



MARCH 2026
COMPANY PROFILE

BOFIL d.o.o.

SHEET METAL CONTRACT MANUFACTURING

ITALIAN KNOW-HOW, GLOBAL REACH, CUSTOMIZED SOLUTION



bo-fil.com

SPECIALISTS FOR WELDING, ASSEMBLY AND SHEET METAL PROCESSING

**ITALIAN KNOW-HOW APPLIED IN BOSNIA
FOR DACH REGION**



THE COMPANY

BOFIL d.o.o., a company belonging to the renowned Italian industrial group Boschetti Armando. BOFIL is distinguished for its expertise and the completeness of the production cycle in metal sheet processing.

CUSTOMERS' CHALLENGES

Our customers are looking for a reliable and specialized partner that guarantees high quality standards, production, capacity, flexibility, support in the development of new products, reduction of market entry times, adherence to environmental standards, and competitive prices.

OUR SOLUTIONS

We offer complete solutions in the sector of metal sheet processing, ensuring precision, efficiency, and sustainability.

FOREWORD

A long time ago, a dear friend and mentor of mine used to repeat to us, young students of the Toyota system:

"On the Brazilian flag, we read the phrase **Order and Progress**. I want you to always remember that order is not just a principle but is what leads us to progress."

This idea has shaped my professional journey and continues to guide my way of leading people and organizations. At BOFIL, this belief is deeply rooted in our culture: we strive for operational excellence through structured processes, discipline, and continuous improvement. Because we are convinced that true progress – for our company, our clients, and our people – begins with order.

- CEO,

Antonio de Vasconcelos



OUR VISION, MISSION & VALUES

MISSION



We are dedicated to the transformation of sheet metal with excellence, aiming to be a benchmark in the field of medium-light carpentry production. In addition to ensuring quality and innovation, we are committed to environmental sustainability and the safety of our associates. Guided by integrity, ethics and mutual respect, we honor our obligations to customers, suppliers and employees, facing market challenges with innovative solutions.

VISION



By 2028, we aspire to position itself among the European leaders in sheet metal transformation, being not only the preferred choice for customers and suppliers but also a sought-after place to work. We aim to be recognized for our integrity, innovation, and commitment to the environment, creating value and trust for our stakeholders and actively contributing to the sustainability of our sector.



INTEGRITY

We act with honesty and transparency in every decision



SAFETY

We prioritize the safety of our collaborators in every aspect of our work



RESPECT

We value every opinion and contribution, fostering a culture of collaboration



INNOVATION

We stay at the forefront, constantly adapting to market needs



SUSTAINABILITY

We commit to reducing our environmental impact and contributing positively to the planet



EXCELLENCE

We strive to exceed expectation and set high standards in everything we do

OUR VISION
MISSION
VALUES

WHAT WE OFFER?



Co-design and technical support
from design to industrialization



One-Stop-Shop: a single point of
contact for the entire process



High-quality raw materials from
certified European suppliers



Cutting-edge technologies for laser
cutting, CNC bending, and welding



Powder and liquid painting, Lean
assembly, efficient logistics



Integrated ERP system for
efficiency, precision, and data
security



CBAM report support



22.000m²

of pure efficiency with state-of-the-art technology, optimized for streamlined operations and sustainable practices.



WE OFFER:



PRODUCTION PREPARATION PLANT

Operations within Production preparation plant:
Laser Cutting - Saw Cutting - Bending on Press
Thread Cutting - Drilling Holes - Roll Bending -
Laser Marking



WELDING PLANT

Processes in the welding plant:
MIG/MAG Welding - TIG Welding - Laser
Welding - Spot Welding - Sandblasting -
Grinding



OWN COATING PLANT

Powder coating
Plastification liquid-based coating



WAREHOUSE

Warehouse for incoming materials -
Warehouse for semi-finished products
and final products - Warehouse for additional
materials (bolts, nuts, screws, etc.).

CERTIFICATIONS

The Certification Body
for Construction Products
of TUV Thuringen e.V.

Annex
Certificate



Welding
Certificate

Certificate for the management
system according to ISO 9001:2015,
ISO 14001:2015, and ISO 45001:2018

Certificate of conformity
of the Factory Production
Control

We adhere to the highest industry standards, including ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and DIN EN ISO 3834-2, and we maintain welding certifications and product control procedures up to EXC 3 class.

We guarantee customized solutions and high-quality results. We value environmental protection and safety. With our innovative approach, we provide leading-edge solutions for the competitive advantage of our customers.

MANAGEMENT

1.450t of final products

Neto income in 2025 increased by 116,12% compared to 2024.

13.434.663 BAM

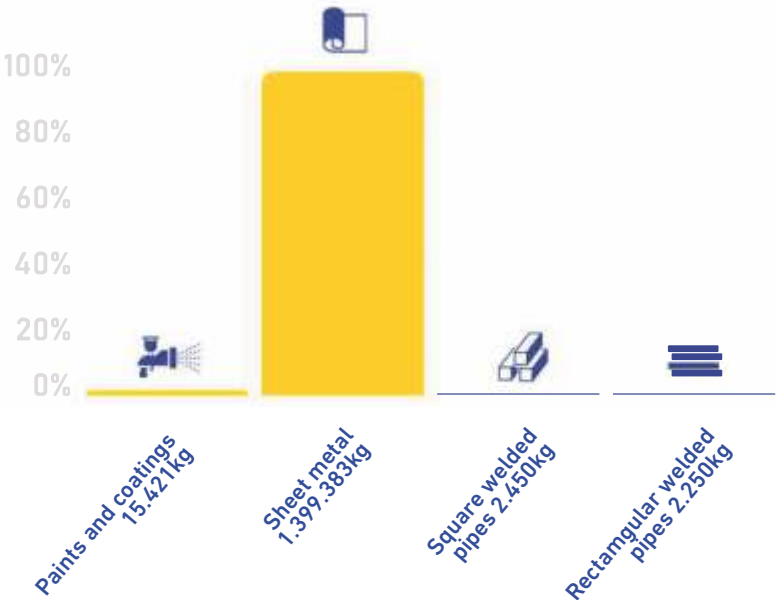


27 hotel nights spent in 2025 in Italy and Germany

Current decarbonization actions are based on reducing electricity consumption. We are exposed to transition events such as CBAM, price increase for customer and shifts in consumer preferences.

Our goal goes beyond simply finishing projects; we strive to surpass expectations at every turn. Utilizing state-of-the-art technology and a highly skilled team, we transform every aspect of metal processing into a true masterpiece.

We are committed to delivering nothing but the best to our clients, ensuring exceptional quality and unmatched service every step of the way. We provide great flexibility in working with various metals and always deliver the highest quality to our customers.



Italy
1.319 t



DAHC Region
131 t



**By 2028, we aim to be among the European
leaders in metal sheet processing.**

MORE INFORMATION

We are the fourth and most recent
production plant of the Italian
industrial group "Boschetti Armando"

Group turnover of
34 milion euros

Production site in Bosnia with
over 22,000 m² of covered area

4th

19
54

34
mil

81

22k
m²

Established in 1954

Number of employees
in BOFIL



SECTORS WE SERVE



Automotive

Supports for warning buzzers
Disk diffusers
Copper terminals
Protection for metal parts
Support brackets



Vending

Painted sheet panels and coverings, food drawers, aesthetic front panels, assembled distribution units, bases for refrigeration units



Heating

Welded and tested stove bodies, painted paneling, air conveyors, mounted assemblies



Metal Furniture

Lockers, metal shelves, metal drawer units, metal cabinets



Food Machinery

Stainless steel and painted paneling, structures for bakery, ice cream making, and pastry



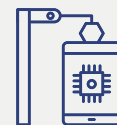
Construction Machinery

Baskets for aerial work platforms, tanks, expandable structures, toolboxes, distributor supports, crankcases, stabilizing tubes



Farm Machinery

Welded assemblies for reapers, cover panels, stumped supports for tractors, crankcases



Industrial Electronics

Modular frames and structures, aluminium containers, copper and aluminium bars, connection panels, power supply metal boxes, painted paneling



Electromechanical Industry

Metallic reinforcements for distribution pumps, laser-cut magnetic plates, panels and structures for generators



Air-conditioning

Crossbeams and structural struts, bases, painted protection panels, electrical cabinets, metal containers for electronic parts

HIGHEST STANDARDS



OUR CAPABILITIES



The company's modern equipment enables Bofil d.o.o to operate Efficiently across diverse markets, including office furniture, vending machines, and air-conditioning and heating, consistently delivering top-quality service to our customers.





Fiber laser cutting machines
with automatic unloading



12 LVD bending machines



Welding area with 24 stations



6,000m² Assembling area



2,000m² Powder and liquid
painting area full automatized



5,000m² Warehouse
2,000m² Packing area - Delivery finished product



LASER CUTTING AND BENDING

We can laser-cut parts up to 20 mm thick using our latest generation fiber lasers, adept at handling materials like aluminium, copper, and brass. In our bending department, state-of-the-art LVD presses are employed, guaranteeing flexibility and the highest quality for our customers.

STEEL AND ALUMINUM WELDING

We have the capability to produce parts that are fully welded, painted, and assembled. Our acquired expertise, coupled with quality certifications enables us to weld on high-resistance steel and aluminum. Bofil boasts a comprehensive range of machinery and processes, encompassing TIG, MIG, MAG, Laser welding, and Spot welding. This diversity allows us to meet all our customers' needs, from the design phase through to the delivery of assembled and tested parts.



POWDER COATING AND LIQUID PAINTING

Bofil directly manages both powder coating and liquid painting, utilizing a high-quality and modern surface treatment system. This approach allows for a reduction in the part manufacturing lead time. We can paint parts up to dimensions of 1500 x 500 x 2500 mm, with several washing stages available.



The maximum operating temperature is 190°.



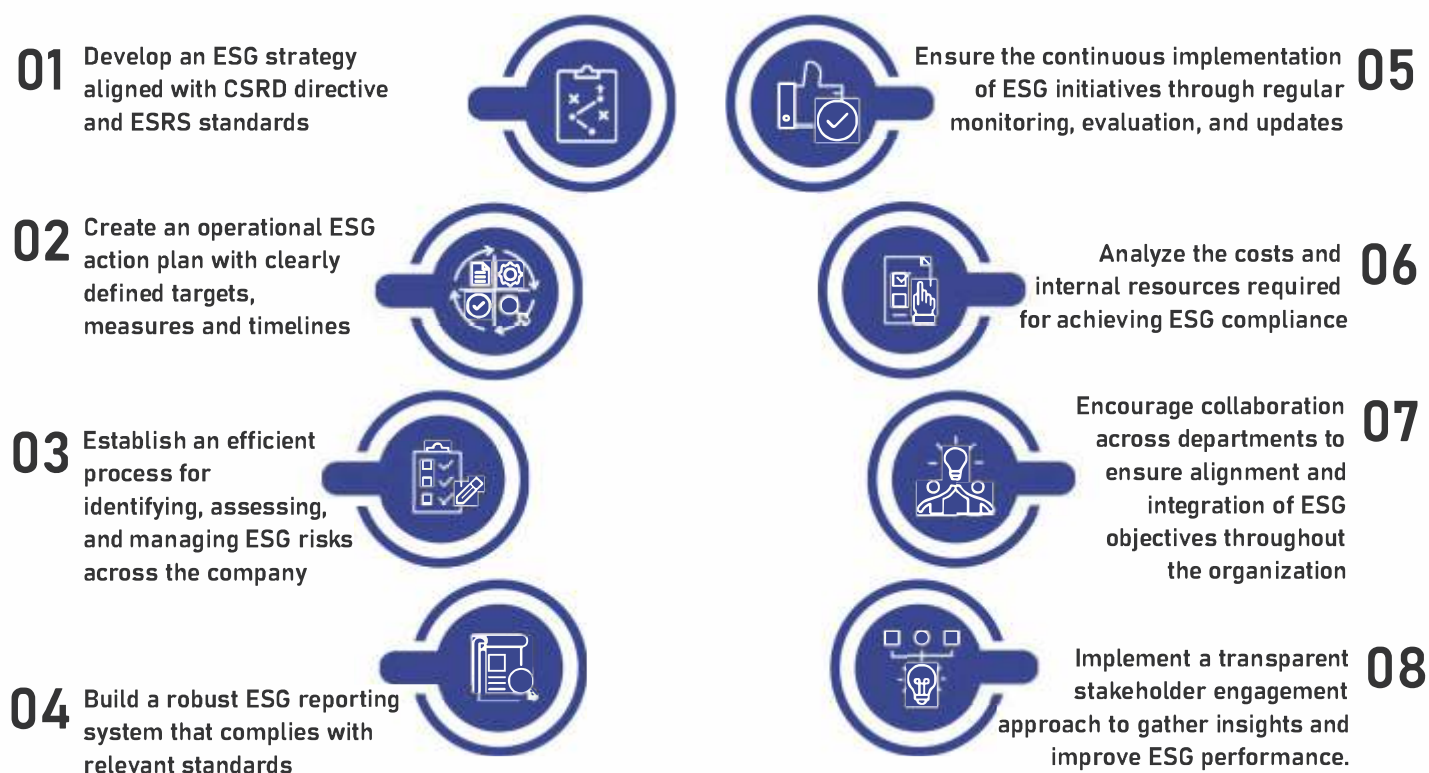
Semi-finished goods
ready to be assembled



**Semi-finished goods
ready to be assembled**

bo-fil.com/products

OUR ESG COMMITMENTS



GENERAL OBJECTIVES

ENVIRONMENTAL OBJECTIVES



Track and reduce the carbon footprint, with a commitment to achieving net-zero climate neutrality by 2050



Transition to a sustainable hybrid or electrical vehicles (reduction of Scope 1 emissions)



Reduction of CO2 emissions occurring within the Company's operations or under its control (Scope 1)



Reduction of CO2 emissions arising from the supply chain and business operations (Scope 3).



Increase the share of energy sourced from RES.



Optimizing process to meet the highest industry standards, ensuring the greatest efficiency and productivity.



Improve air quality by continuously monitoring and reducing concentrations of air pollutants.



Promote sustainable water management practices to optimize water use and safeguard resources.



Promote sustainable water management practices to optimize water use and safeguard resources.

ENVIRONMENT

www.bo-fil.com



CO₂

Our goal is not only to reduce our current environmental impact but also to support global efforts in tackling climate change.

We take full responsibility for measuring and reducing the environmental impact of our operations and services. Our commitment is to support the transition to a net-zero society and address critical challenges such as climate change.

ENVIRONMENT

Our carbon footprint stems from emissions in Scope 1, Scope 2, and Scope 3, with the use of sold products being a significant contributor within the Scope 3 emissions. While we are committed to reducing our emissions, we also take proactive measures to offset them.

This includes investing in carbon offset projects and other sustainability initiatives. Our goal is not only to reduce our current environmental impact but also to support global efforts in tackling climate change. By compensating for our emissions, we aim to balance the environ-

aligned with our sustainability goals. We are also always assessing and improving our strategies, making sure we continue to focus on cutting emissions and reducing our carbon footprint to help build a more sustainable world.

OUR CARBON FOOTPRINT IN 2025

We report our carbon footprint annually from January to December 2025, serving as baseline. Our report includes Scope 1, 2 and 3 emissions. Our emission calculations encompass all greenhouse gases (GHG) covered by the Kyoto Protocol and are based on the GHG Protocol. However, they are not fully aligned with the guidance due to the unavailability of certain activity data. Category 12, End-of-Life treatment of Sold Products are not calculated due to unavailability input data. In 2025, we emitted a total of 592,09 tCO₂ eq Scope 1 emissions encompassing both stationary and mobile emissions. For location-based Scope 2 emissions, we emitted 559,79 tCO₂eq. Total emissions within Scope 3 are 1587,44 qtCO₂e.

SCOPE 1

Total including stationary & mobile emission



592,09
tCO₂eq

SCOPE 2

Location-based emissions

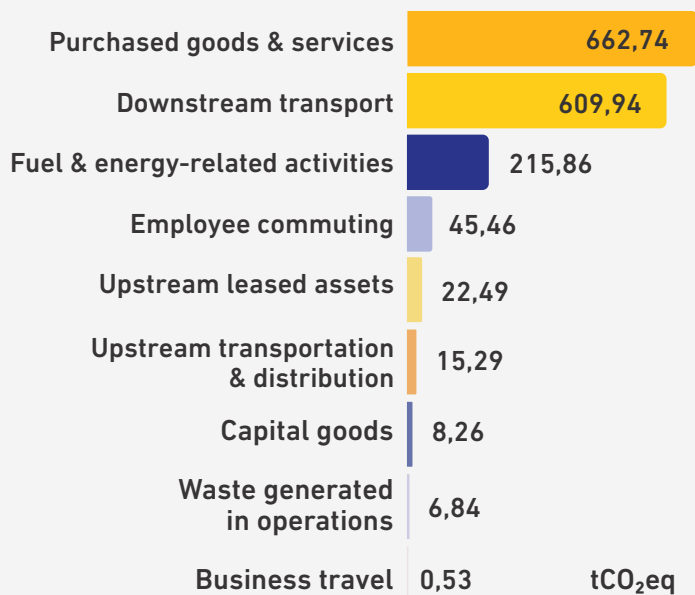


559,79
tCO₂eq

In 2025, our single diesel Mercedes-Benz vehicle consumed 891,44 liters of fuel, resulting in 2,37 tCO₂eq of Scope 1 mobile emissions.

In 2025, purchased electricity consumption totaled 751.796,00 kWh, resulting in 559,79 tCO₂eq of location-based Scope 2 emissions and 419,89 tCO₂eq of market-based Scope 2 emissions.

Regarding Scope 3 emissions, the total amounts to 1587,44 tCO₂eq, distributed across the following categories:



PURCHASED GOODS & SERVICES

We spent 4.048.956 BAM for purchased goods such as paint (powder and liquid), sheet metal, consumables (screws, nuts, rivets, etc.) etc. Therefore, we have already started working on selecting manufacturers and products with lower emissions, which will directly reduce our overall emissions.

UPSTREAM LEASED ASSETS

We operate four leased electric vehicles, including two forklifts, a manual electric pallet truck, and a floor-cleaning machine. Their combined electricity consumption reached 30.200 kWh.

SCOPE 3 EMISSIONS

Our Scope 3 inventory for the reporting period totals 1.587,44 tCO₂e, reflecting a comprehensive assessment of our value chain emissions. Purchased goods and services is our single largest source at 662,74 tCO₂e (41,8%) followed by downstream transportation at 609,97 tCO₂e (38,4%), and fuel and energy-related activities at 215,86 tCO₂e (13,6%). These three categories alone represent over 93% of our total footprint, giving us a clear picture of where the greatest opportunities for impact lie.

GHG EMISSION INTENSITY

GHG emission intensity, which represents the total GHG emissions per net revenue is 0,000177 tCO₂eq/BAM. This means that for every BAM earned 0,000177 tons of Co₂ equivalent emissions are generated.

ENERGY CONSUMPTION

Total consumption of LPG was approximately 437.621 liters, which resulted in an equivalent of 2.918.043.00 kWh of thermal energy. Total electricity consumption is 751.796,00 kWh.

CAPITAL GOODS

We spent 71.174,77 BAM for capital goods such as purchased computer equipment, office furniture, measuring devices, equipment for large machines, etc.



By generating clean, renewable energy on-site, the installation of a PV power plant until 2029 will significantly reduce Scope 2 emissions and electricity consumption in the future.

Around 70% of the waste generated is recycled through authorized third parties, which demonstrates our awareness of environmental responsibilities and our commitment to effective waste management practices.

OUR TARGETS UNTIL 2029

Development of Air Quality Management Policy

Development of Hazardous Substances Safety and Substitution Policy

Establishment of air quality monitoring framework

Appointment of a Substances of Concern Monitoring Coordinator

Development of Sustainable Water Use and Conservation Policy

Appointment of a Water Management Coordinator

Evaluation of possibilities for water reuse



SOCIAL

By continuously and systematically assessing our impact on others, we identify opportunities for improvement and growth.

We influence people at various levels, including our employees and those we engage with through our clients and business partners.

We have a responsibility to ensure that this impact is positive and a commitment to continuously enhance it. Through our double materiality assessment, we are deepening our understanding of our value chain and the stakeholders who are or may be affected by our operations.

This process allows us to refine our strategies, ensuring that our business practices contribute to a more sustainable and responsible future. At Bofil, our employees have the opportunity to grow and thrive throughout their careers.

Feedback from employees highlights that they particularly appreciate the emphasis on continuous learning, professional development, and the collaborative work environment. The social aspects of working at Bofil also play a significant role in fostering a supportive and engaging workplace culture.

At the top management level, the gender distribution consists of one male employee. All employees receive an adequate wage aligned with applicable benchmarks and are covered by social protection programs, ensuring income security in cases of sickness, unemployment, employment injury, parental leave, and retirement. The workforce includes one employee with a disability, who is also male.

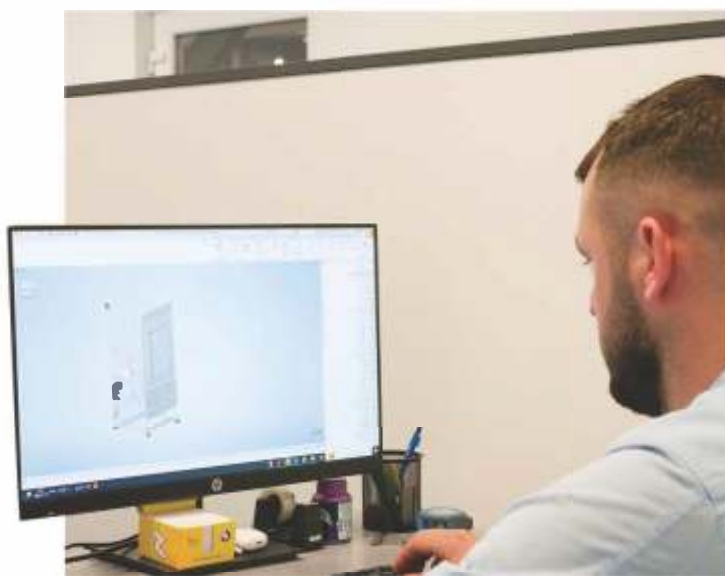
ENSURING WORKPLACE HEALTH & SAFETY

Workplace health and safety are managed in accordance with legal requirements, covering the entire workforce. We recorded ONE work-related accidents, resulting in a rate of 1,5% and a total of 160 hours of work.

FAMILY LEAVE

At BOFIL, all employees are entitled to family-related leave (such as maternity, paternity, and caregiving leave), in full compliance with applicable regulations and collective agreements.

During the reporting period, 11,6% of eligible employees made use of these benefits, reflecting a workplace culture that supports work-life balance and personal needs.



81
employees

67



29,85%



100%

EMPLOYMENT & TURNOVER

BOFIL has 81 employees, with an average headcount of 66 throughout the year. We deliver services mainly in Europe and South America. When measured in full-time equivalents, the number stands at 78, with a gender distribution of 12% female and 88% male.

In terms of pay equity, the ratio between the highest salary and the company average stands at 1,71, reflecting a balanced and controlled level of pay distribution across the organization.

Employee turnover improved significantly, dropping from 43,3% in 2024 to 29,85% in 2025 — a clear sign of a strengthening workplace culture. Performance and career development reviews are conducted for 100% of employees, and our commitment to continuous growth is further demonstrated by over 850 hours of education delivered to our workforce in 2025.



OUR CEO

Our CEO has been awarded the Global CEO Excellence Award 2024 for Precision & Efficiency in Sustainability. This recognition reflects our ongoing commitment to transforming metal sheet processing through innovation and sustainability.



POLICIES RELATED TO OWN WORKFORCE

We adopted strong policies to manage material impacts, risks, and opportunities related to its workforce. In accordance with labor laws and workplace safety regulations in Federation BiH, we have implemented a Work Rulebook, Rulebook on Workplace Protection, Rulebook of Fire

Risk at the Workplace. We are committed to upholding human rights by ensuring fair wages, safe working conditions, and non-discriminatory practices. We foster open communication and engagement with employees, encouraging feedback and participation.

We have measures in place for workplace accident prevention and non-discrimination, though specific policy commitments for vulnerable groups and diversity promotion



CHANNELS FOR OWN WORKFORCE TO RAISE CONCERNS

We are exploring initiatives to enhance workplace ergonomics and reduce physical strain on employees in demanding roles. We aim to strengthen internal communication channels to ensure employees are well-informed about health and safety measures and can actively participate in improving their work environment. We are evaluating the potential introduction of formal grievance procedures and anti-retaliation policies to foster a more open and supportive workplace culture. Through these efforts, we continue to prioritize the well-being, safety, and overall job satisfaction of its workforce.

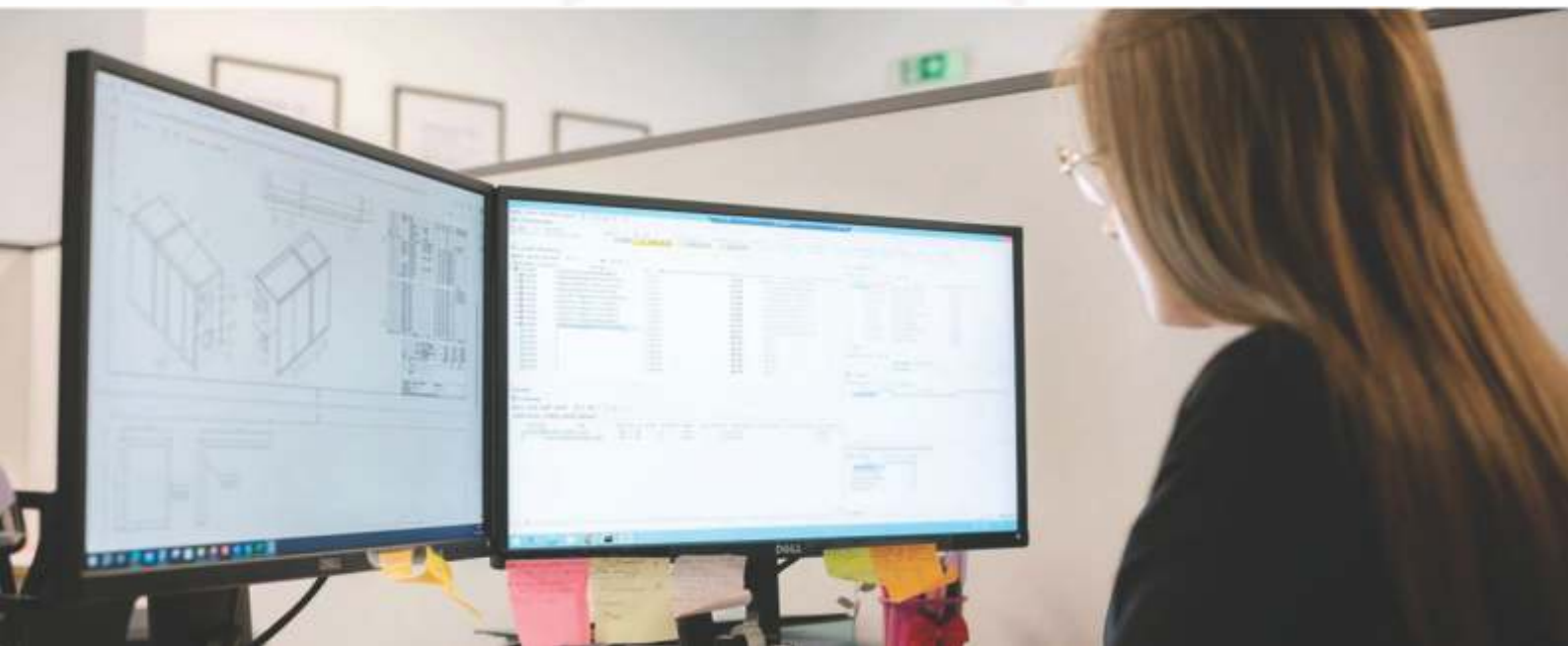
FUTURE PLANS

Future plans include the development of structured feedback mechanisms to better integrate employee input into decision-making. Since there are currently no formal policies in place to protect employees from retaliation when using these reporting channels, this presents an opportunity for improvement in establishing a more structured and secure approach to addressing employee concerns.

THE WAY FORWARD

To truly embed sustainability in everything we do, we need to build knowledge across our organization and work together in a way that allows our expertise and perspectives to shape the best solutions for our clients.

We strive to be good corporate citizens, actively engaging with our communities and working to create a sustainable future.



GOVERNANCE

We operate under a clear governance structure where the Director has full administrative and management authority, ensuring compliance with legal and ethical standards. The Stakeholders' Assembly supervises the Director's actions to uphold corporate governance principles. The Department for Administration, Accounting, and Controlling supports governance and oversees HR operations for efficient management. Together, the Director and the department ensure business conduct aligns with regulations and ethical guidelines.

HOW WE STRENGTHEN ACCOUNTABILITY

We regulate key aspects of business conduct and corporate culture through our Work Rulebook, which strictly prohibits discrimination and workplace violence.

SUPPLIER RELATIONSHIPS & PAYMENT PRACTICES

We are committed to fair and timely supplier payments, typically settling invoices within one to two days from the contractual due date. Standard payment terms for most suppliers are 30 days, with shorter terms (7–14 days) applied in contracts with public companies and select firms. Around 90% of payments adhere to these standard terms, and no legal proceedings for late payments have been recorded.

Our corporate culture is primarily shaped by strong leadership oversight and adherence to regulatory standards, ensuring a fair and respectful work environment.





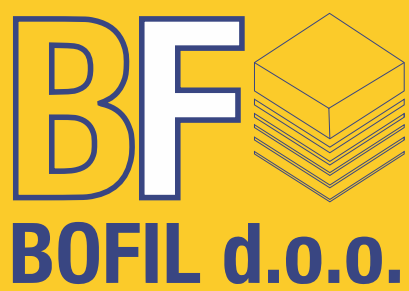
over
60
years of
experience

BOFIL d.o.o. Usora is part of the Italian industrial group Boschetti Armando, boasting over 60 years of experience in sheet metal transformation. For more details about us, please visit <https://bo-fil.com>

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