2.527,31	2.564,71
Total energy consumption from fossil sources (MWh)	2.618,88	2.656,74
Share of fossil sources in total energy consumption (%)	100.0%	100.0%
Total energy consumption (MWh)	2.618,88	2.656,74

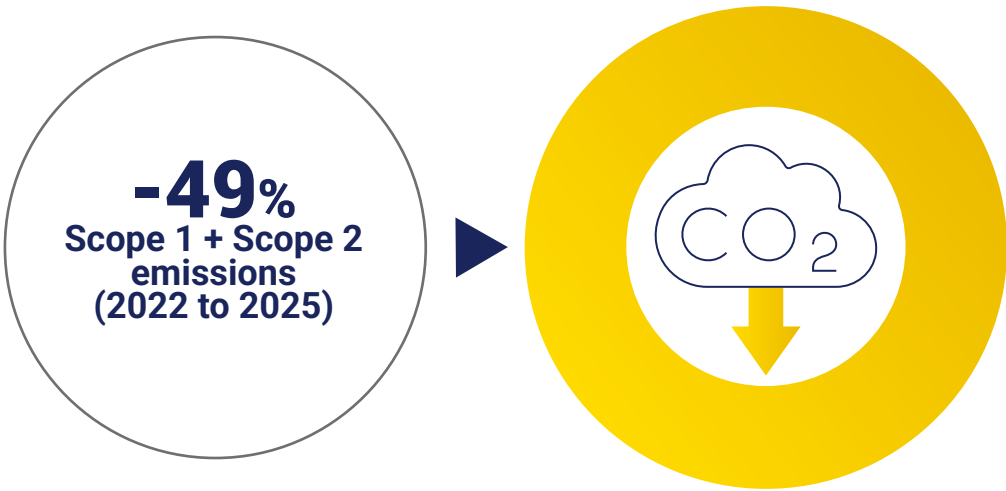


Objectives achieved – Gnutti Cirillo (Gnutti Group)

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 using the Location-Based and Market-Based methods, decreased by 1.4%.



Objectives achieved – Gnutti Cirillo (Gnutti Group)

GHG emissions (Scope 1 + Location-based Scope 2) (tCO ₂ e)	2025	2024
Total Scope 1 GHG emissions	21.02	21.17
Total Scope 2 GHG Emissions (Location-based)	883.72	896.80
Total Location-based emissions	904.74	917.97

GHG emissions (Scope 1 + Market-based Scope 2) (tCO ₂ e)	2025	2024
Total Scope 1 GHG emissions	21.02	21.17
Total Scope 2 GHG emissions (Market-based)	879.51	892.53
Total Market-based emissions	900.53	913.70

Direct emissions – Scope 1 GHG

In 2025, Scope 1 emissions decreased by 0.7% compared with 2024.

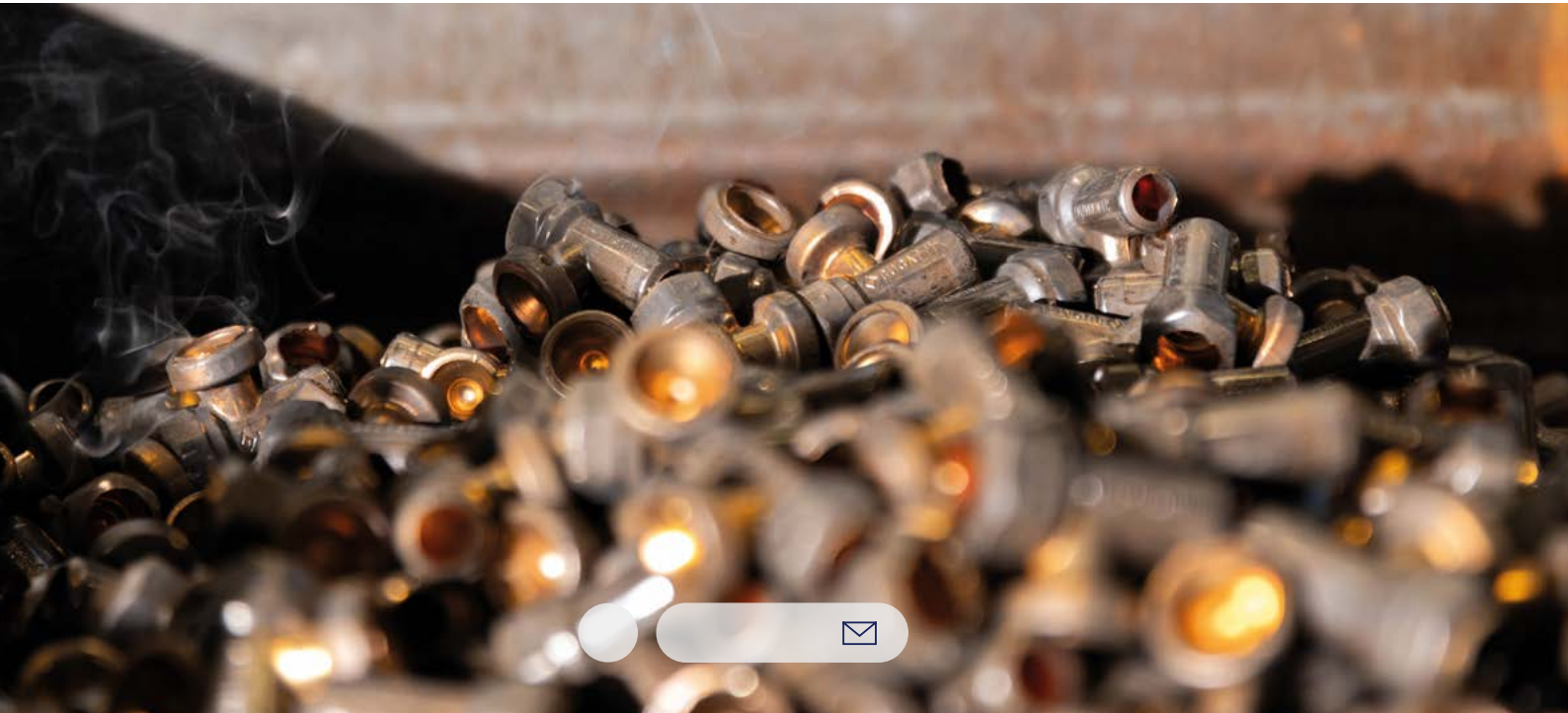
Scope 1 emissions (tCO ₂ e)	2025	2024
Fuels from crude oil and petroleum products	19.52	19.67
Natural gas fuels	1.50	1.50
F-Gas	-	-
Direct emissions - Scope 1	21.02	21.17

Indirect emissions – Scope 2 GHG

Location-based and market-based Scope 2 emissions decreased by 1.5% compared with 2024, owing to lower consumption of electricity purchased from fossil fuel sources.

Scope 2 emissions – Location-based (tCO ₂ e)	2025	2024
Energy from fossil fuels	883.72	896.80
Energy from renewable sources	-	-
Indirect Scope 2 emissions – location-based	883.72	896.80

Scope 2 emissions – Market-Based (tCO ₂ e)	2025	2024
Energy from fossil fuels	879.51	892.53
Indirect emissions – Scope 2 (Market-based)	879.51	892.53

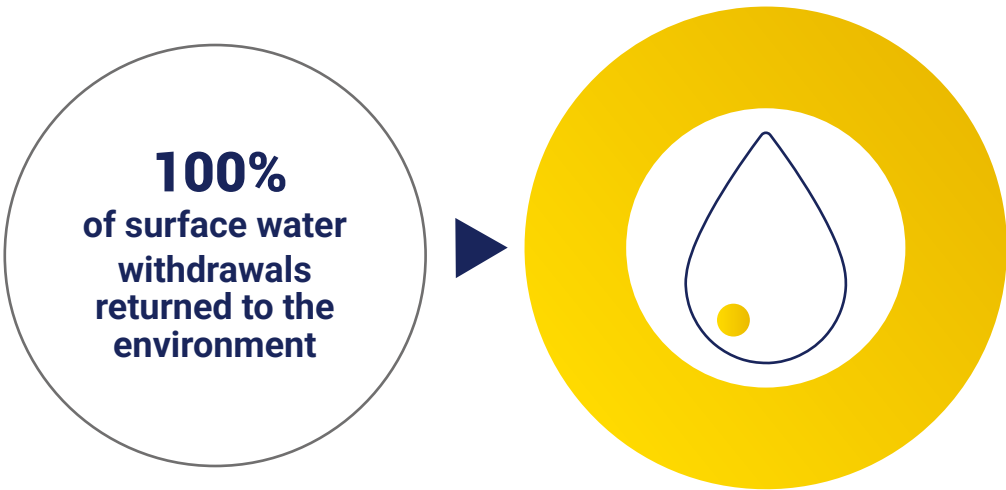


WATER AND MARINE RESOURCES

Water withdrawals

Metal Forming Technology'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)	2,521.0	2,911.0
Total water withdrawals	2,521.0	2,911.0



Objectives achieved – Gnutti Cirillo (Gnutti Group)

In 2025, total water withdrawals amounted to 2,521 m3, a reduction of 13.4% compared with 2024. Water is 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.

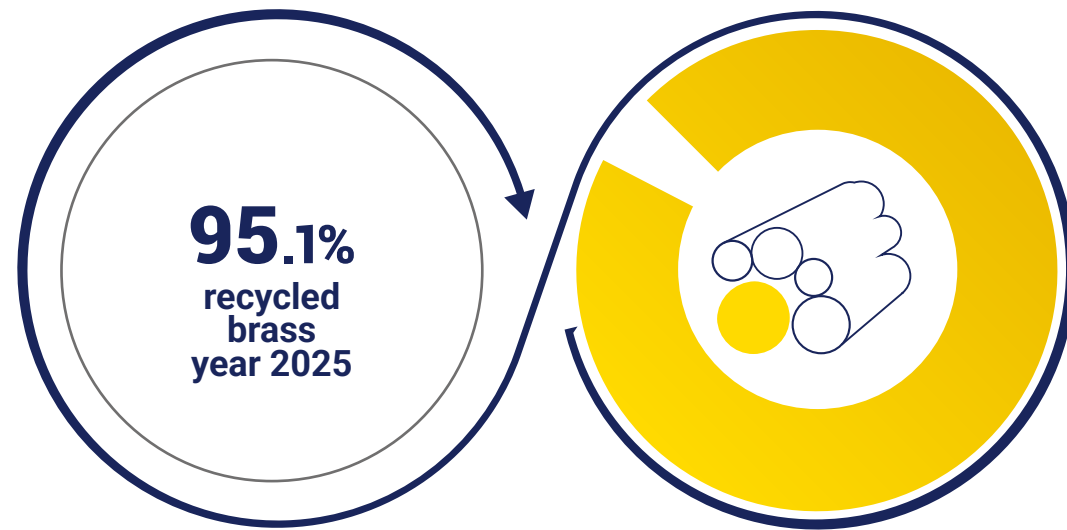
The data show that all of Metal Forming Technology's water withdrawals originate from areas with **low water risk and low water stress**.

RESOURCE USE AND CIRCULAR ECONOMY

Resource outflows – Waste



Between 2024 and 2025, total waste generation increased from 1.9 to 5.6 tonnes.



Objectives achieved – Gnutti Cirillo (Gnutti Group)

Non-hazardous waste generated (t)	2025			2024		
	Recovery	Disposal	Total	Recovery	Disposal	Total
Oils	2.5	3.1	5.6	-	1.9	1.9
Total non-hazardous waste	2.5	3.1	5.6	-	1.9	1.9



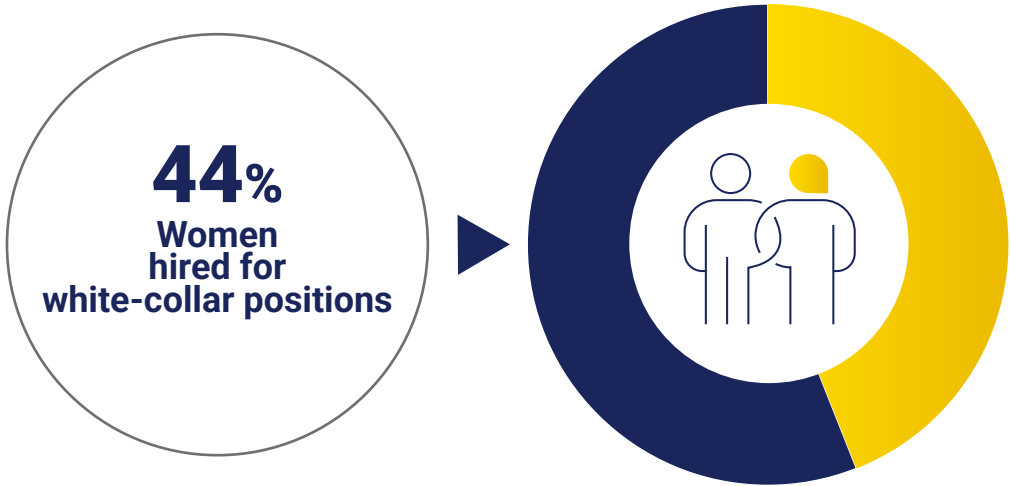
OWN WORKFORCE

Employees



As at 31 December 2025, Metal Forming Technology employed 29 people, comprising 3 women and 26 men.

Employees	2025			2024		
	Women	Men	Total	Women	Men	Total
Total number of employees by gender and contract type						
permanent contract	3	26	29	3	25	28
fixed-term contract	-	-	-	-	-	-
Total	3	26	29	3	25	28
Total number of employees by employment type and gender						
Full-time	3	26	29	3	25	28
Part-time	-	-	-	-	-	-
Total	3	26	29	3	25	28



Objectives achieved – Gnutti Cirillo (Gnutti Group)

Metal Forming Technology’s employees are employed exclusively on permanent, full-time contracts (100% of the total in 2025).

Turnover



The overall net turnover rate in 2025 is 3.6%. 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		
New hires	Women	Men	Total	Women	Men	Total
Under 30 years	-	2	2	-	4	4
30 to 50 years	-	1	1	1	-	1
Over 50 years	-	-	-	-	1	1
Total	-	3	3	1	5	6
Departures	Women	Men	Total	Women	Men	Total
Under 30 years	-	1	1	-	1	1
30 to 50 years	-	-	-	-	1	1
Over 50 years	-	1	1	1	-	1
Total	-	2	2	1	2	3
Turnover	Women	Men	Total	Women	Men	Total
New hire rate	-%	12,0	10.7%	-	-	-
Departure rate	-%	8,0	7.1%	-	-	-
Overall turnover	-%	4.0%	3.6%	-	-	-

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



The data relating to other workers refer to non-employee workers engaged by MFT on a continuous basis to perform specific activities and include agency workers and workers engaged under coordinated and continuous collaboration agreements (co.co.co.).

Collective bargaining



Metal Forming Technology guarantees its employees freedom of association and the right to collective bargaining, in accordance with the National Labor Relations Act (NLRA).





Diversity metrics



As at 31 December 2025, women represented 10.3% of Metal Forming Technology’s total employees. Blue-collar workers constituted the largest employee group in 2025, as in the previous year, representing 79.3% 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.

Employee diversity	2025			2024		
	Women	Men	Total	Women	Men	Total
Employees by category and gender (HC)						
Top managers	-	3	3	-	3	3
Middle managers and office workers	2	1	3	2	1	3
Blue-collar workers	1	22	23	1	21	22
Total	3	26	29	3	25	28
Employees by category and gender (%)						
Top managers	-%	10.3%	10.3%	-%	10.7%	10.7%
Middle managers and office workers	6.9%	3.4%	10.3%	7.1%	3.6%	10.7%
Blue-collar workers	3.4%	75.9%	79.3%	3.6%	75.0%	78.6%
Total	10.3%	89.7%	100.0%	10.7%	89.3%	100.0%
Employees by age group and gender (HC)						
Under 30 years	-	3	3	-	3	3
30 to 50 years	1	19	20	1	16	17
Over 50 years	2	4	6	2	6	8
Total	3	26	29	3	25	28
Employees by age group and gender (%)						
Under 30 years	-%	10.3%	10.3%	-%	10.7%	10.7%
30 to 50 years	3.4%	65.5	69.0%	3.6%	57.1%	60.7%
Over 50 years	6.9%	13.8%	20.7%	7.1%	21.4%	28.6%
Total	10.3%	89.7%	100.0%	10.7%	89.3%	100.0%



People with disabilities



The number of employees with disabilities reported in the table below relates to personnel currently employed by Metal Forming Technology under the Italian protected categories scheme.

People with disabilities	2025			2024		
	Women	Men	Total	Women	Men	Total
Employees with disabilities	-	1	1	-	1	1
% of employees with disabilities / Total employees	0.0%	3.8%	3.4%	0.0%	4.0%	3.6%

Training and skills development



In 2025, employees received a total of 100 hours of training, averaging 3.4 hours per employee.

Employee training	2025			2024		
	Women	Men	Total	Women	Men	Total
Training hours - Total						
Top managers	-	16	16	-	12	12
Middle managers and office workers	10	-	10	8	-	8
Blue-collar workers	6	68	74	-	-	-
Total	16	84	100	8	12	20
Average training hours						
Top managers	-	5,3	5,3	-	4.0	4.0
Middle managers and office workers	5.0	-	3.3	4.0	-	2,7
Blue-collar workers	6,0	3.1	3.2	-	-	-
Total	5,3	3.2	3.4	2,7	0.5	0.7

Health and safety



In 2025, consistent with 2024, there were no fatal or serious incidents. In 2025, one workplace accident involving an employee was reported, marking a decrease compared to the previous year.

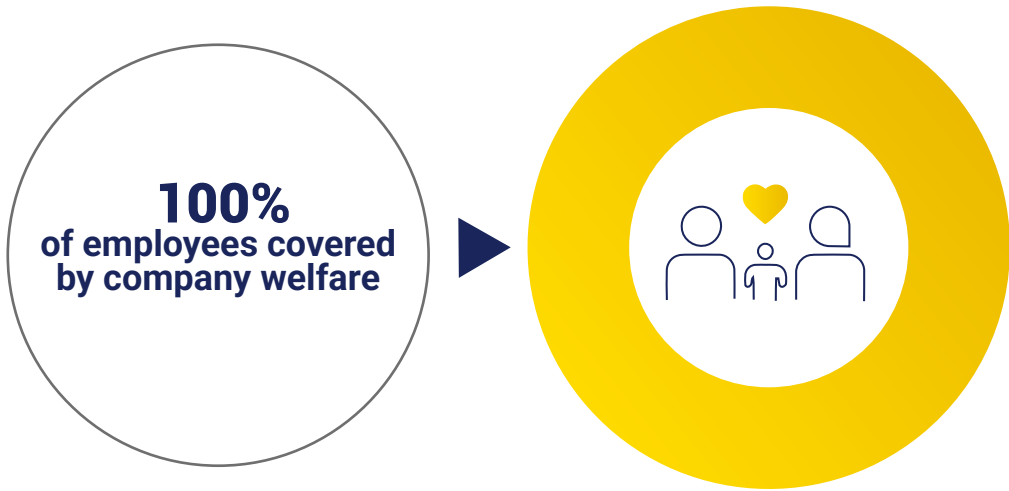
Work-related injuries Employees	2025	2024
Total hours worked	68,643	62,929
Total injuries	1	4

Work-life balance



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

Family leave (HC)	2025			2024		
	Women	Men	Total	Women	Men	Total
Number of employees entitled to family leave, by gender	3	26	29	3	25	28
Number of employees who took family leave, by gender	-	-	-	-	-	-
Percentage of eligible employees who took family leave	-%	-%	-%	-%	-%	-%



Objectives achieved – Gnutti Cirillo (Gnutti Group)

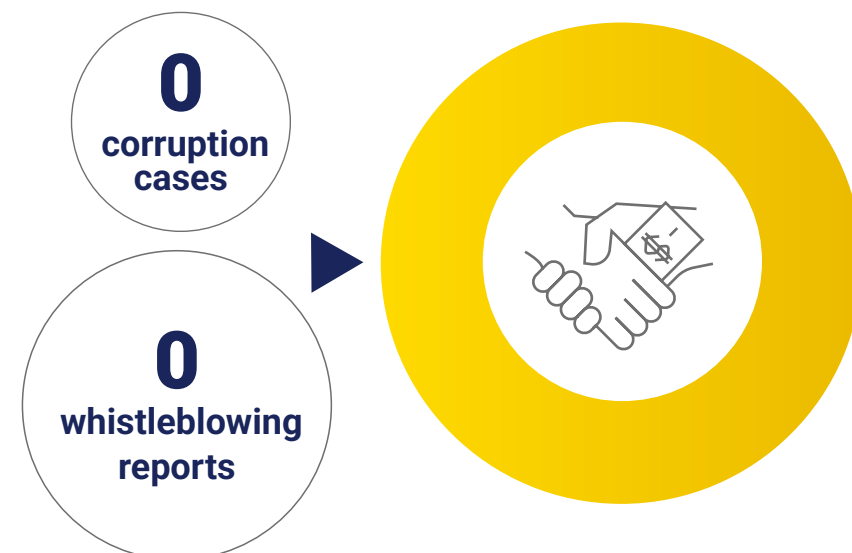
Supplier relationship management

For MFT, 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 MFT, 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.



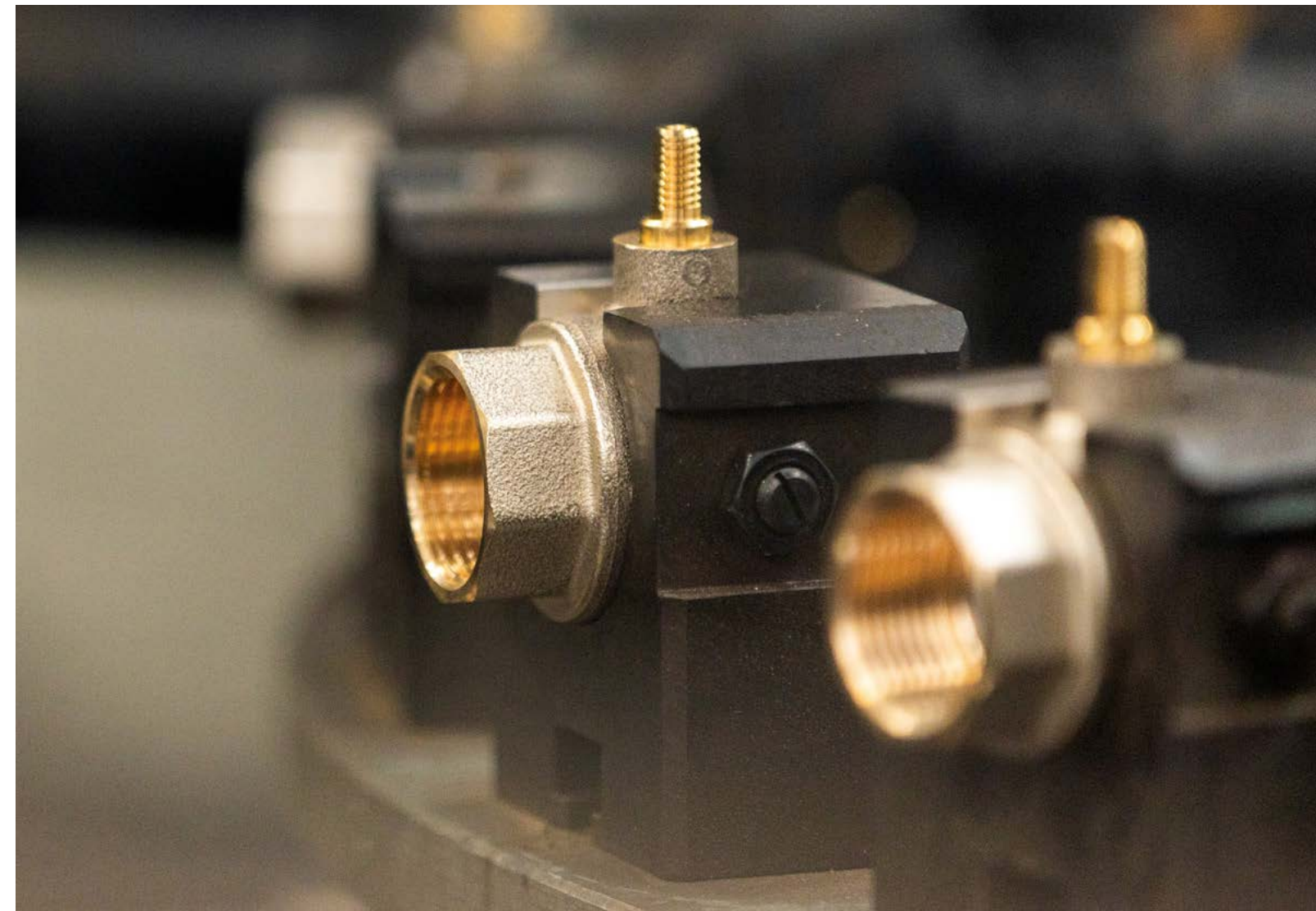
Objectives achieved – Gnutti Cirillo (Gnutti Group)



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.

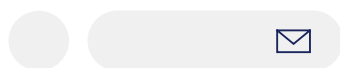
Against this backdrop, MFT has launched a structured programme to strengthen its information security measures.



Contact us

For further ESG information

Email: esg@gnuttigroup.com





www.mftbrass.com

Proud member

