



Your partner for sealing solutions



Sustainability Report 2025

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Letter to Stakeholders

«Our clients' success is our success.»

Dear Stakeholders, we present the first Sustainability Report of Gom-Fer S.r.l., a document that marks a significant step in our journey towards transparency and social responsibility. Our company, located in Adrara San Martino (BG), operates in the industrial gaskets sector, making a crucial contribution to the technical manufacturing and rubber and elastomeric materials transformation supply chain.

As Chief Operating Officer, I have the privilege of leading an organisation committed to ensuring sealing, insulation, safety and durability in mechanical and plant systems through high-quality products. Our vision states that our clients' success is our own success. To this end, we set ourselves the ambitious goal of becoming a benchmark in our sector, offering reliable, innovative and customised sealing solutions.

Every day, we work to build lasting relationships of trust with clients, suppliers and partners, fostering shared and sustainable growth over time. Gom-Fer's mission is to provide effective and tailored sealing solutions for every industrial application, with a constant focus on technical expertise, material quality and production flexibility.

The decision to produce this report stems from the desire to strengthen our image and increase transparency towards all of you. We believe that openness and dialogue are fundamental to building solid and productive relationships. We are aware that transparency represents a crucial competitive advantage for the future of our company.

Stefano Capoferri

Chief Operating Officer
Gom-Fer S.r.l.

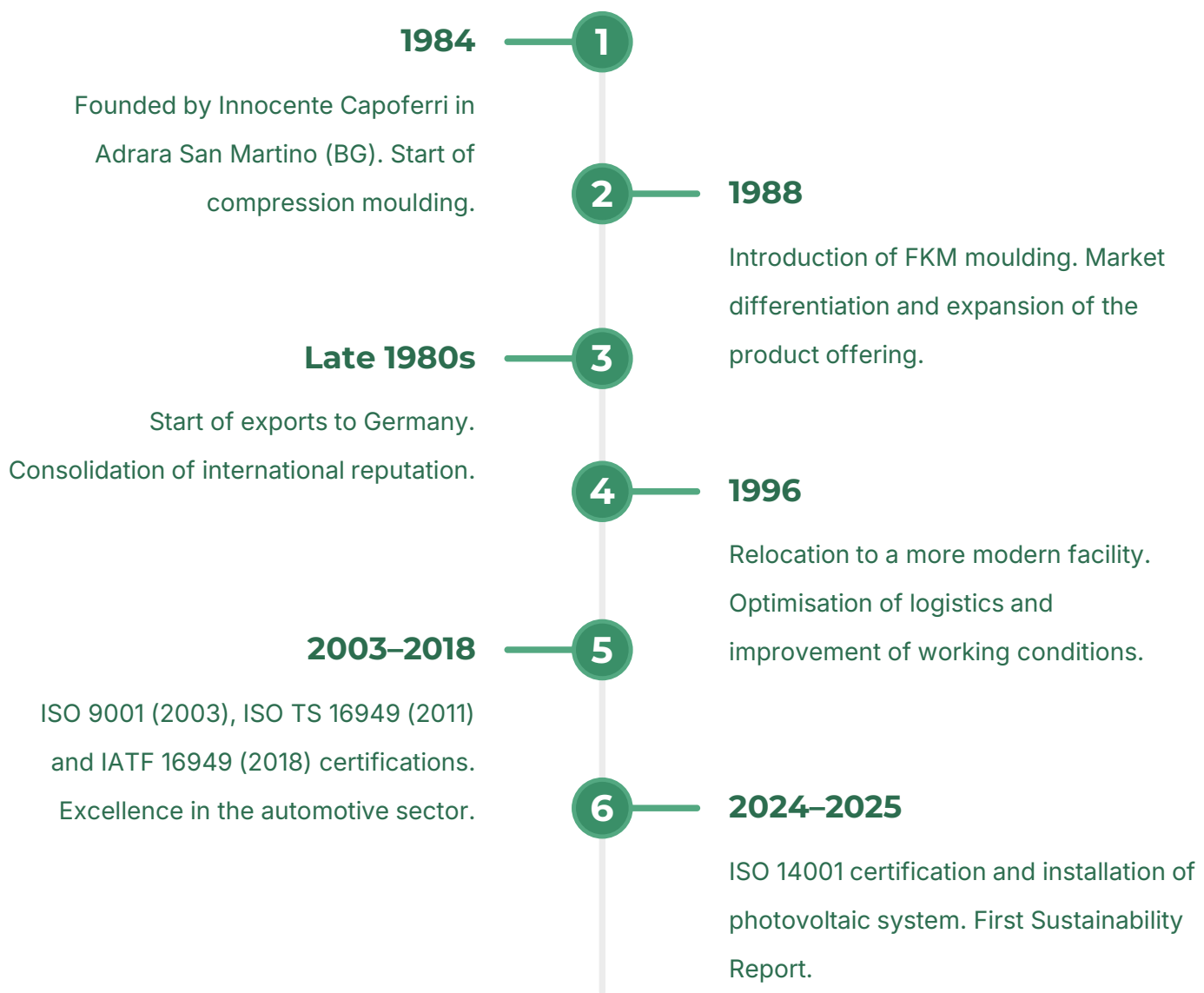
Our founding values

- Product quality and reliability
- Responsibility towards people and the territory
- Shared and sustainable growth
- Transparency with all stakeholders

Company Overview

Our History

Founded in 1984 in Adrara San Martino, in the province of Bergamo, our history is intertwined with that of Italian entrepreneurship, characterised by passion and innovation. Founded by Innocente Capoferri, the company immediately distinguished itself through its vocation for excellence and specialisation in the industrial gaskets sector.



Today, we operate from a single 11,000 sq m business hub that houses all company functions, from management and administrative offices to production and logistics departments. Led by three generations of the Capoferri family, we continue to innovate and improve, while upholding our values of quality, sustainability and social responsibility.



Corporate Identity

€26,7M

2025 Revenue

Steadily growing performance compared to previous years

€4M

Company Assets

Financial solidity and long-term investment capacity

106

Employees

Human capital at the centre of company policies

11.000

Sq m Business Hub

Single integrated hub with production, logistics and offices

Certifications and Sustainable Transition

Our Certifications

ISO 9001

Quality management.
Attests to the ability to offer products and services that meet client requirements and applicable regulations.

ISO 14001

Environmental sustainability. Demonstrates the commitment to environmental preservation and to reducing the impact of company activities.

IATF 16949

Automotive sector. Ensures safety, production reliability and material traceability for the most demanding markets.

Transition towards a Sustainable Economy



Energy Efficiency

Replacement of obsolete machinery with lower-consumption models, introduction of inverters, improvement of insulation in production departments and full LED lighting in newly built areas.



Zero-Emission Mobility

Exclusive use of electric forklifts with zero direct emissions, contributing to environmental protection and reduction of atmospheric pollution inside and outside the facility.



100% Green Energy

Exclusive use of fully "green" energy contracts, confirming the commitment to powering operations responsibly and in line with global climate objectives.



Responsible Water Management

Closed circuits for industrial washing, constant monitoring of water consumption and a chemical management plan compliant with applicable regulations.



Environment – Energy and Emissions

In 2025, total greenhouse gas emissions amount to 58.477 tonnes of CO₂ equivalent, a figure entirely attributable to direct emissions (Scope 1), as we record no Scope 2 emissions thanks to fully green energy contracts. Emission intensity is calculated at 2.184 tonnes of CO₂eq per million euros of revenue. The entire electricity requirement is sourced from renewable energy.

58,47

ton of CO₂eq
Scope 1

0

ton of CO₂eq
Scope 2

58,47

ton of CO₂eq
Total Emissions

2,184

ton of CO₂eq/€M
Carbon Intensity

Energy Consumption

Source	MWh
Scope 1 non-renewable	258,328
Scope 2 renewable	4.809,94
Scope 2 non-renewable	0
Total	5.068,268

The choice to rely on renewable sources represents not only a competitive advantage, but also reinforces our commitment to future generations, confirming that sustainability is an integral part of our company mission.

Biodiversity

The protection of biodiversity is an integral part of the ISO 14001-certified environmental management system. Gom-Fer monitors and manages the surfaces of its production site with attention to the balance between industrial requirements and safeguarding of the local ecosystem.

13.365

m² Total Land

Total surface area used by the company

11.865

m² Sealed

Total sealed surface area of the facility

1.500

m² Nature

Surface area dedicated to nature and biodiversity

Packaging Management

Use of traceable and reusable crates for internal and external transport.

Paper Reduction

Digitalisation of processes with digital job cards, QR codes for traceability and monitors on the production floor.

Periodic Water Monitoring

Periodic checks in line with the requirements of the ISO 14001 certification.

Water Resources

8.361

m³ Water Withdrawal

Total estimated withdrawal in
2025

1.592

m³ Water Consumption

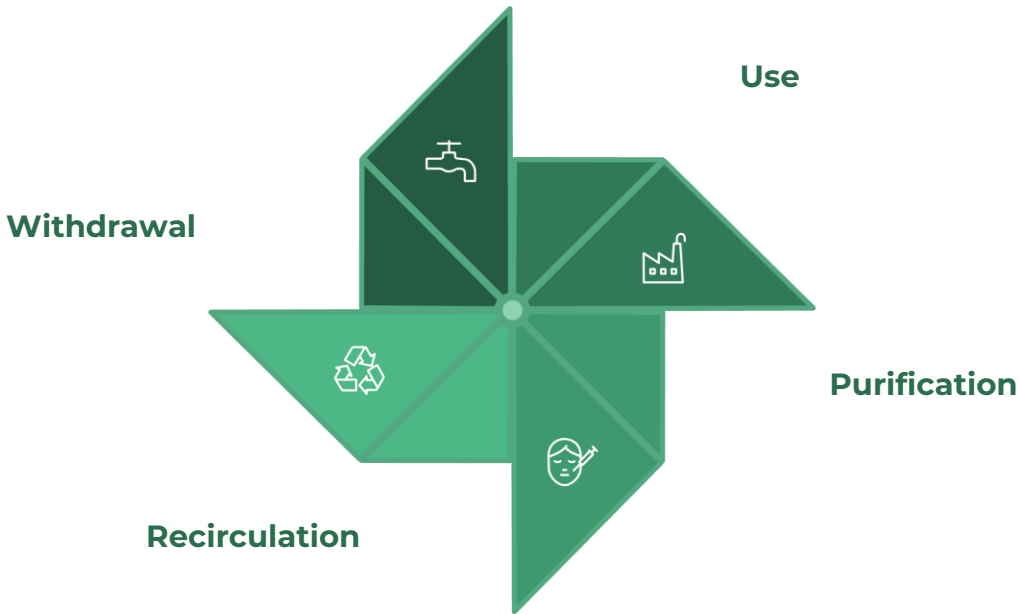
Consumption managed with
recirculation and reuse systems

0

m³ Water Stress

Withdrawal in areas of high
water stress

Throughout 2025 the company continued with determination in its approach to the sustainable management of water resources. The strategy adopted is based on established practices aimed at ensuring efficient and responsible use of water, minimising waste.

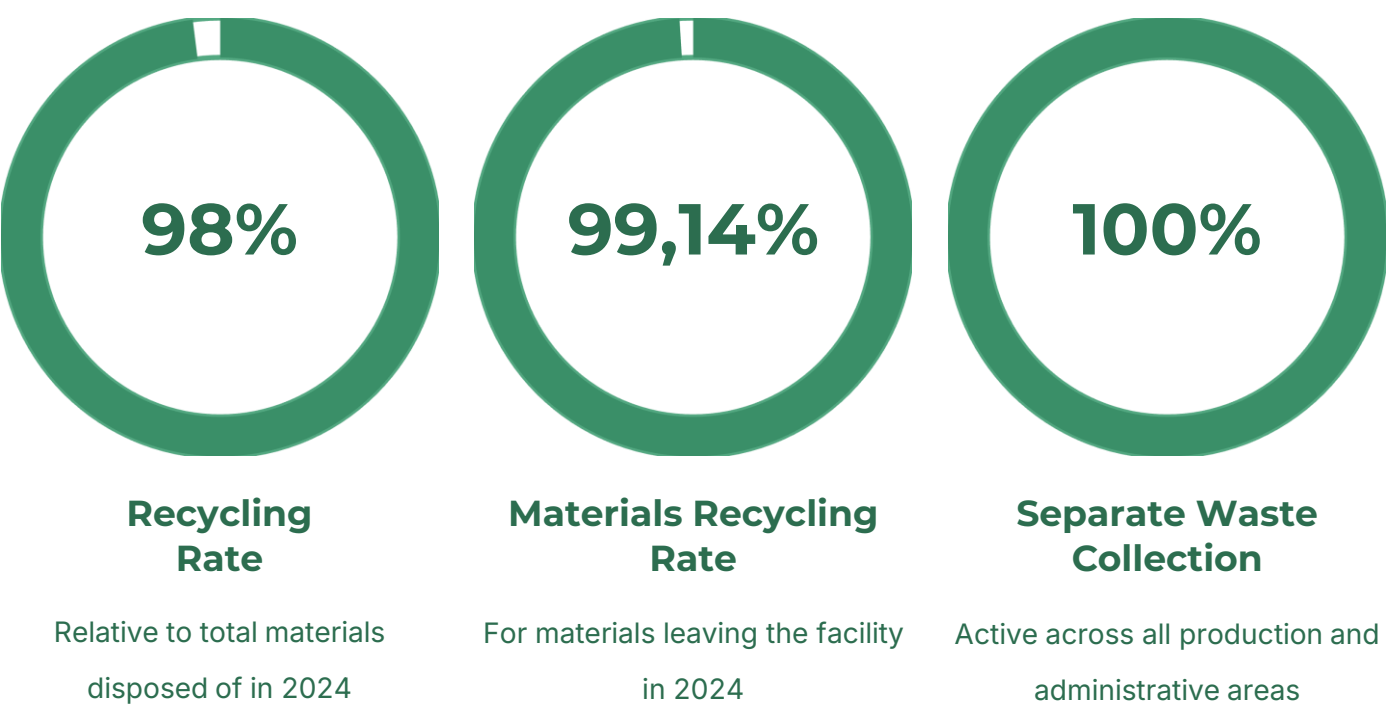


The water purification system operates with a chemical-physical stabilisation process that ensures high efficiency in the treatment of impurities. Through the use of adsorbent and flocculant products, all pollutant particles are rendered inert, allowing the water to be clarified and subsequently returned to the production cycle.



Resource Use, Circular Economy and Waste Management

The company's approach to resource use and waste management is guided by the principles of the circular economy, with the objective of minimising waste and maximising material reuse. In 2025, separate waste collection was active at 100% across both production and administrative areas.



Waste Generated in 2025

Type	Tonnes
Non-hazardous waste	345,42
Hazardous waste	8,04
Total	353,46

Waste Management Cost

The overall cost of waste management for the year amounted to €48,302, reflecting our commitment to responsible management practices.

Ecorubber

The introduction of eco-compatible materials such as Ecorubber is under evaluation, as part of an R&D project aimed at improving production efficiency.

Waste Register

Non-Hazardous Waste

Waste Type	CER Code	Weight (tonnes)
Effluent treatment sludge (non-hazardous)	07 02 12	98,4
Waste not otherwise specified	07 02 99	231,98
Spent printing toner cartridges	08 03 18	0,02
Spent abrasive materials	12 01 17	0,31
Paper and cardboard packaging	15 01 01	11,95
Plastic packaging	15 01 02	1,5
Absorbents, filter materials, wiping cloths	15 02 03	1,26

Hazardous Waste

Waste Type	CER Code	Weight (tonnes)
Halogenated filtration residues and spent absorbents	07 02 09	4
Effluent treatment sludge (hazardous)	07 02 11	1,54
Aqueous washing solutions	12 03 01	1,5
Non-chlorinated mineral hydraulic oils	13 01 10	1



Hazardous waste requires specialised management and disposal in accordance with applicable regulations.

Air, Water and Soil Pollution

Air, water and soil pollution represents a significant challenge for the industrial sector. We have implemented innovative and sustainable practices to limit the environmental impact of our operations, focusing on the responsible management of resources.

Closed Circuit for Industrial Washing

Adoption of a closed circuit for industrial washing, which has contributed to significantly containing water consumption. Periodic wastewater analyses every six months to monitor the quality of surrounding water resources.

Chemical Substances Management

Rigorous management plan compliant with applicable regulations, including the preparation of chemical risk assessment documents and safety data sheets. Objective: to ensure a safe working environment and minimise contamination risks.

Indoor Air Quality

State-of-the-art ventilation system, installed three years ago, designed to ensure constant air renewal in production departments, contributing to operator wellbeing and improving environmental comfort.

Bag Filters in the Furnace Department

Installation of a prototype in the furnace department equipped with bag filters. This innovative technology significantly reduces particulate matter, improving the quality of air emitted into the atmosphere and reducing overall emissions.

- ✔ We are determined to continue along this path, investing in technologies and practices that promote a cleaner and healthier environment, with defined and measurable objectives aligned with the sustainability standards required by the market and by legislation.



Social – Our Workforce

Our commitment to workforce management is a key element of our sustainability strategy, oriented towards inclusivity and employee wellbeing. With a current headcount of 106 workers, we demonstrate our dedication to creating a balanced and diverse working environment.

Men on Permanent Contracts

65 workers

Women on Permanent Contracts

25 workers

Men on Fixed-Term Contracts

11 workers

Women on Fixed-Term Contracts

2 workers

2025 Turnover Rate

7,735%

Corresponding to the departure of 7 employees during the year, contextualised within a strategic restructuring and workforce renewal plan.

Corporate Welfare

- Welfare vouchers via the GoWelfare platform
- Psychological counselling service
- Healthcare assistance for employees
- Personalised professional development pathways



Health and Safety

The health and safety of our employees represent fundamental pillars of our corporate culture, reflecting a constant commitment to the continuous improvement of a safe and healthy working environment. During 2025, we witnessed a trend that, although marked by two incidents, recorded no fatalities or serious work-related occupational diseases.

2

Incidents 2025

No fatalities or serious occupational diseases recorded

2,66

LTIFR

Lost Time Injury Frequency Rate per 200,000 hours worked

0

Fatalities

No work-related fatalities in 2025



Continuous Training

Programmes that promote greater risk awareness and better safety practices, with periodic update sessions on applicable regulations.



Internal Listening

Each year an all-round satisfaction questionnaire is administered to employees; in 2024 it recorded a satisfaction level of 60%, useful for guiding improvement actions.



Emergency Drills

Scheduled practical exercises to adequately prepare staff to respond immediately and effectively to emergency situations.



Remuneration, Collective Bargaining and Training

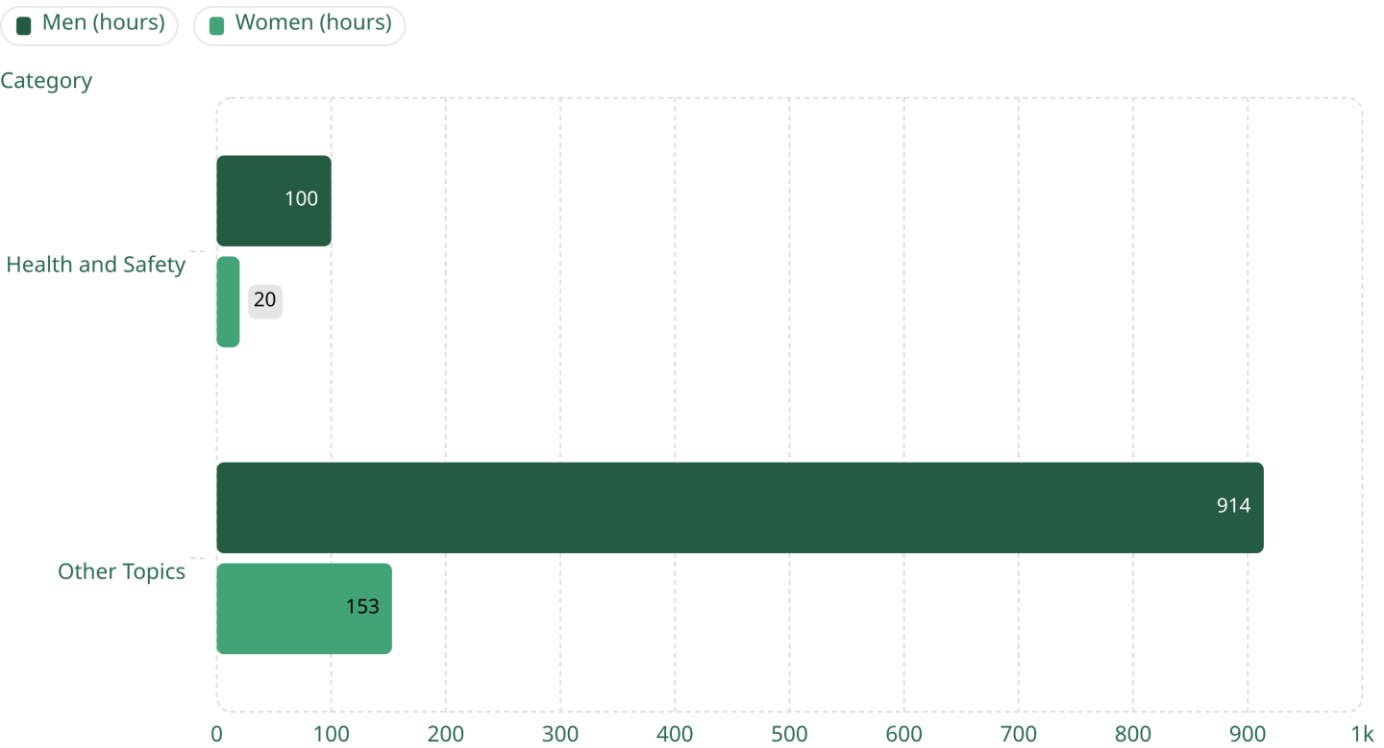


Commitment to Equity

Our commitment to ensuring fair and sustainable remuneration is reflected in careful monitoring of salary practices. The 100% coverage of employees under collective bargaining agreements ensures that all workers benefit from the same protections and rights.

To monitor employee wellbeing, we have implemented an annual motivation and awareness questionnaire, the results of which are analysed to define specific improvement plans.

Training Hours Delivered in 2025



Local Communities

Our commitment to local communities is expressed through a series of initiatives designed to foster social interaction, sport and culture in the territory in which we operate. During the year, we invested €11,550.00 in donations and sponsorships.



Parrocchia Santi Martino e Borromeo

Support for the religious community and its social initiatives in the territory of Adrara.



Rosy Dance Bergamo

Promotion of artistic culture and dance in the Bergamo area.



US Adrara San Rocco & GS Adrara

Support for local sports associations that promote physical activity and youth aggregation.



Arte Pro Musica & San Martino Events

Investment in musical culture and events that enrich the life of the local community.



Bocciofila Verdellesse

Support for the local bowls association, which promotes traditional sport and a sense of community among area residents.



Gruppo Sportivo Adrara

Support for the territory's community sports activities, with particular attention to youth participation and the promotion of a healthy and active lifestyle.



Associazione Adrara San Rocco in Festa

Contribution to the organisation of local traditional celebrations, enhancing the cultural roots and sense of belonging of the Adrara community.



Arte Pro Musica

Promotion of musical culture in the territory through events, concerts and initiatives that animate the cultural life of the local community.



San Martino Events

Organisation of events and manifestations that celebrate the traditions of the territory, contributing to social cohesion and the enhancement of local identity.

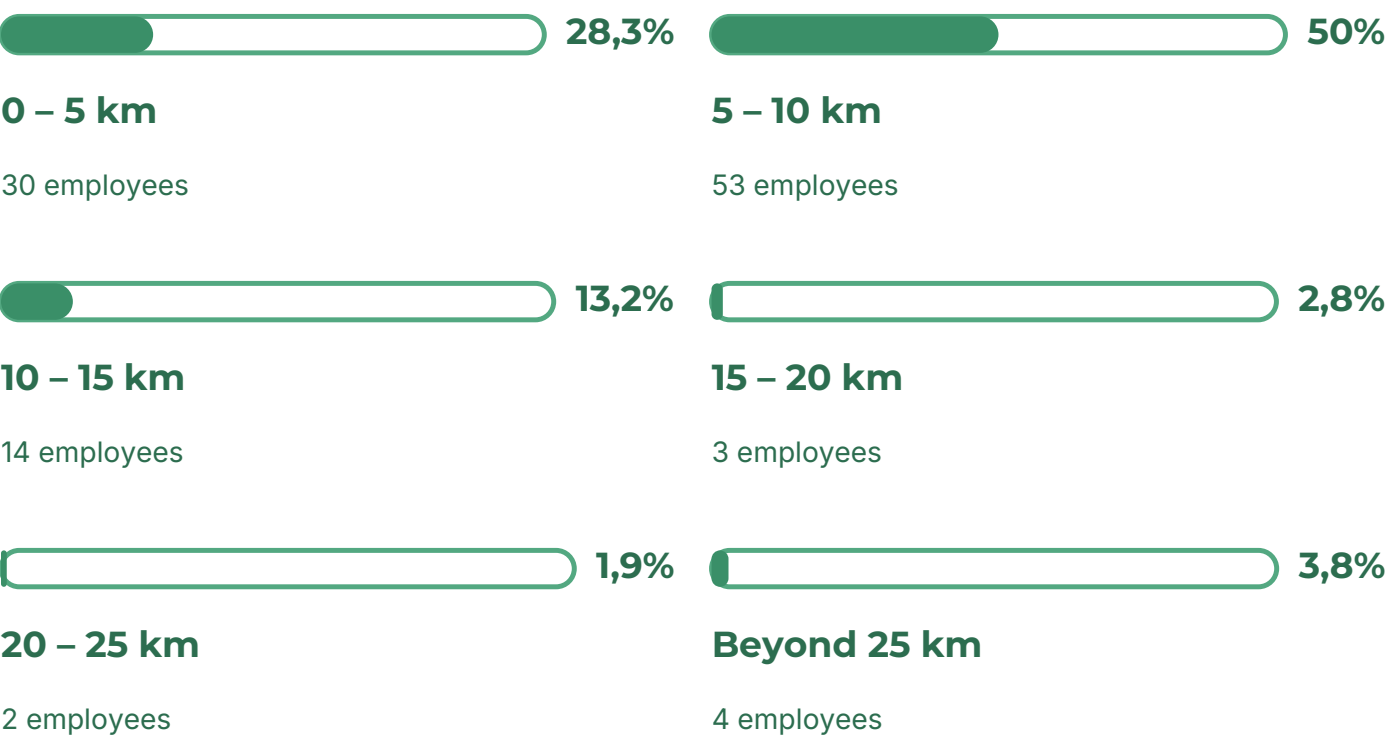
Gom-Fer Supports Local Employment

Almost all employees and agency workers reside in the immediate vicinity of the production facility in Adrara San Martino: a figure that is not the result of localistic hiring policies, but the natural expression of a company rooted in its own community. The salaries paid circulate predominantly in the local economies of Val Calepio, Sebino and the provinces of Bergamo and Brescia, generating a direct economic impact on local commerce, services and families.



Distribution by Distance Band

The analysis is conducted on 106 employees and agency workers with a known municipality of residence (out of 111 total). 78.3% reside within 10 km of the production facility.



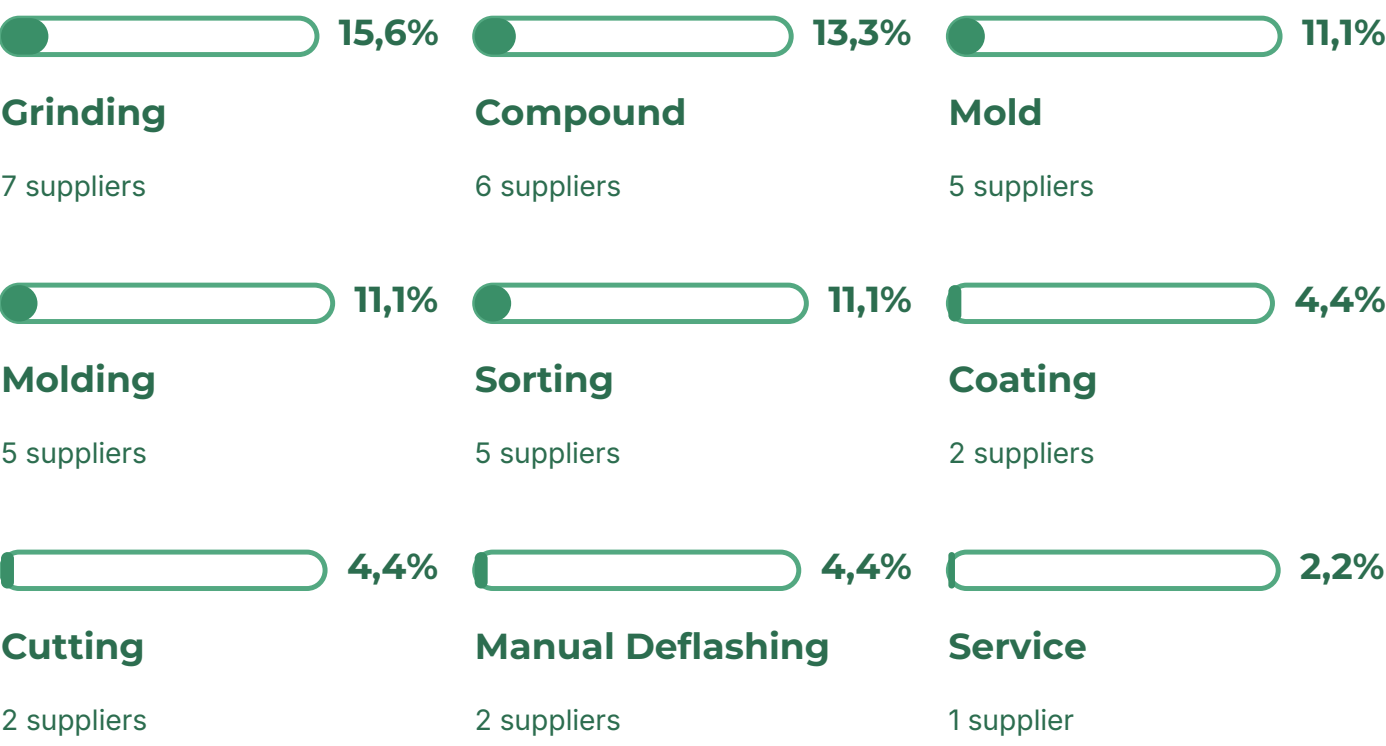
Gom-Fer Supports the Local Supply Chain

Gom-Fer's supply chain is rooted in the same territory in which it operates. Almost three out of four suppliers are based within 25 km of the Adrara San Martino facility: craft and industrial businesses of Val Calepio and Sebino that constitute a consolidated local production ecosystem, capable of meeting the rubber processing and transformation requirements.



Local Suppliers by Category (≤ 25 km)

77.8% of active suppliers (35 out of 45) are based within 25 km of the production facility. Processing and service suppliers are almost entirely concentrated in the Val Calepio, Sebino and neighbouring provinces of Bergamo and Brescia area.



Sustainable Development Goals and the Agenda 2030

Our contribution to the United Nations Sustainable Development Goals is not a statement of intent: it is the result of operational choices already implemented.



SDG 7 – Clean Energy

100% electricity from renewables. Scope 2 = 0. Photovoltaic system installed in 2025. Electric forklifts with zero emissions, LED lighting, inverters, active energy efficiency. Not a declaration: an infrastructural change already realised.



SDG 8 – Decent Work

100% CCNL coverage. Entry salary 1.91x the minimum wage. Turnover 7.7% (vs 21.9% national average). 84.9% permanent contracts.



SDG 9 – Innovation and Infrastructure

ISO 9001 + ISO 14001 + IATF 16949 simultaneously held. Digitalisation of production processes (QR codes, digital cards, production floor monitors). R&D on Ecorubber.



SDG 12 – Responsible Consumption

Recycling rate 99.14%. Valorisation of production offcuts through a dedicated agreement. 100% separate waste collection. Closed water circuits. Paper reduction through digitalisation, replacement of single-use packaging. Circularity already operational.



SDG 13 – Climate Action

Carbon intensity 2.18 vs 140.9 t CO₂/M€ ISPRA national average: 98% below the national average. Scope 2 = 0. Active energy efficiency plan with scheduled maintenance and consumption optimisation.



SDG 17 – Partnership

77.8% local supply chain within 25 km. 96.2% employees in the territory. €11,550 to local communities. 6 suppliers based in Adrara San Martino. The company grows together with its territory.

Company Conduct and Methodological Note

Convictions and Sanctions

The company has not been subject to any convictions or sanctions relating to violations of anti-corruption laws.

 Full compliance with anti-corruption regulations in 2025.

Reference Standard

For the preparation of this report, the VSME ESRS (Voluntary SME Reporting Standard) was adopted, the European standard developed by EFRAG for micro, small and medium-sized enterprises. This is a voluntary and proportionate instrument, designed for SMEs that intend to report on their sustainability without the burdens of the mandatory standards reserved for large companies. Its adoption also responds to a supply chain requirement: large companies subject to the CSRD request ESG data from their suppliers, and the VSME ESRS provides a recognised format for responding to this need.

Reporting Scope

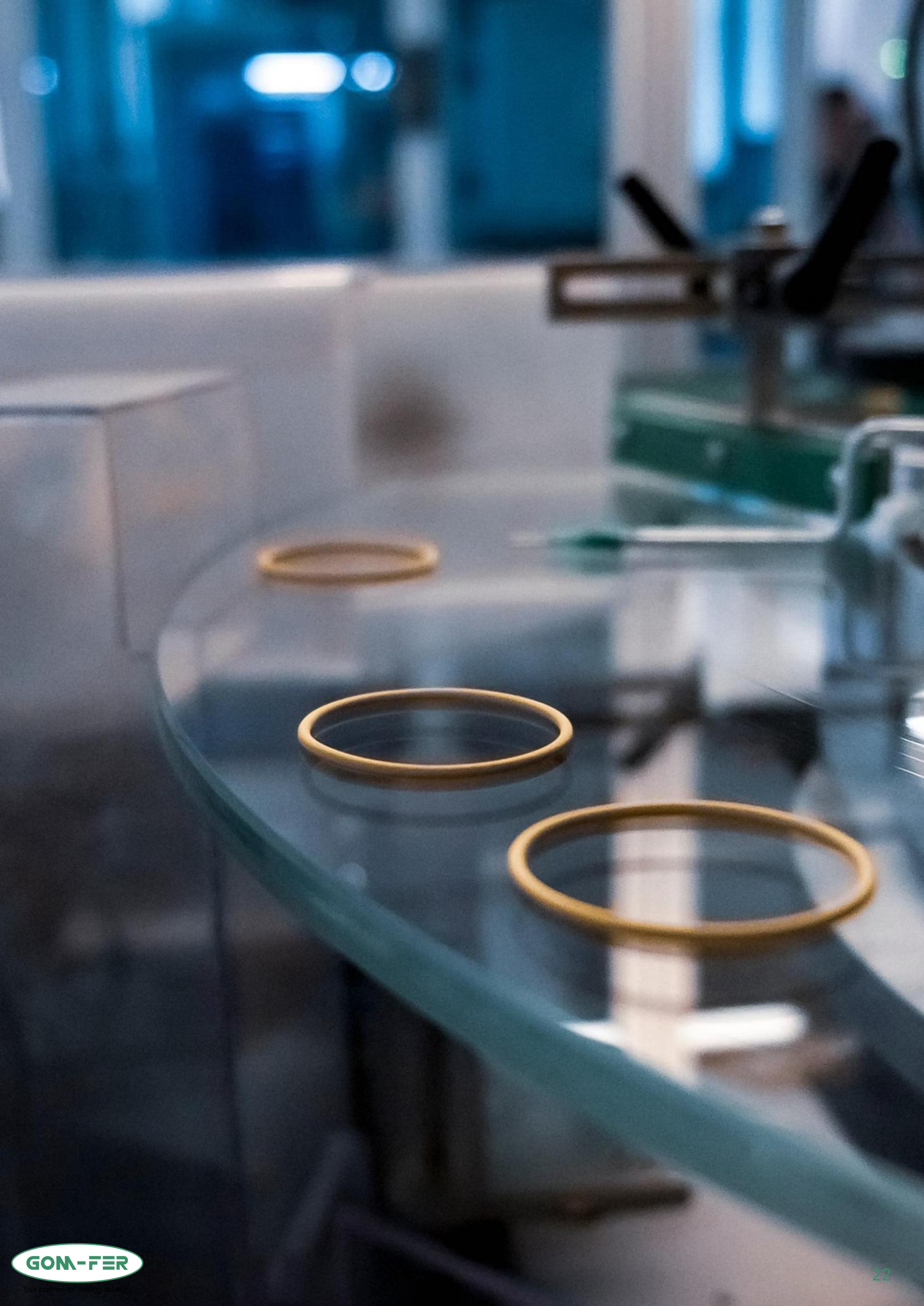
The report refers to the year 2025 and encompasses a perimeter that includes all activities of Gom-Fer S.r.l. Environmental data were obtained from internal reports and from systematic monitoring of company performance.

Data Collection Process

Although the report has not been subjected to external verification, the data collection and analysis process was conducted with rigorous attention to the principles of transparency and accuracy.

Reporting Frequency

The annual frequency of report preparation allows for constant monitoring of progress and for updating stakeholders on a regular basis, keeping the dialogue alive.



VSME – GRI Interoperability Index

To ensure consistent and transparent sustainable reporting, our report includes an Interoperability Index that links the VSME and GRI (Global Reporting Initiative) standards. This tool was developed to simplify the integration of the main reporting frameworks.

VSME Standard	GRI Standard	Page
B1 – Basis for preparation	GRI 2: General Disclosures 2021: 2-7 Employees; 2-2 Entities included in reporting	4
B2 – Practices, policies and future initiatives	GRI 2: General Disclosures 2021: 2-23 Policy commitments	6
B3 – Energy and greenhouse gas emissions	GRI 302: Energy 2016: 302-1, 302-3, 302-4; GRI 305: Emissions 2016: 305-1, 305-2, 305-3	7
B4 – Air, water and soil pollution	GRI 303: Water and Effluents 2018: 303-1; GRI 305: Emissions 2016: 305-7	12
B5 – Biodiversity	GRI 304: Biodiversity 2016: 304-1 Operational sites in protected areas	8
B6 – Water	GRI 303: Water and Effluents 2018: 303-1, 303-3, 303-4, 303-5	9
B7 – Resource use, circular economy and waste	GRI 306: Waste 2020: 306-1, 306-2, 306-3	10
B8 – General workforce characteristics	GRI 401: Employment 2016: 401-1, 401-2	14
B9 – Occupational health and safety	GRI 403: Occupational Health and Safety 2018: 403-1, 403-2, 403-9	15
B10 – Remuneration, benefits and training	GRI 2: 2-30; GRI 202: 202-1; GRI 403: 403-5; GRI 404: 404-1; GRI 405: 405-2	16
B11 – Convictions and fines for corruption and fraud	GRI 205: Anti-corruption 2016: 205-3	21
Local communities	GRI 413: Local Communities 2016: 413-1, 413-2	17



Your partner for sealing solutions

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