



FAMILY. COMPANY. CULTURE

Three seeds for the future



2026



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Three seeds for the future

At a moment when engineering subcontractors are rapidly diversifying, the 2026 Calendar gives the Brovedani Group the opportunity to take stock: look 'inside', 'through', 'beyond' itself. By embracing the three inseparable dimensions on which the life and future of any business depend.



The **Family**, not just as owners, but also as a fountain head of principles and founding vision. The 'native seed' from which everything started and which guides the path as a whole, to be adapted to tactical trajectories but without losing sight of the strategic horizon.

One of the first graphic designs for the Brovedani trademark



The **Company**, a body of tangible and intangible assets, current and potential actions, of technological wealth and skills underpinning operations. The 'fruit-bearing' seed that is able to evolve, innovate and adapt to change without losing its original sense of direction. The ground where the human capital of the Brovedani People continues to make Brovedani different, by conveying ideas, energy and commitment across generations.



Culture, a word linked to the act of 'cultivating': the 'vast seed' of the environment in which it operates, a substrate that generates humanity and a sense of belonging, aptitudes and sensitivity. The Brovedani Group is lucky enough to be located in three exceptional locations: a crossroads of peoples and cultures. Places of learning and cultural transformation.

The 'm' of *Mittleuropa*, the symbol of the *Kadmos* magazine of Gorizia's ICM with which Brovedani works.

Family, Company, Culture are three seeds to be nurtured together.

Without Family there are neither roots or prospects. Without Company there is no work, creativity and dynamism. Without Culture there is no awareness of the complex and connected world in which we live, of ourselves and of others, or the possibilities of dialogue and living together that help us grow. By knowing ourselves and recognizing that we are part of the same industrious human race.



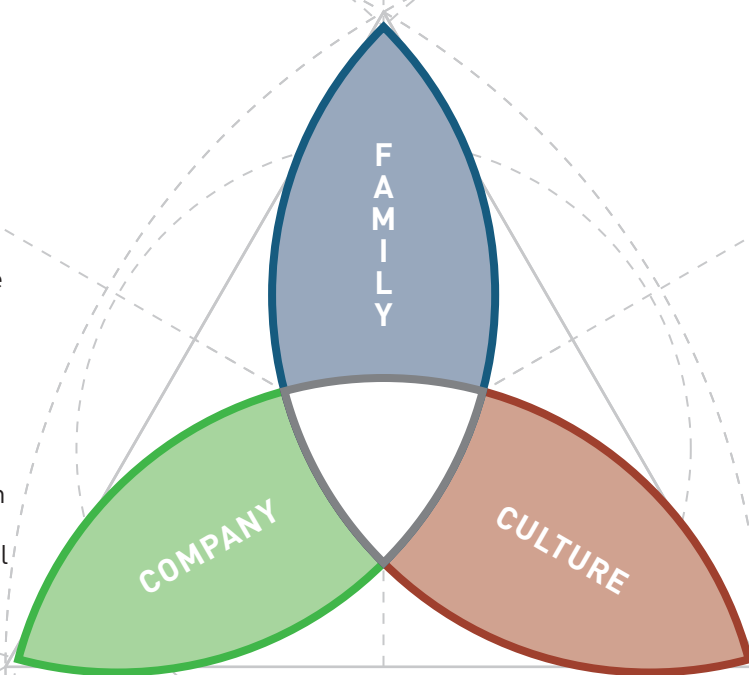
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A Manifesto Calendar to know ourselves and recognize ourselves

The Calendar is divided into three quarters, which host the voices of the Family (Zollia Holding), of the Company (Bovedani Group) and of Culture, represented by Gorizia's ICM - the Institute for Central European Cultural Cross-Border Interchanges - with which the Group collaborates on projects dedicated to intercultural meeting and dialogue.

The narrative develops like a **Manifesto** that promotes a shared path of building sustained by **will, ability, and knowledge**.



FAMILY

(January, February, March, April)
by Zollia Holding

Key words: **WE WANT**



the seed of original **will**

COMPANY

(May, June, July, August)
by Brovedani Group

Key words: **WE CAN**



the seed of industrial **capacities**

CULTURE

(September, October,
November, December)
by ICM

Key words: **WE KNOW**



the seed of the **knowledge**
that has taken root
where the Group operates



we want
to support the courage of excellence

January 2026

1 T 	1	16 F	
2 F		17 S	
3 S		18 s	
4 s		19 M	4
5 M	2	20 T	
6 T 		21 W	
7 W		22 T	
8 T		23 F	
9 F		24 S	
10 S		25 s	
11 s		26 M	5
12 M	3	27 T	
13 T		28 W	
14 W		29 T	
15 T		30 F	
		31 S	

“Whatever job you do, if you turn what you are doing into art the chances are you will find you have become an interesting person for other people and not an object.”

Robert M. Pirsig

In his address to the University of Udine on 8 May 2006, the engineer Benito Zollia wrote: *‘That’s how companies should compete. Not just use sound methods and techniques but also strive for excellence in all ways.’* As an example, he cites the Greek hero Ulysses, who excels in everything not out of a sense of duty but out of curiosity about what he is exploring and passion for what he does. *“Giving is not about having given but about giving. Giving is doing the impossible”* the Gorizia philosopher Carlo Michelstaedter reminds us. That is why excellence inspires Quality continuously and totally. As courage to be fed by the enthusiasm of being there. As energy that nourishes the Brovedani Spirit. Excellence as an intrinsic and unique value that Zollia Holding supports to make the Group progress in all the integrated dimensions of the company’s life.

In the foreground, one of the famous *Runners* of the Villa of the Papyri of Herculaneum kept at the National Archaeological Museum in Naples

Photograph by Marie-Lang Nguyen, 2011, CC BY 2.5


In the background, the Guggenheim Museum in Bilbao, the masterpiece by Frank O. Gehry (1929 – 2025).

Over the centuries, the pursuit of excellence creates innovation.


ZOLLIA
H O L D I N G



February 2026

1 s	16 M	8
2 M 	17 T	6
3 T	18 W	
4 W	19 T	
5 T	20 F	
6 F	21 S	
7 S	22 s	
8 s	23 M	9
9 M	24 T	7
10 T	25 W	
11 W	26 T	
12 T	27 F	
13 F	28 S	
14 S		
15 s		

“Work, to use an image, ‘anoints’ us with dignity, it fills us with dignity [...].”

Pope Francis

2 June 2026 is the eightieth Anniversary of the Italian Republic. Its founding principles are enshrined in article 1 of the Constitution, which states:

‘Italy is a democratic republic based on work. Sovereignty belongs to the people, who exercise it in the forms and within the limits of the Constitution.’ Work is thus the basis of a person’s dignity and her or his contribution to the community. This vision also permeates the Brovedani organization, a fabric of welfare and responsibilities, of rights and duties, individuality and cooperation.

This principle inspires Zollia Holding, as the “grower” of the seeds planted by the founder: *‘each person must be actually enabled to achieve their cultural, intellectual and human potential in an environment of equal opportunities and respect for differences.’*

Hence the commitment to ensuring a work environment in which everyone can grow and feel they belong.

Almost “attacked” by a futuristic industrial landscape, the workers of *The Fourth Estate* advance.

A partial reproduction with modifications of the work by Giuseppe Pelizza da Volpedo painted in 1901 and on display at Milan’s Gallery of Modern Art.

Photograph of Associazione Pelizza da Volpedo, public domain.



KADmOS

we want
to cultivate the company
outside the company

March 2026

1 s	16 M	12
2 M	17 T	10
3 T	18 W	
4 W	19 T	
5 T	20 F	
6 F	21 S	
7 S	22 s	
8 s	23 M	13
9 M	24 T	11
10 T	25 W	
11 W	26 T	
12 T	27 F	
13 F	28 S	
14 S	29 s	
15 s	30 M	14
	31 T	

“We believe in the revolutionary virtue of culture that gives people their real power.”

Adriano Olivetti

A company needs space in the market and the world. Measure itself against the societies, economies and cultures of the places in which it operates. It is part of virtuous ecosystems. That's why Zollia Holding fosters Brovedani's relationships with schools and universities, pooling knowledge and skills to germinate ideas and vocations, generating value inside and outside the Company.

Zollia Holding has in particular nurtured one of the goals of its founder: active support of the ICM –the Gorizia Institute for Central European Cultural Cross-Border Interchanges. Already in the 1960s, ICM helped bring about the fall of the “Gorizia Wall” by creating dialogue between neighbouring brother peoples and twentieth-century ideologies, and paving the way for Nova Gorica–Gorizia, the first European Capital of Cross-Border Culture.

Supporting ICM means recognizing its commitment to building an ecosystem that is vital for the future of the human race: a world of peace, without conflicts and boundaries.

A composition inspired by the project ‘*Humus. Genius. Nexūs*’ of Gorizia’s ICM, hosted in the Institute’s *Kadmos* magazine and made possible with the help of Zollia Holding. The fruitful relationship between companies, creativity and culture has been explored via contact with the different manufacturers in the Friuli Venezia Giulia Region.



we want
**to keep historical roots
in the drive to the future**

April 2026

1 W	16 T
2 T 	17 F
3 F  	18 S
4 S 	19 S
5 S   	20 M 17
6 M   15	21 T
7 T	22 W
8 W	23 T
9 T	24 F
10 F	25 S
11 S	26 S
12 S	27 M 18
13 M 16	28 T
14 T	29 W
15 W	30 T

“Reconquer what you have inherited from your fathers to really possess it.”

Johann Wolfgang von Goethe

The Brovedani story is one of comprehensive changes, as in 1972, when Benito Zollia and Felice Macuz acquired the company founded by Silvio Brovedani in 1947. They immediately realized that the engineering business that had seen better days had *'enormous human potential that was being stifled within the premises'*. The potential just needed to be unleashed: opening the gate to release the pent-up energy to steer it to new market openings. The reborn Brovedani thus started out seamlessly with the band of the “magnificent 13” of the previous management. The roots of this valuable experience were grafted onto an innovative vision. This continuity drive is championed today by Zollia Holding as it was until the very end by Benito Zollia, who ended his autobiography *Time out* in 2018 with these words: *'I wanted to leave with a team at the helm that knew the company story, a team that had created, day in, day out, our skills and our prospects.'*


A group of statues of the Aquileia Burial Ground 'monitors' a train going over the *Starý most*, Bratislava's Old Bridge, which is 460 metres in length and joins the two banks of the Danube. An almost dream-like image that takes a piece of Roman Aquileia to the heart of Mitteleuropa: between the past and the present-future, between West and East.


ZOLLIA
H O L D I N G



we can
**graft the speed of change
onto the virtue of precision**

May 2026

1 F 	16 S	
2 S	17 s	
3 s	18 M	21
4 M	19 T	19
5 T	20 W	
6 W	21 T	
7 T	22 F	
8 F	23 S	
9 S	24 s	
10 s	25 M	22
11 M	26 T	20
12 T	27 W	
13 W	28 T	
14 T	29 F	
15 F	30 S	
	31 s	

“Festina lente.”

“More haste less speed.”

Gaius Iulius Caesar Octavianus Augustus

Since 1972, Brovedani precision engineering has been a critical factor in its customers' success. Today, this vocation has to measure up to rapid change and emerging markets that have to be tackled boldly.

In 2025, more than 50 prototypes were launched in Italy and more than 70 in Mexico, for over twenty customers, half of whom had just been acquired. Both for new products like bikes, hydraulic pumps, and trucks. And for innovative mobility: from hydrogen propulsion to brakes for electric vehicles. At the same time, different projects went into production, some are already in full production whilst others are being set up outside the car industry.

In Europe, relationships with multinationals like Bosch, Rexroth, Danfoss, and Cummins were cemented.

In Mexico, we are seizing strategic opportunities outside the car industry, with developments also in Europe. Coordinating the processes in the different Group facilities has thus become a creative response to the growth of the different branches of the business.

In the foreground, the sculpture *Unique Forms of Continuity in Space*, a work by Umberto Boccioni of 1913.

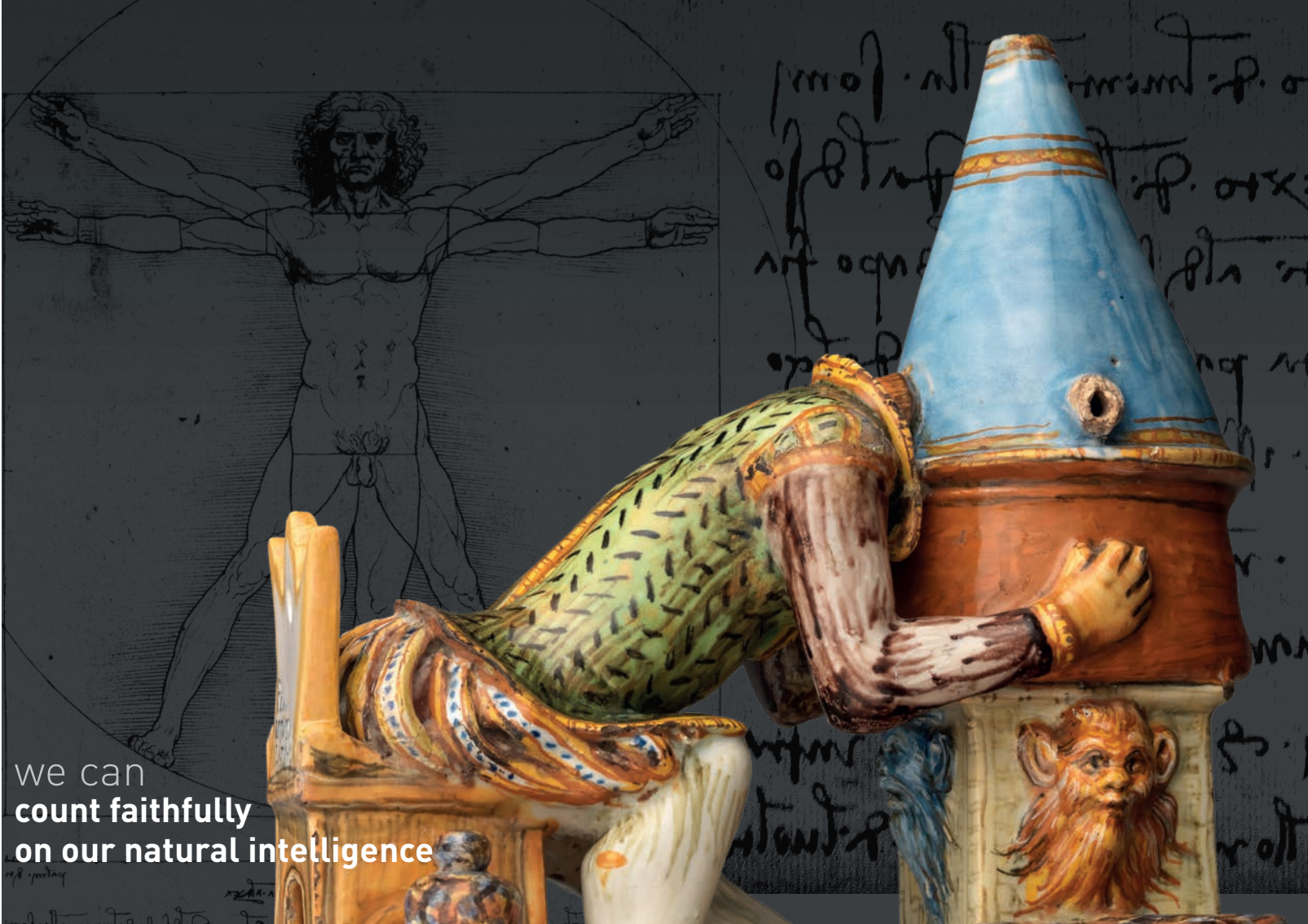
The Metropolitan Museum of Art of New York, Public Domain

In the background the *Staroměstský Orloj*, 'the Clock of the Old Town' a scientific monument on the south side of Prague's Medieval Town Hall.

Futurist speed meets ancient mechanical precision.



we can
count faithfully
on our natural intelligence



June 2026

1 M	23	16 T
2 T		17 W
3 W		18 T
4 T		19 F
5 F		20 S
6 S		21 s
7 s		22 M
8 M	24	23 T
9 T		24 W
10 W		25 T
11 T		26 F
12 F		27 S
13 S		28 s
14 s		29 M
15 M	25	30 T

“ People will always get the better of artificial intelligence because we have something extra in our brain compared with machines, namely consciousness, free will. ”

Federico Faggini

Brovedani was one of the first engineering subcontractors to use artificial intelligence in order to move towards Industry 4.0: integration of automation, digital data and technologies to make the processes more efficient, flexible and connected. But the company's true capital was human, and increasingly decisive in rising to the exponential growth of challenges. Diversification led the Brovedani people to share different production lines and operate with different machines in an increasingly collaborative horizontal organization without a rigid hierarchy, where lessons are learnt every day and it is essential to know how to communicate and explain. Every person thus becomes a carrier of competence and responsibilities. It is a cultural revolution that requires adaptation, training and equipment but provides ample scope for professional and personal growth. It makes the creativity of individuals shine in a shared and quality work environment that is fuelled by the energy of the human relations.

Inkstand with a madman distilling his brains, Italian, about 1600.


The Metropolitan Museum of Art of New York, Public Domain
In the background there are some details of the *Vitruvian Man*. This work created by Leonardo da Vinci in 1492 is on display in Venice's *Gallerie dell'Accademia*.
Source/Photo: Web Gallery of Art, Public Domain



we can
contribute to tomorrow's sustainability



July 2026

1 W	16 T
2 T	17 F
3 F	18 S
4 S	19 S
5 S 	20 M 30
6 M 28	21 T
7 T	22 W
8 W	23 T
9 T	24 F
10 F	25 S
11 S	26 S
12 S	27 M 31
13 M 29	28 T
14 T	29 W
15 W	30 T
	31 F

“If you think you are too small to make a difference, try sleeping with a mosquito.”

Sentence attributed to Tenzin Gyatso, the Fourteenth Dalai Lama

The 2024 calendar announced the structured commitment of Brovedani to ESG. The first sustainability report of 2025 confirmed it. Here are some facts.

On the environmental front, the company recovers 95.5% of non-hazardous waste and has reduced direct greenhouse gas emissions by 41%.

On the social front, it gave 1,349 hours of training in a year, consolidating deeply rooted attention to employee health and safety. It also showed employment stability and continuity: 74% of employees have been with us for over 10 years. 27% of the workforce is female, as opposed to 20.9% in the engineering industry and 13% in manufacturing.

Governance is solid, based on values shared and regulated by an Ethical Code and a Supervisory Organism. This approach has enabled numerous ISO certifications to be obtained and various audits to be passed, making transparency and comparison with the outside the foundation and yardstick of Brovedani sustainability.

Earth viewed from space: East Kalimantan, Borneo
ESA – European Space Agency. Contains modified Copernicus Sentinel data 2025. CC BY – SA 3.0 IGO

“Matilda” overlooks it like an archaic symbol of sustainability: it is the *Great Mother God* of the Cycladic Culture of Saliagos (4,300 – 3,700 BC), part of the Mainetti Collection of New York.
Gm.mairo - Own work, CC BY-SA 4.0





we can
maintain fluid entrepreneurial solidity

August 2026

1 S	16 S	
2 S	17 M	34
3 M	18 T	
4 T	19 W	
5 W	20 T	
6 T	21 F	
7 F	22 S	
8 S	23 S	
9 S	24 M	35
10 M	25 T	
11 T	26 W	
12 W	27 T	
13 T	28 F	
14 F	29 S	
15 S	30 S	
	31 M	36

“The greatest danger in times of turbulence is not the turbulence, it's acting with yesterday's logic.”
Peter F. Drucker

The strength of the Brovedani Group is its 'Darwinian constitution'. Not merely strength or intelligence, but ability to adapt: like the ability of water, as already described by Lao Tzu in the sixth century BC: *'Nothing in the world is softer and weaker than water but nothing can resist it.'* Fluidity as the ability to change in the flow of space and time, it is the shape of any solid company that knows how to capture new tributaries in the bed fed by the main source. This natural paradigm also guides the Brovedani Group. In the dialogue between generations, in a continuous osmosis between teaching and innovation. In living and constant flows with schools and universities. In the virtuous model of internationalization, which is conceived not as a simple sum but as progressive integration of production facilities: more sources of creativity and enthusiasm, to maintain fluid entrepreneurial solidity, also in moments of local 'drought'?

The Great Wave, masterpiece from about 1830-32 of Katsushika Hokusai, from the series *Thirty-six views of Mount Fuji*

The Metropolitan Museum of Art of New York, Public Domain
In the foreground a *Group of men in the water catching a large carp*. It is a netsuke, a small ivory Japanese sculpture from the nineteenth century with a curious solid representation of the fluid.
The Metropolitan Museum of Art of New York, Public Domain





we know how to
**Renovate the Friuli
engineering tradition**

September 2026

1 T	16 W
2 W	17 T
3 T	18 F
4 F	19 S
5 S	20 S
6 S	21 M 39
7 M 37	22 T
8 T	23 W
9 W	24 T
10 T	25 F
11 F	26 S
12 S	27 S
13 S	28 M 40
14 M 38	29 T
15 T 🇮🇹	30 W

“The Friuli native has always been a frontiersman, with strict ideas of duty, work and of existence itself.”
Carlo Sgorlon

The strategic heart of the Group is Brovedani Italia, where engineering, R&D and production are concentrated that in 2024 generated over half the turnover. The headquarters in San Vito al Tagliamento in the Friuli Venezia Giulia Region is in a place that is at the forefront of European engineering, which is marked out by flexibility, inventivity and a great focus on exports. This is a vocation that is inspired by great industrialists and inventors, maintained and developed by extraordinary workers, and enriched by new blood coming from over twenty countries around the world.

An ecosystem of companies, universities and excellent schools flourishes here, including the LEF, the world's largest lean and digital experiential centre, which was created because of an intuition by Brovedani. Also geography is strategic here: the Friuli Venezia Giulia Region is a European crossroads where the Latin, Slav and Germanic worlds meet and where technology feeds on a cultural *humus* that is open to the world. Nova Gorica-Gorizia, the first European Capital of Cross-Border Culture in 2025, and Pordenone, the Italian Capital of Culture 2027 bear this out.

A composition that synthesizes the engineering culture of Friuli Venezia Giulia. A water clock at Pesariis, the town in the Carnia area with a clock-making tradition going back more than three centuries. Mechanical parts made by Brovedani can be seen beyond the wall.
Photograph by Francesco Majò





we know how to
**apply the strong and elegant
discipline of *Mittleuropa***

October 2026

1 T	16 F
2 F	17 S
3 S	18 s
4 s	19 M
5 M	20 T
6 T	21 W
7 W	22 T
8 T	23 F
9 F	24 S
10 S	25 s
11 s	26 M
12 M	27 T
13 T	28 W
14 W	29 T
15 T	30 F
	31 S

“Bratislava, the capital of Slovakia, is a heart of that Mitteleuropa that is a stratification of centuries that have always remained present (...)”
Claudio Magris

The story of the Brovedani Group in Slovakia, in Galanta, started on 1 January 2005, with boldness and long-sightedness, starting from a “green field” and rising to the difficult challenge of relocating to the Danube area, where many businesses had failed. The company’s success is the fruit of profound integration between the Italian team and the Slovak team: the creative dynamism of the former combines with the methodical approach of the latter, both being guided by the *over quality* required by multinational clients. Today, Brovedani Slovakia works independently and on its own projects, cementing the strategic unity required for Group stability. The common central European bond has also facilitated this path that brings Friuli Venezia Giulia closer to this part of Slovakia: placed on the banks of the Danube, the crossroads of the Slav, Germanic and Hungarian worlds, near Bratislava, Vienna and Trenčín, the next European Capital of Culture in 2026. A place where civilizations and cultures converge that are open to dialogue and the future.

A composition dedicated to Bratislava. On the left, the panoramic tower rises up of the bridge over the Danube SNP-*Most Slovenského národného povstania* (Bridge of the National Slovak Insurrection), also known as *Nový Most* or *New Bridge*. On the right, there is a sculptural detail from the Fountain of Ganymede by Victor Oskar Tilgner from 1888, which has a ‘fervently’ *Mitteleuropa* feel to it.





we know how to
**Take full advantage of Central
American manufacturing dynamism**

November 2026

1 s 	16 L  47
2 M  45	17 T
3 T	18 W
4 W	19 T
5 T	20 F
6 F	21 S
7 S	22 s
8 s	23 M 48
9 M 46	24 T
10 T	25 W
11 W	26 T
12 T	27 F
13 F	28 S
14 S	29 s
15 s	30 M 49

“Mexico is the country that for me shows sublimely how a mixture of different races enriches a land and a people immensely (...).”
Pino Cacucci

In 2009, the Brovedani Group landed in Mexico to enter the NAFTA area, which is USMCA today. Querétaro was chosen, a strategic link between the Atlantic and Pacific, near Mexico City: an environment that is fertile, stable and on a human scale that has now become a diversified manufacturing hub that is a point of attraction and integrated into global supply chains. Here, the market position, the energy of a young population and local talent for *ingeniería práctica* offer the Group new opportunities to rise to technological challenges in different sectors.

This potential is unleashed in a place with an extraordinary history that shares the destiny and spirit of other geographical areas in which Brovedani is located: so that it is also a meeting place of peoples and civilizations. It is no coincidence that 2026 is the thirtieth anniversary of when the old town of Santiago de Querétaro became a Unesco Heritage Site, because it is an exceptional model of multicultural co-existence and fusion between European cultures and indigenous mesoamerican cultures.

Statue of a warrior of the indigenous Otomi people of Central Mexico, with a Baroque church in the background in the old town of Santiago de Querétaro, the capital of the state of Querétaro. Just a few kilometres from the city, the archaeological site of El Cerrito has important relics of mesoamerican culture, including the Great Pyramid.





we know how to
be a single factory, without boundaries

December 2026

1 T	16 W
2 W	17 T
3 T	18 F
4 F	19 S
5 S	20 S
6 S	21 M 52
7 M 50	22 T
8 T 🇮🇹	23 W
9 W	24 T 🇷🇸 🇮🇹
10 T	25 F 🇮🇹 🇷🇸 🇲🇪
11 F	26 S 🇮🇹 🇷🇸
12 S 🇮🇹	27 S
13 S	28 M 53
14 M 51	29 T
15 T	30 W
	31 T 🇮🇹

“*(ndr: I ponti)*, people's eternal and never satisfied desire to connect, pacify and bind together everything that appears before our spirit, our eyes, our feet so that there are no divisions, contrasts, detachments...”

Ivo Andrić

Brovedani Italia, Brovedani Slovakia, Brovedani Mexico: three poles that are always closer, part of a single industrial story. In fifteen years, the Group has reached a natural level of integration between its production facilities, which have today become a single organism of a shared project. A process that has involved the Brovedani People first of all as people: this is reflected in the friendships and 'mixed' families created along the path. Progressive convergence of ways of thinking, living and working that has overcome linguistic and cultural barriers, developed interchangeable competences and above all consolidated the Brovedani Spirit. As we have explained in these pages, having become 'a factory without borders' is the result of knowledge, skills and competencies, which are sometimes core, sometimes complementary, which are rooted in three different geographical areas but are fed by the same life blood: that multiculturalism that maintains excellence and generates innovation by comparing and synthesizing points of view.

Bratislava's Old Bridge seen from above is a symbolic link to the Querétaro Aquaduct and the Solkan-Salciano Bridge on the Isonzo-Soča, near Nova Gorica-Gorizia, the first Cross-Border European Capital of Culture. Technical masterpieces and witnesses to Brovedani's commitment to connecting areas where it operates.



KADMOS: a space for talking beyond the Calendar

The 2026 Brovedani Calendar is available online on the Brovedani Group website (www.brovedanigroup.com) and on the Zollia Holding website (www.zolliaholding.com).

A dedicated area is also present on *Kadmos* (www.kadmos.info), the magazine of Gorizia's ICM – Institute for Central European Cultural Cross-Border Interchanges, where a PDF version of the calendar can be browsed or consulted in HTML version, with integrated automatic translation and access to detailed article and content.

The first proposed thematic paths – with a short introduction and links for further details – will relate to the areas in which Brovedani operates: environments of great cultural interest, to be appreciated and known by all.

The objective, over time, is to give life to a dynamic calendar that offers the Brovedani People and the community of ICM the chance to compare notes on the proposed topics, exploring in particular the fascinating links between the business, society, ethics, science and technology. A calendar that was born as a company manifesto and thus opens up for growing and shared dialogue.



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