



MARCH 2026



Sustainability Report

BOFIL D.O.O. USORA

Bofil d.o.o.
Bosnia and Herzegovina,
74230 Usora

+387 (0)32 847 645

www.bo-fil.com



INTRODUCTION

ABOUT THE REPORT

2025 was a year we will look back on with pride. From growing our team to 81 dedicated people, to delivering 1.450 tonnes of quality products, to measuring our environmental footprint for the very first time, this was the year BOFIL truly came into its own.

This report tells that story. It captures not just the numbers (a net income growth of over 116%, our first full carbon inventory, the launch of new anti-corruption measures, a 3rd place finish at the Young Energy Europe competition) but the spirit behind them: a young company moving fast, but always with purpose.

Sustainability at BOFIL is not a checkbox. In 2025, we reduced employee turnover from 43,3% to 29,85%, invested over 850 hours in employee education, completed our first full GHG inventory across all three scopes, and began implementing the SA8000:2014 standard. These are not isolated actions. They are part of a deliberate, long-term commitment to doing business responsibly.

We follow the guidelines of the European Sustainability Reporting Standards (ESRS), and by voluntarily publishing this report, we reaffirm our belief that transparency builds trust. We are proud of what 2025 brought, and even more excited about where we are headed.



FOREWORD

Dear Readers,

It is with great pleasure that I present to you BOFIL d.o.o.'s inaugural ESG report. Since our founding in 2022, we have placed a strong emphasis on environmental, social, and governance principles as the foundational pillars of our operations. In 2023, as we commenced our production activities, these principles guided every decision, integrating sustainability into the core of our operations. In 2024, we decided to formalize our commitment by drafting this ESG report, convinced that transparency and accountability are essential for building trust with our stakeholders.

Looking ahead, we are committed to implementing renewable energy solutions, reducing CO₂ emissions, and optimizing energy efficiency. These objectives not only reflect our responsibility towards the environment but also represent a strategy to ensure the long-term resilience and competitiveness of our company. Strong governance and ethical practices will remain at the heart of our decisions, ensuring transparency, integrity, and accountability in every aspect of our operations.

This report is not just an account but a commitment to continuous improvement. We invite all our partners, clients, and collaborators to join us on this journey. We believe that through innovation and collaboration, we can build a stronger company and a better future for all.

Thank you for your trust & support.



We are committed to implementing renewable energy solutions, reducing CO₂ emissions, and optimizing energy efficiency.

Antonio de Vasconcelos

CEO, Antonio De Vasconcelos

CONTENT

05

ABOUT US

Production portfolio, our services and organization structure

13

ENVIRONMENT

Scope 1 emissions, Scope 2 emissions, Scope 3 emissions, Use of sold products, Purchased goods and services, Upstream leased assets, GHG emission intensity, Energy consumption, Capital Goods, Key performance indicators, Business Travel, Emission factor used, Air, Substances of concerns, Material used, Waste

26

GOVERNANCE

Business conducts and corporate culture, Supplier relationships and payment practices, How we are strengthening accountability, Anti-corruption and bribery measures

09

MANAGEMENT

Mission, vision, values, compliance with laws and regulations, business integrity, conflict of interest, fair competition, workplace environment, reporting and accountability, our projects, strategic goals

20

SOCIAL

Ensuring workplace health and safety, Family leave, Key figures for our employees, Policies related to own workforce, Engaging with own workforce about impacts, Channels for own workforce to raise concerns, Our clients, Future plans, The way forward

ABOUT US

BOFIL d.o.o., located in Bosnia and Herzegovina, is part of the Italian industrial group Boschetti Armando, boasting over 60 years of experience in sheet metal transformation.

Our production cycle for converting raw sheet metal into finished products includes laser cutting, bending, welding, painting, and assembly. With advanced technology and skilled personnel, we ensure top-quality and high service level for our clients.

We provide comprehensive sheet metal processing services, emphasizing precision, efficiency, and sustainability. Equipped with advanced machinery, we work with materials such as black steel, stainless steel, brass, copper, and aluminum.

We follow the standards ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and DIN EN ISO 3834-2, along with welding certifications and product control procedures up to EXC 3 class.

We specialize in sheet metal processing services.

Business activity

Metal industry

Postal address

**Srednja Omanjska bb.,
74230, Usora**

3 main operations units

- 1. Production plants**
- 2. Warehouse**
- 3. Administration**

3 main operations units



**Production
preparation plant**



Welding plant



Coating plant

PRODUCTION PORTFOLIO



**Laser-cut &
folded products**



**Weldments &
assembled
products**



Paneling

*"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' also the path to Progress.** This teaching has permeated my professional career and has become a '**trademark**' that characterizes every company I have had the honor of managing."*

– CEO, Antonio De Vasconcelos



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

INPUT RAW MATERIALS/ RESOURCE INFLOWS

- Paints and coatings (powder coating, organic paint, organic solvents)
- Sheet metal (hot-rolled, galvanized, cold-rolled, and coated)
- Square welded pipes
- Rectangular welded pipes



WAREHOUSE

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

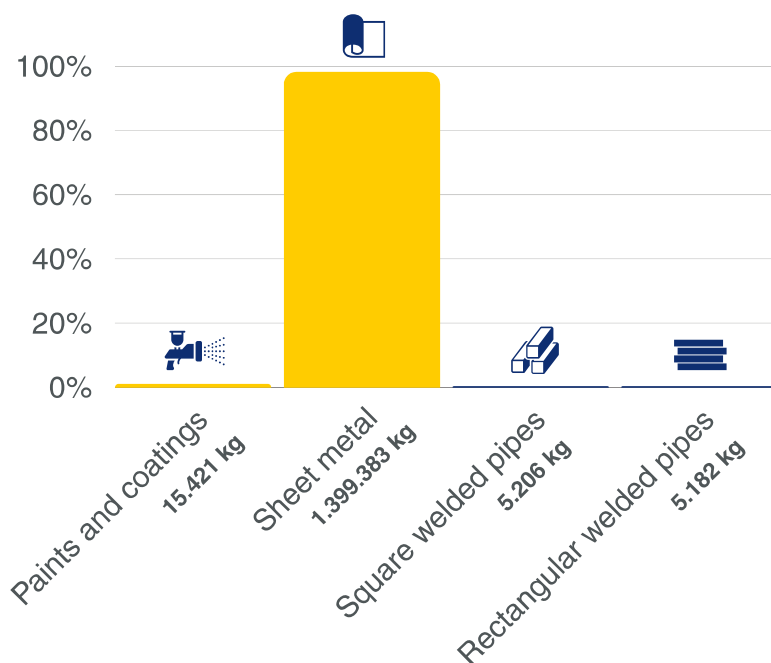
FINAL PRODUCTS/ RESOURCE OUTFLOWS

DACH region

131 tons

ITALY

1.319 tons



OUR CUSTOMERS

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 solution

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

Here is what we offer:

- High-quality raw materials from certified European suppliers
- Co-design and technical support from design to industrialization
- Integrated ERP system for efficiency, precision, and data security
- Cutting-edge technologies for laser cutting, CNC bending, and welding
- Powder and liquid painting, Lean assembly, efficient logistics
- One-Stop-Shop: a single point of contact for the entire process

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.

FURTHER INFORMATION

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

€ 34M Industrial Group Strength

Production site in Bosnia with over 22.000 m² of covered area

4th

19
54

34
mil

81

22k
m²

Certifications
ISO 9001
ISO 14001
ISO 45001

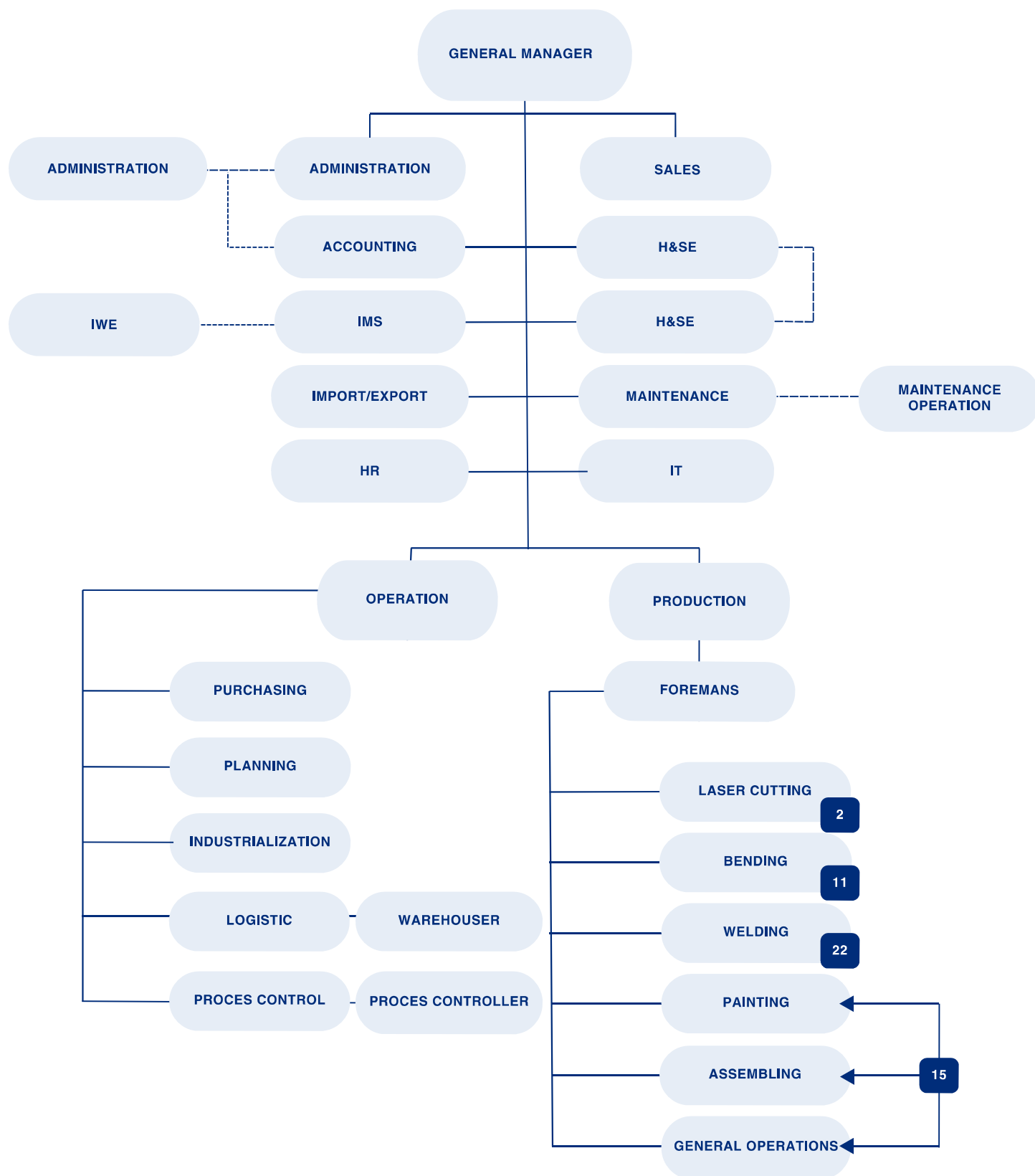
Boschetti Armando was established in 1954

Number of employees in BOFIL

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

Park of **state-of-the-art machines** with leading industry technology

ORGANIZATION STRUCTURE



MANAGEMENT

1.450t *of final products*

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.

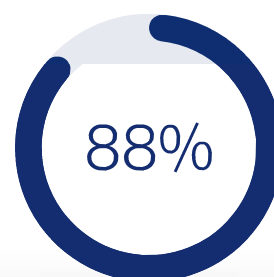
Neto income in 2026 increased by 116,12% compared to 2024.

13.434.663 BAM



27 *hotel nights spent in 2025 in Italy and Germany*

81 EMPLOYEES
71 MEN
10 WOMEN



OUR 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.



OUR VISION

By 2028, we aspires 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.

COMPLIANCE WITH LAWS AND REGULATIONS

We are committed to conducting our business in compliance with all applicable local, national, and international laws and regulations. Employees are expected to be aware of and understand these laws and regulations as they apply to their job functions across different jurisdictions.

BUSINESS INTEGRITY

We act with integrity in all business dealings, avoiding bribery, corruption, and fraudulent practices. All employees and partners are expected to adhere to this principle.

CONFLICTS OF INTEREST

Employees must avoid situations where personal interests could conflict, or appear to conflict, with the interests of the company.

FAIR COMPETITION

We believe in fair and open competition and are committed to complying with antitrust and competition laws in the jurisdictions in which we operate.

WORKPLACE ENVIRONMENT

We are committed to providing a workplace that is free from discrimination, harassment, and retaliation. We value diversity and inclusion and aim to provide equal opportunities to all.

REPORTING AND ACCOUNTABILITY

Employees are encouraged to speak up about any concerns or breaches of this Code, including but not limited to compliance with local, national, and international laws and regulations. We strongly endorse a culture of openness and accountability. We have a zero-tolerance policy for retaliation against any employees who, in good faith, report violations or concerns. Individuals found to be engaging in retaliation will be subject to disciplinary action, up to and including termination.

OUR PROJECTS

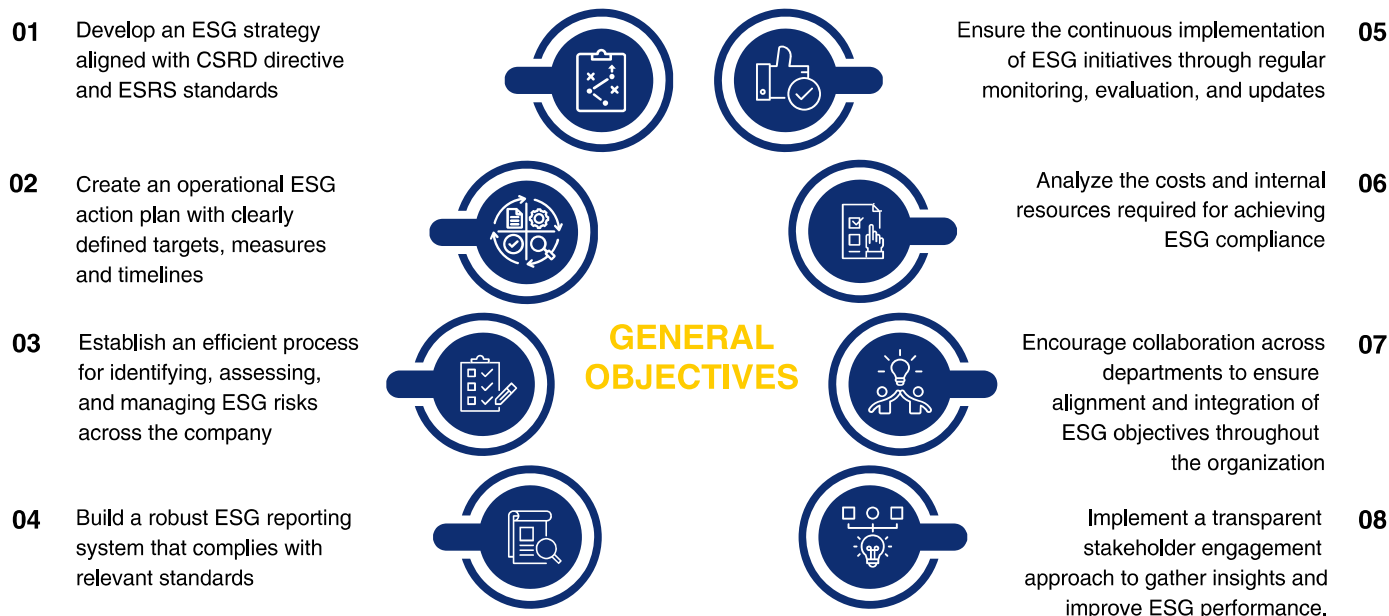
In 2025, our team achieved a proud milestone by winning 3rd place at the Young Energy Europe competition, reflecting our commitment to sustainable energy innovation and marking BOFIL's growing presence on the European stage.

That same year, the manager of the technical department and procurement attended the 11th Purchasing Initiative in the Western Balkans in Nuremberg, Germany. Building on our previous participation, we deepened business connections with European buyers, gained insights into market demands, and explored new procurement opportunities.

We also continued our community involvement through the project "One Entrepreneur, One Classroom", organized by the Mixed Secondary School Tešanj, donating an entrance door to one of the school's classrooms and contributing to a better learning environment for students and teachers alike.



OUR GOALS



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.



Substitute and minimize the use of substances of concern, with a focus on their phase out when feasible.

Environment

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



CO₂



ENVIRONMENT

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.

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 environmental effects of our operations and stay 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 tCO₂eq 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 tCO₂eq.

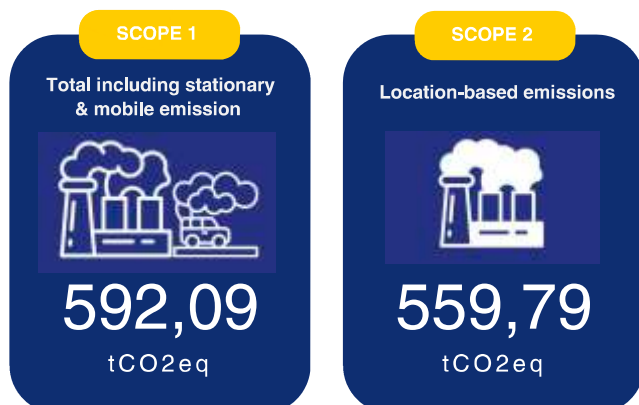
SCOPE 1 EMISSIONS

With our company vehicles, we had a total fuel consumption of 891,44 liters in 2025, resulting in Scope 1 mobile emissions of 2,37 tCO₂eq. Fugitive emissions are zero as no refrigerant was refilled to air-conditioning units during the reporting year. Regarding stationary source, we use LPG as thermal energy with consumption of 2.918.043 kWh. As a result, stationary emissions under Scope 1 are 592,09 tCO₂eq.



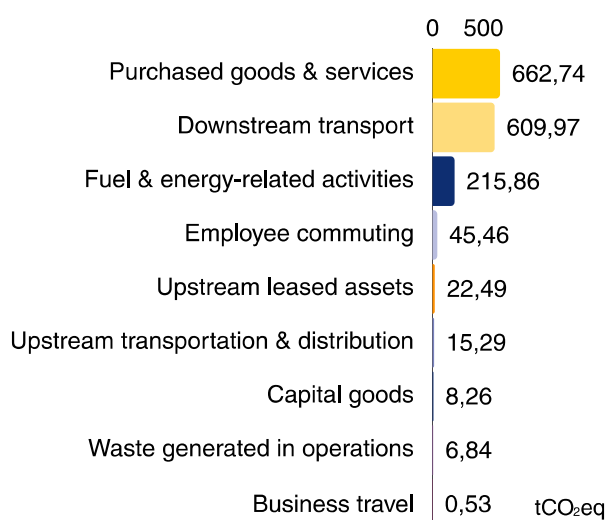
SCOPE 2 EMISSIONS

Consumption of purchased electricity in 2025 is 751.796,00 kWh, indicating the Scope 2 emission from location-based of 559,79 tCO₂eq, and Scope 2 emissions market-based of 419,89 tCO₂eq.



SCOPE 3 EMISSIONS

Regarding Scope 3 emissions, the total amounts to 1.587,44 tCO₂eq, distributed across the following categories:



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.

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.

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.

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.

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.

KEY PERFORMANCE INDICATORS

INDICATOR	UNIT	BASELINE VALUE (2024)	TARGET VALUES				
			2025	2026	2027	2028	2029
Total Scope 1 emissions	tCO2 tCO2/t product**	445,20 1,01	592,09 0,40	568,51 0,37	445,20 0,28	445,20 0,25	430,75 0,22
Total Scope 2 emissions	tCO2 tCO2/t product**	406,86 0,92	559,79 0,38	552,11 0,37	393,38 0,25	393,38 0,22	78,79 0,04
Total Scope 3 emissions*	tCO2 tCO2/t product**	348.723,32* 792,55*	1.587,44 1,09	1579,25 1,05	1554,31 0,97	1501,87 0,83	1459,47 0,73
Electricity consumption	MWh MWh/t product**	546,42 1,24	751,79 0,51	311,64 0,21	108,31 0,07	71,31 0,04	0,00 0,00
Energy consumption from fossil sources	MWh MWh/t product**	2.182,60 4,96	2.918,04 2,01	2.853,12 1,90	2.182,60 1,36	2.182,60 1,21	2.120,60 1,06
Total energy consumption from RES	MWh	0	0	420	480	520	650
Percentage of fossil sources in total energy consumption	%	79,98	79,51	79,59	78,77	78,68	76,54
Percentage of RES in total energy consumption	%	0	0	11,71	17,32	18,74	23,46

*Calculation from 2024 was calculated with parameters that are currently not applicable.

**As a growing manufacturer we added intensity-based targets

BUSINESS TRAVEL

Within category 6, the total distance traveled for business purposes is 3.164,40 km by private car. Additionally, employees spent a total of 27 nights in Italy and Germany, contributing to Scope 3 GHG emissions. The total distance traveled by employees between their homes and worksites, referring to the employee commuting, using private cars is 263.902,6 km.

To reduce our business travel emissions, we will prioritize online meetings over in-person meetings whenever possible, and implement car pooling with our employees where it is possible. This approach will help achieve the emission reduction.

EMISSION FACTOR USED

For our reporting, we primarily utilized emission factors provided by the UK Department for Environment, Food & Rural Affairs (DEFRA) in the document "UK Government GHG Conversion Factors for Company Reporting 2025," as well as data from the CLIMATIQ carbon intelligence platform. Additionally, for calculating electricity emissions, we referred to Annex 7 of the Methodology for Determining the Energy Performance of Buildings with a Calculation Algorithm (Law on Energy Efficiency in the Federation of Bosnia and Herzegovina; "Official Gazette of the Federation of Bosnia and Herzegovina," No. 22/17).

OUR TARGETS UNTIL 2029

1. Establishment of a system for monitoring and calculating the carbon footprint from Scope 1, 2 and 3
2. Procurement of plug-in hybrid electric vehicle (PHEV).
3. Utilization of waste heat from compressors
4. Installation of PV power plant for self-consumption
5. Energy Management System

6. Replacing old painting line with one that is more efficient, and one that is more future proof
7. Selection of suppliers with lower GHG emission products
8. Replacing physical meetings with online meetings (if possible)
9. Installation of a separate electricity meter for accurate consumption monitoring

AIR

In 2025, we installed new fans in the coating plant to expel air outside the facility. There are also several fans installed on the roof of the production hall, which extract air directly out of the facility.

SUBSTANCES OF CONCERN

We do not utilize substances classified as Substances of Very High Concern (SVHC) under the European Union's REACH Regulation due to their hazardous properties. The total consumption of these substances amounted to 10.200 kg. Based on employee insights, no viable substitutes for these substances are currently available on the market. We remain open to technological advances and market developments that may present substitution opportunities in the future.

MATERIAL USED

We identified the circular economy as a non-material topic at this stage of its operations. Our primary focus is on stabilizing its production processes and meeting the immediate operational demands of our business activities. Our environmental priorities are currently focused on compliance with local regulations and the efficient management of its resources and waste streams

WASTE

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

1. Development of Air Quality Management Policy
2. Development of Hazardous Substances Safety and Substitution Policy
3. Establishment of air quality monitoring framework
4. Appointment of a Substances of Concern Monitoring Coordinator
5. Development of Sustainable Water Use and Conservation Policy
6. Appointment of a Water Management Coordinator
7. Evaluation of possibilities for water reuse

KEY PERFORMANCE INDICATORS

INDICATOR	UNIT	BASELINE VALUE (2024)	TARGET VALUES				
			2025	2026	2027	2028	2029
Number of policies addressing minimization of air pollution	-	0	0	1	1	1	1
Number of policies addressing minimization of use/substitution of substances of concern	-	0	0	1	1	1	1
Concentration of air pollutants	mg/m ³	Unknown	To be determined after the initial air quality measurements			Outdoor air: • NO₂: 110 mg/m³ • CO: 80 mg/m³ Indoor air (24- hour average): • CO: 7 mg/m³ • PM_{2.5}: 15 µg/m³ • PM₁₀: 45 µg/m³ • Benzene: as low as possible (no safe level of exposure can be recommended)	Outdoor air: • NO₂: 110 mg/m³ • CO: 80 mg/m³ Indoor air (24- hour average): • CO: 7 mg/m³ • PM_{2.5}: 15 µg/m³ • PM₁₀: 45 µg/m³ • Benzene: as low as possible (no safe level of exposure can be recommended)



KEY PERFORMANCE INDICATORS (contd.)

INDICATOR	UNIT	BASELINE VALUE (2024)	TARGET VALUES				
			2025	2026	2027	2028	2029
Percentage of substances of concern used in production process	%	2	2	2	1,5	1,5	1
Number of policies addressing sustainable water management	-	0	0	1	1	1	1
Total water consumption	m3/year	325	325	325	310	310	290 [1]
Total water recycled and reused	m3/year	0	0	0	25	25	30
Total waste generated (per wastecategories)	kg/year l/year	- Oil- contaminated wastewater (l): 78.740 - Contaminated packaging (paint cans, containers etc.) (kg): 590 - Waste paints and lacquers (kg): 2.420 - Waste iron (kg): 163.654 - Waste cardboard (kg): 1.792 - Sanitary wastewater sludge (m3) 30 [2] - Styrofoam (kg): 60 - Waste sheet metal (kg):260	Maintain the indicator's baseline value.				
Percentage of recycled waste	%	70%	Maintain the indicator's baseline value.				
Recyclable rates content in products and packaging	%	100%	Maintain the indicator's baseline value.				

[1] These targets are to be reassessed following the completion of the Feasibility Study on water reuse.

[2] The exact data is not available. According to the contract, a 15 m3 tanker from the municipal service arrives twice a year. The contract is managed by Feretto, meaning the total 30 m³ applies collectively to Feretto, Methal, and Bofil.



Social

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



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.





KEY FIGURES FOR OUR EMPLOYEES

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.

NEW TREND IN BOFIL

With the expertise and know-how of our industrial Italian group, we have brought to our new plant in Bosnia:

- **Efficient and certified production processes**, aligned with European standards
- A strategic location that ensures shorter delivery times and optimized logistics costs
- A **highly skilled team**, working with advanced methodologies to guarantee flexibility and quality

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 protection, and an Act on assessment of 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.



ENGAGING WITH OWN WORKFORCE ABOUT IMPACTS

We value employee engagement and recognize the importance of incorporating workforce perspectives into decision-making processes. While we do not have formalized mechanisms for continuous input, we maintain regular communication and feedback channels, particularly in areas related to workplace safety, health, and well-being.

Employees can report issues or express needs through their direct superiors, HR, or higher management. However, we have not yet implemented a formal grievance or complaint-handling mechanism specific to employee matters.

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.

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

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 treat each other with respect, dignity, and fairness. This includes protecting human rights in our business activities and ensuring healthy working conditions in line with laws and internationally applicable standards.



FAREWELL TO 2025 AT BOFIL

CELEBRATING OUR ACHIEVEMENTS

On Saturday, December 6, 2025, we organized a celebration that brought together employees, their families, and children. This event was an opportunity to collectively celebrate the achievements of the year and strengthen the bonds among all members of the Bofil family. Bofil is a company that values unity, teamwork, and mutual respect. Such gatherings encourage us to continue strengthening out connection while also motivating us for further successes.

Since it was December, we could not help but bring some winter holiday vibes to the celebration!

SURPRISE AT BOFIL

Can you imagine the excitement of our little ones when they saw the brightly dressed clown and two mascots following him, adding even more fun to the celebration! The clown, with his lively and humorous program, made sure the kids stayed excited and intrigued. He entertained them with balloon swords, a fun quiz, jokes and, most importantly, interviewing some lucky guests!



WHO DOESN'T LOVE PRESENTS?

What is a holiday program without presents? This year, we prepared special gifts for our trusted employees and their little ones to ensure a memorable celebration.

2025 IN RETROSPECT

As we look back on 2025, we celebrate the milestones we've achieved and the growth we've experienced together. Gatherings like this are truly important to us, they strengthen our bonds, remind us of the power of teamwork, and allow us to reflect on our shared successes.



Governance

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



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.

BUSINESS CONDUCT & CORPORATE CULTURE

We regulate key aspects of business conduct and corporate culture through our Work Rulebook, which strictly prohibits discrimination and workplace violence. Our corporate culture is primarily shaped by strong leadership oversight and adherence to regulatory standards, ensuring a fair and respectful work environment.

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.

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

ANTI-CORRUPTION & QUALITY MEASURES

During 2025 we have invested lot of time in developing anti-corruption measures. Also during 2025 we have started implementation of SA8000:2014 standard which is anchored by a strict governance-based management system. Our quality manager and technicians have continued improving our, already strict, quality measures to go even beyond our customers requests and expectations.





The Certification Body
for Construction Products
of TÜV Thüringen e.V.

Annex
Certificate



Welding
Certificate

Certificate of conformity
of the Factory Production
Control

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

We fulfill globally recognized
quality standards

More about
our Certificates
<https://bo-fil.com/>

#award

Bofil d.o.o.

Most Dedicated Precision & Efficiency
Sustainability CEO 2024 (Eastern
Europe): Antonio De Vasconcelos

*Together, we look forward to
continuing our mission and
reaching new heights!*



Global CEO Excellence
Awards



**With a skilled
and responsible team,
there's no challenge
we can't tackle.**

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>

Prepared by: BOFIL d.o.o. Usora with technical support from ENOVA d.o.o.

Publication name: Sustainability Report 2026

Publication date: March 2026