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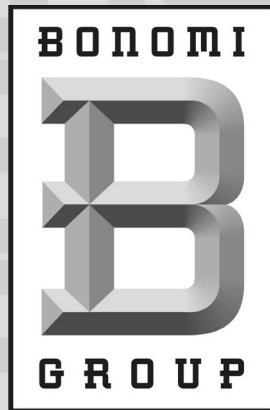
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SUSTAINABILITY REPORT

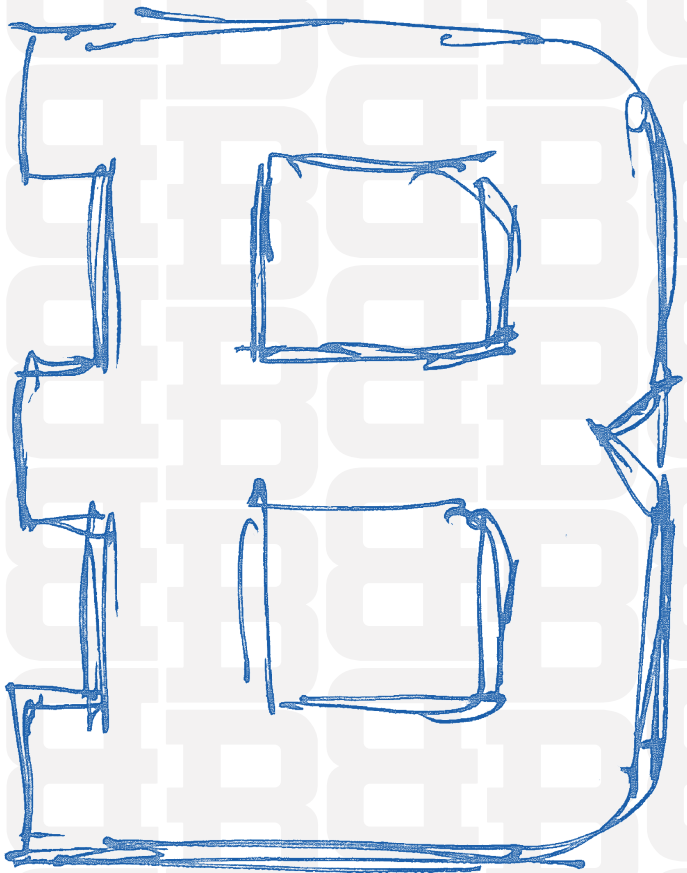
2024





**SUSTAINABILITY
REPORT
2024**

B O N O M I



G R O U P

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Letter to stakeholders

Dear Stakeholders,

We are proud to share with you the **third edition of the Bonomi Group Sustainability Report**, which reports the results and performance achieved by the companies in the group, as well as our commitment to social, environmental and governance issues.

The year 2024 was one of global uncertainty and challenges, ranging from scientific advances to geopolitical challenges, from the prolonged conflict in Ukraine to tensions in the Middle East and concerns over the US elections. Climate change remained at the center of global concerns in this global scenario. Over the just-ended year, the world has witnessed a series of extreme weather events, including devastating floods in Asia and wildfires in North America and Australia. These phenomena have reinforced the urgency of taking concrete measures to mitigate the effects of global warming. Faced with this complex scenario, we are even more determined to continue on our sustainable journey in order to promote a more equitable and harmonious future that respects the environment, the planet's resources and people.

We always place people at the center of our work with high standards of excellence for our customers and suppliers, while maintaining a focus on dialogue with the local communities in which we operate, knowing that the true value of our work lies in the quality of life we are able to bring to them.

We see this report as an opportunity to understand which issues will need most attention in the years to come.

In our materiality analysis we have defined the sustainability issues we will focus on in the future: innovation, climate change, health and safety and training are just some of the subjects that will take center stage in our efforts in the coming years.

None of this can be achieved without the efforts made by our people in the Bonomi Group to implement our sustainability plans. We would therefore like to thank all our colleagues who enable our group to become stronger and more profitable everyday.

Aldo and Carlo Bonomi

Methodological note

This document is the third edition of the Bonomi Group's Sustainability Report, published in order to share the results achieved and activities performed during 2024 with all our readers and stakeholders. This document gives us the chance to report on the environmental and social performance of our group companies. This year the reporting scope includes not only the companies **Rubinetterie Bresciane Bonomi S.p.A.**, **Valpres S.r.l.**, **Valbia S.r.l.**, **Quam S.r.l.**, **Ghibson S.r.l.** and the holding company **Bonomi Group S.p.A.**, but also the companies **Chibro S.r.l.** and **Savinox S.r.l.**, which were acquired by the group in 2023 and 2024, respectively. Our goal for the next few years is to expand the reporting scope to also cover our operations abroad. Furthermore, in these financial statements, whenever reference is made to the company *Rubinetterie Bresciane Bonomi*, it also includes the quantitative and qualitative reporting of the company Fra.Bo, acquired by the group in 2019 and merged by incorporation into Rubinetterie Bresciane Bonomi on January 1, 2023 and Tecnovielle, acquired in 2021 and merged into Rubinetterie Bresciane Bonomi on August 1, 2024.

The report has been drafted voluntarily in accordance with the Global Reporting Initiative Standards (GRI Standards), the most internationally recognized and widely used sustainability reporting tool. Reporting has followed the “*with reference to*” approach, in keeping with the latest 2021 edition, published by the Global Reporting Initiative (GRI), in accordance with the principles of balance, comparability, accuracy, timeliness, clarity and reliability. The GRI indicators reported are shown in the reference table “GRI Content Index” in the appendix, which gives the reference paragraph of the indicator.

The content and quality of reporting reflect the materiality principle set forth in the GRI Standards. The topics reported are those that were found to be most relevant and able to reflect the impacts generated by the Bonomi Group's activities (for more details see the section “Our sustainability priorities”).

The Sustainability Report covers the period from **January 1 to December 31, 2024**, and provides a comparison with data for the fiscal years 2022 and 2023, including qualitative and quantitative indicators, in order to present a detailed picture of activities and results. Data obtained through estimates are clearly indicated in the relevant tables and charts.

Further details about objectives, activities, indicators or comments about this document can be requested via e-mail: bonomi@bonomi.it.

Highlights 2024



1000+
Employees



95%
Employees hired
on a permanent basis



+45%
Training hours compared
to 2023



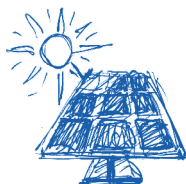
28%
Employees under 30 years old



0
Cases of corruption and bribery
in 2024



0
Incidents of product
non-compliance in 2024

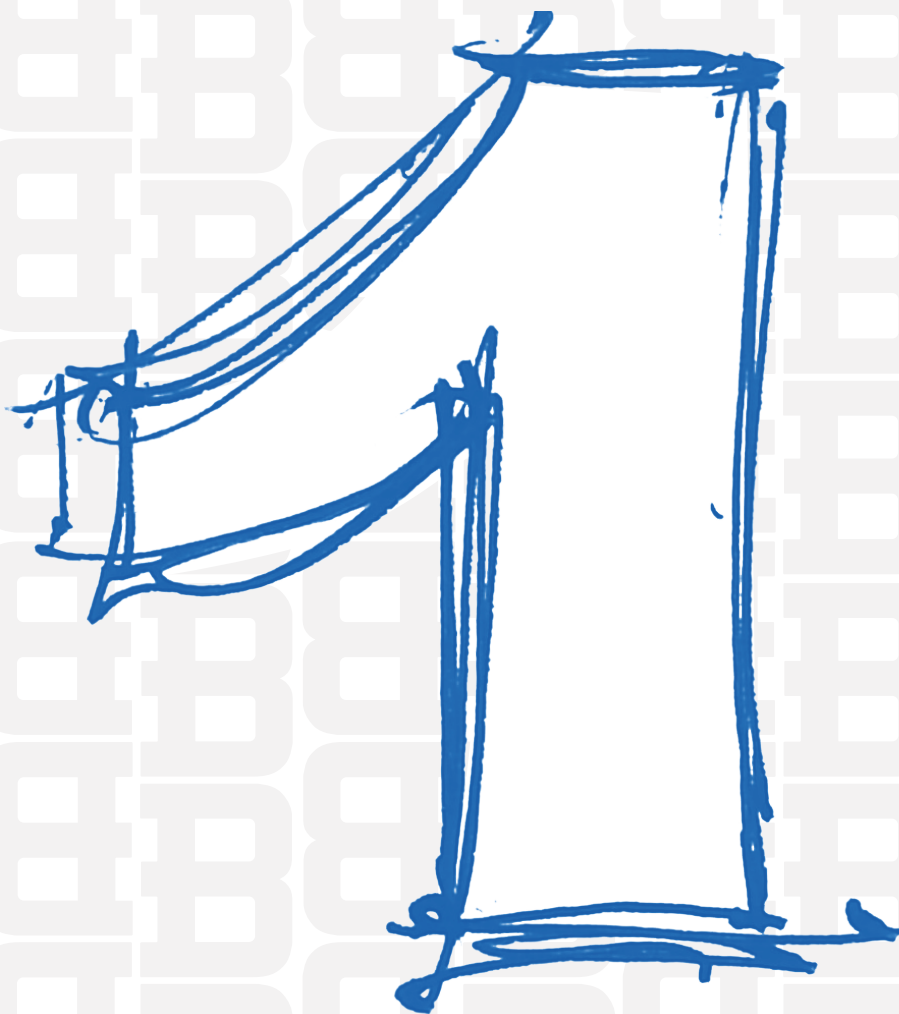


6
Photovoltaic installations



+129
Recruitments in 2024¹

¹ New hires and terminations refer to the following companies: Rubinetteria Bresciane, Tecnovielle Quam, Valbia, Vapres, Gibson and the Bonomi Group.



Energies of a group

1. Energies of a group

1.1 The history of Bonomi Group

We are a group with deep roots in the Brescia area which operates in the industrial plumbing, heating and energy sectors for the **production of ball valves, butterfly valves, fittings, actuators, and other components** that **regulate the passage of liquid and gaseous fluids** destined for the **plumbing, industrial, marine, OEM, Oil&Gas and multi-utility** markets. Over time, we have expanded our expertise where our goal is to create **innovation and provide our customers with consistently effective and efficient responses.**

Figures for the group²



+375 Mln

Turnover 2024



8

Business units around
the world



11

Production units



+100

Countries where we have
established trading relationships



261.100 sq.m

Total surface area
of production sites



52

Main alloys machined



+100

Trademarks and patents



118

Certifications



+33.000

Items sold

² The figures presented in the infographic cover all group companies, while eight companies are reported in this Sustainability Report: Rubinetterie Bresciane Bonomi S.p.A., Valpres S.r.l., Valbia S.r.l., Quam S.r.l., Tecnovielle S.p.A., Ghibson S.r.l., Savinox S.r.l. and Chibro S.r.l.

A story begun looking to the future

Our story begins in **Lumezzane**, a well-known industrial district in the province of Brescia, where **Rubinetterie Bresciane Bonomi** was founded in **1901**. The company started out as a manufacturer of valves, but as the years went by we expanded our product range, enthusiastically welcoming innovations in the sector. As our technical skills grew, in **1967** we **patented** a product that is widely used today: **the two-piece ball valve**.



In **1978 Valpres** was founded, specializing in the production of steel and cast iron ball valves designed specifically for the industrial market. **Valbia was founded in 1995**, the first company in Italy to produce **single and double-acting electric and pneumatic actuators**.

In the 1990s the overseas expansion of the group began, with the establishment of several companies in the following decades in various countries around the world: Netherlands, UK, India, United States, Brazil, Russia and China.

At the same time as this international growth occurred, in **2014** the **Rubinetterie Bresciane Bonomi** plant was inaugurated at **Gussago**, a new 120,000 sq.m industrial hub **designed and built to ensure energy efficiency and improve the well-being of our collaborators**³ thanks to the construction of a canteen and gym open to all company workers. With the technologies implemented in the new plant, Rubinetterie Bresciane was the first company in Lombardy to obtain an A+ energy certification.

In **2019**, in order to strengthen the business of Rubinetterie Bresciane Bonomi **we acquired Fra.Bo**, a leading manufacturer of fittings for plumbing installations; in early 2023 this company was merged into Rubinetterie Bresciane Bonomi. In **2020**, Quam, a company specializing in the design and manufacture of valves for the Oil&Gas industry, was acquired while in **2021**, with the same vision that guided the acquisition of Fra.Bo, **Tecnovielle was acquired**, a company specializing in the manufacture of brass valves and fittings for polyethylene pipes. The latter was then merged into **Rubinetterie Bresciane Bonomi S.p.A. in August 2024**.

In 2022, several companies joined the group: in May, **Penta was acquired**, a company specializing in the production of metal seat ball valves, while in October **Ghibson Italia** and **Ghibson & Co.** joined the group, expanding the range of butterfly and check valves, and **AVS AB** – Automatik Ventilier System, a commercial supplier of industrial systems, joined the group, which changed its name to **Bonomi Scandinavia** in 2023.

³ In this sustainability report the term “collaborator” refers to both employees and non-employees, such as temporary agency workers.

Finally, again in 2023, **Chibro S.r.l.**, a company specializing in the production of stainless steel and cupronickel fittings, was acquired, followed in 2024 by **Savinox S.r.l.**, a company offering a wide range of stainless steel and special alloy products for the naval sector, and **Conflow S.p.A.**, a company that designs, manufactures, and services control valves.

What has guided the expansion of the Bonomi Group's activities over the years, is the pursuit of our ambition: *to grow in order to be competitive, and to be competitive in order to grow.*

The group's sectors

Thanks to the experience that it has acquired over the years, the Bonomi Group has been able to develop specific skills and diversify its product range on the market, with the aim of operating in **different sectors**.

The group is present in **over 100 countries** on three continents, with seven units operating abroad in **Europe** (Germany, UK, Sweden), **Asia** (China, India, Russia) and **America** (North America and Brazil).

PLUMBING



The companies specializing in this sector produce **many types of ball valves and butterfly valves**, and fittings in brass, copper, bronze, and steel, along with other components needed to build **water and gas distribution and supply systems** of various sizes, such as check valves, reducers, balancing valves, and dirt separators. Collaboration between group companies enables us to offer a wide selection of fittings made entirely in Italy, which means we are able to offer a full range of high quality products.

Companies that operate in the sector



INDUSTRIAL



The different companies in the group operate with maximum efficiency and pursue high quality standards in order to supply **products suitable for a wide range of industrial applications**, including process fluid transport systems in the food and automotive industries and gas distribution systems in petrochemical plants.

Companies that operate in the sector



MARINE



The companies in the Bonomi Group design, engineer and develop products **specifically** for the installation of fresh water, inert gas, fuel, lubricant, refrigeration, washing, desalination, ballast, bilge and other third-class service circuits aboard **ships and pleasure craft**.

Companies that operate in the sector



ENERGY



The companies that operate in this sector specialize in the design and development of valves and control systems for the **Oil&Gas industry**. The products manufactured are durable, easy to maintain, and highly customizable to suit different usage requirements.

Companies that operate in the sector



WATER&GAS



Thanks to our collaboration with multiservice companies, the companies in the Bonomi Group offer **specialized** solutions for the construction of distribution networks for the “integrated water service” (water collection, supply and purification) and the **gas service**. Experience in this sector has enabled group companies to develop all the products needed to construct pipelines, from the point of origin of the distribution plant to the point of delivery to the user.

Companies that operate in the sector



OEM



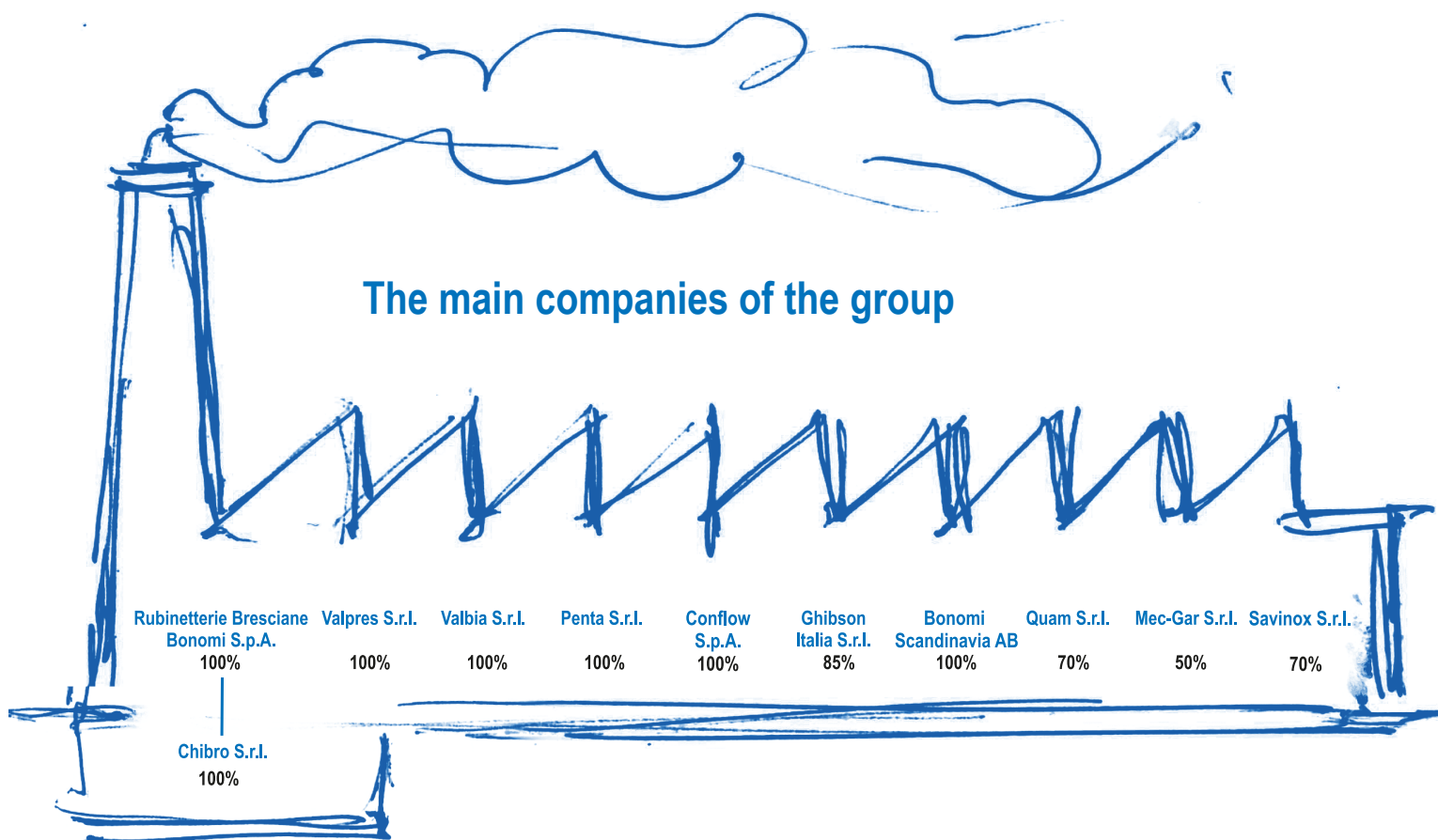
The OEM division of the group carries out the engineering, assessment, technical feasibility, and production of **customized small metal parts** developed to customer specifications. Products are manufactured using different types of materials on the basis of the specifications and technical drawings supplied to us.

Companies that operate in the sector



1.1.1 Group companies

The Bonomi Group is composed of **16 companies** controlled **with an interest of greater than 50%** and another 7 companies⁴ in which we hold an interest of less than 20%. The subsidiary Rubinetterie Bresciane Bonomi S.p.A., the first company in the group to be established, also controls Chibro S.r.l..



In addition to the companies reported within this sustainability report and the companies Penta S.r.l., Mec-Gar S.r.l. and the newly acquired Conflow S.p.A., the group controls **7 companies operating abroad**, which perform both manufacturing and sales activities:

- Bonomi Brasil, 100%
- Bonomi Scandinavia, 100%
- Bonomi North America, 100%
- Bonomi GMBH, 100%
- Bonomi Shenzhen, 60%
- Bonomi GPK, 24,9%
- Bonomi UK, 20%

⁴ Cre.Io.ve, E-Novia Spa, BLIMP Srl, HIRIDE Srl, Project Engineering, Team Time Real Estate, SB.

The **Bonomi Group** has an extended corporate set-up, yet the **heart of our production activities is in the Brescia area**, where our longest-established companies still operate. It is from these companies that we decided to **start our sustainability journey**, reporting on their environmental, social, and economic performance, with the aim, year after year, of extending the scope to all group companies.

The companies reported in this sustainability report are:

RubINETterie Bresciane Bonomi S.p.A.

Founded in 1901, it was the first company to be established in the group. It produces valves and fittings for various sectors, guaranteeing “made in Italy” production.

Valpres S.r.l.

Established in 1978, it has established itself as a leading manufacturer of standard and custom valves for the industrial and energy sectors, made of steel and various special alloys.

Valbia S.r.l.

Specializing since 1995 in the international-scale production and distribution of electric and pneumatic actuators and a wide range of automated valve combinations, suitable for a wide variety of applications.

Quam S.r.l.

Founded in 2001, it designs and supplies special valves and control systems for the Oil&Gas industry, particularly for the upstream side, both onshore and offshore.

Ghibson Italia S.r.l.

With more than 35 years of experience, it designs and develops custom butterfly valves, check valves, dumpers, ball valves for the most diverse industrial applications.

Chibro S.r.l.

A former company of the Arvedi Group acquired in April 2023, specialized in the manufacture of stainless steel and cupronickel fittings for the naval and industrial sectors.

Savinox S.r.l.

Specialized in the supply of a range of products made of stainless steel or special alloys. The range also includes cutting and additional services.



**RUBINETTERIE
BRESCIANE**

**Production of ball valves, brass, bronze
and steel fittings**



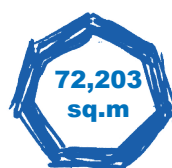
**REVENUES
2024**



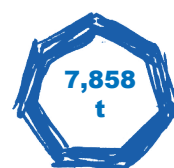
EMPLOYEES



**PRODUCTION
UNITS**



**SURFACE
AREA**



**PRODUCTION
CAPACITY**

Divisions and products



Rubinetterie Bresciane Bonomi works in the **plumbing and heating sector**, supplying a wide range of ball and butterfly valves, fittings, pressure reducers, dirt separators, and heating accessories.



It engineers and manufactures valves of different types and fittings in different materials for **industrial systems** distributing water, gas, treated water, and oils.



It supplies ball valves, butterfly valves, and steel and cupronickel fittings ideal for **naval applications**.



It is present in the **Water&Gas** sector with ball valves for water and gas distribution networks, for meter entry/exit. The company has developed and patented several innovative valves, such as the **BUBBLE SFER QB**, a ball valve with guaranteed minimum vital flow.

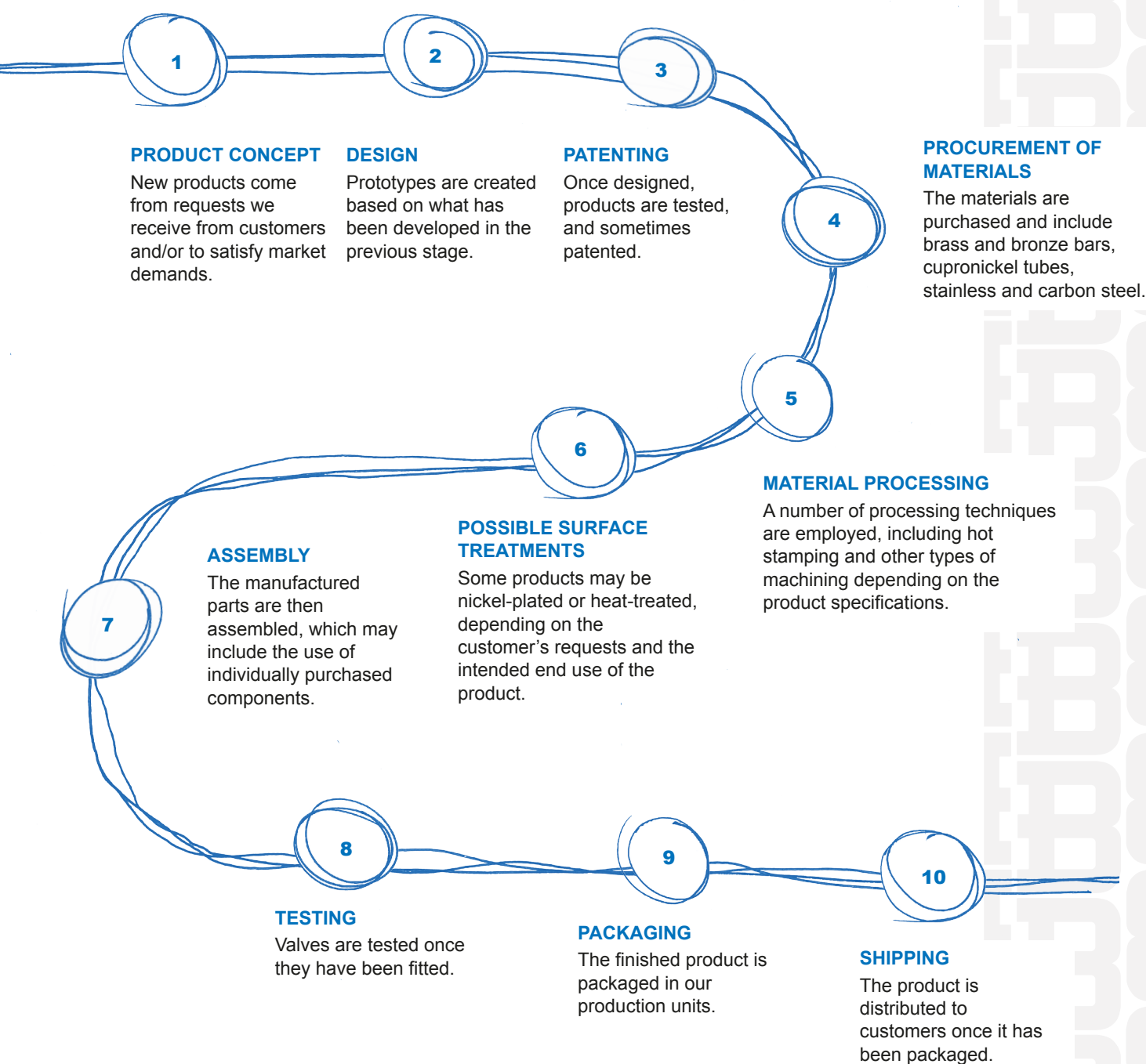


Over time it has structured an **OEM division** internally, which manufactures small machined metal parts and/or molded and machined components in sundry materials at the customer's request.

Certifications

- ✓ ISO 45001
- ✓ ISO 50001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ AEOF

The production process





Production of ball valves for industrial and energy sector



REVENUES
2024



EMPLOYEES



PRODUCTION
UNITS



SURFACE
AREA



PRODUCTION
CAPACITY

Divisions and products



Valpres manufactures ball and butterfly valves in steel and special alloys for a host of **industrial applications**. From the automotive and the textile industry to the chemical sector and water treatment plants, Valpres offers standard and custom solutions to meet all kinds of needs.

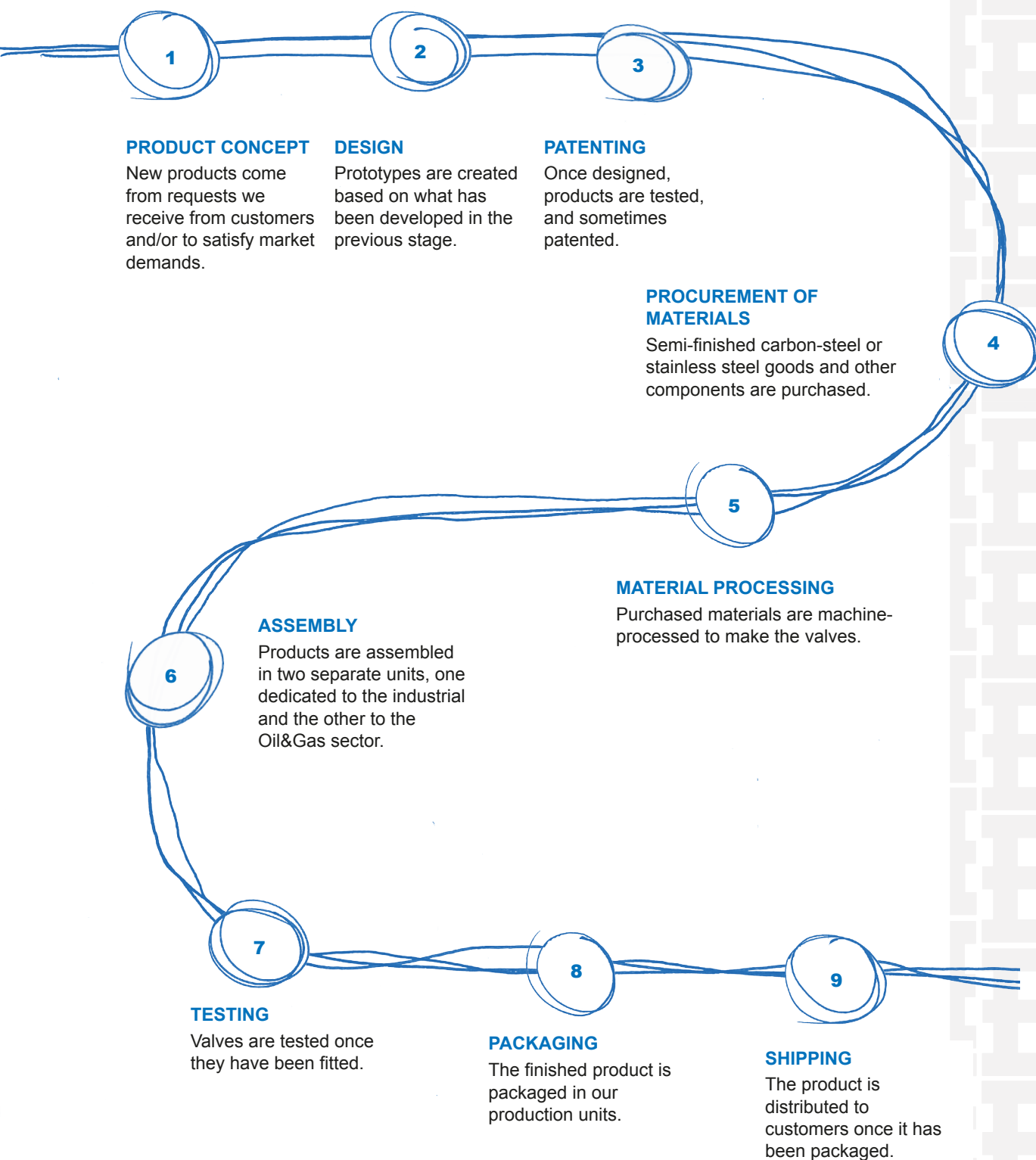


It offers components for the **renewable energy and Oil&Gas sectors**, such as trunnion, cryogenic floating, control, and regulating valves. Standing out among several excellent products is the exclusive patented **LOCPOWER** energy recovery valve.

Certifications

- ✓ ISO 45001
- ✓ ISO 50001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ API 6A
- ✓ API 6D
- ✓ PED

The production process





Production of electric, pneumatic actuators and automated valves



REVENUES
2024



EMPLOYEES



PRODUCTION
UNIT



SURFACE
AREA



PRODUCTION
CAPACITY

Divisions and products



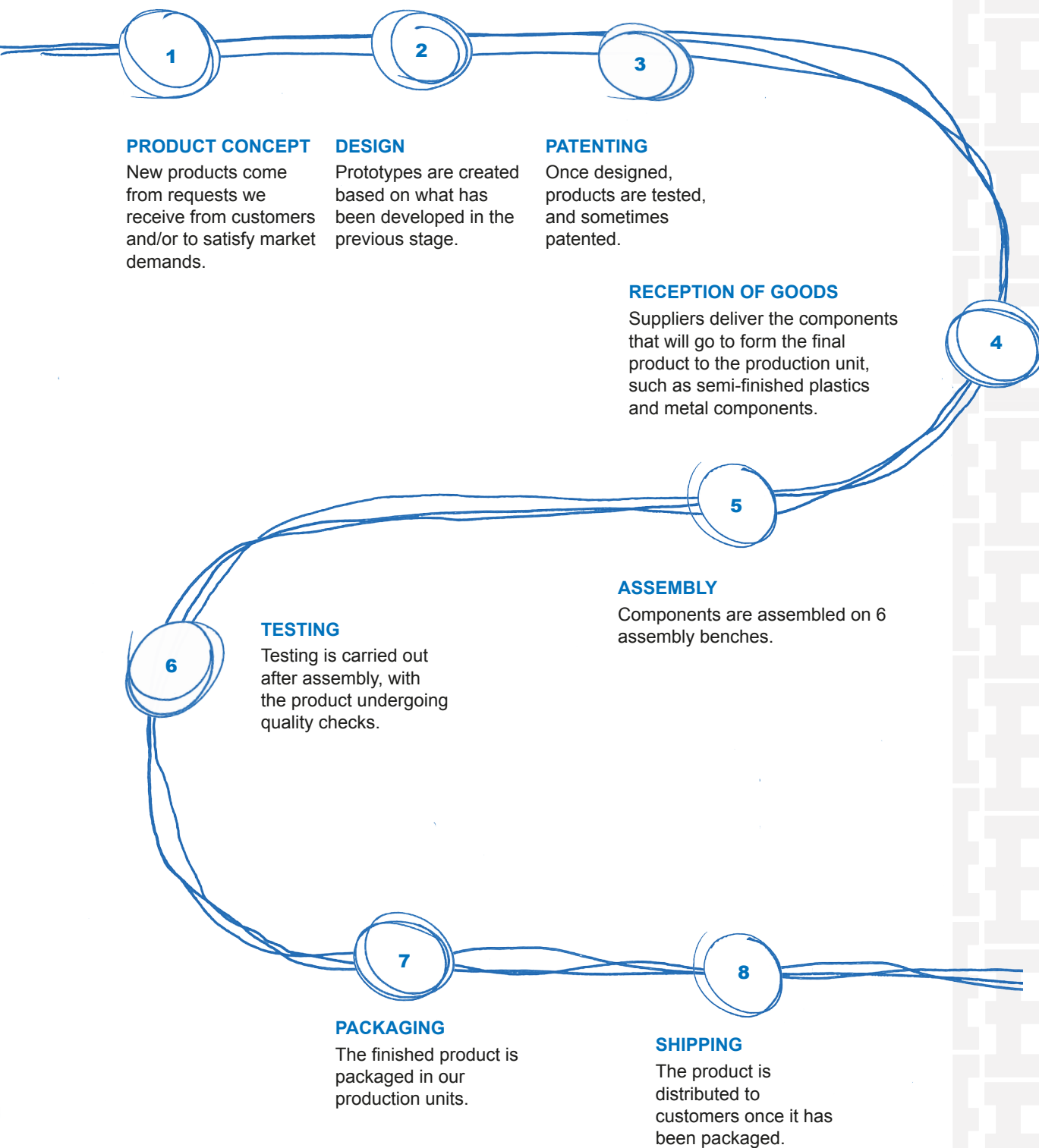
Valbia boasts a line of **industry-specific products** such as electric and pneumatic actuators and automated valves suitable for many types of installations. The range of applications is extensive: industrial, naval, OEM, Oil&Gas and multi-utility.

Among the most innovative products is the **MT multi-turn electric actuator**, patented and designed with innovative solutions such as the AC-Brushless motor.

Certifications

- ✓ ISO 45001
- ✓ ISO 50001
- ✓ ISO 14001
- ✓ ISO 9001

The production process





Production of special valves and control systems for the Oil&Gas industry



REVENUES
2024



EMPLOYEES



PRODUCTION
UNIT



SURFACE
AREA

Divisions and products

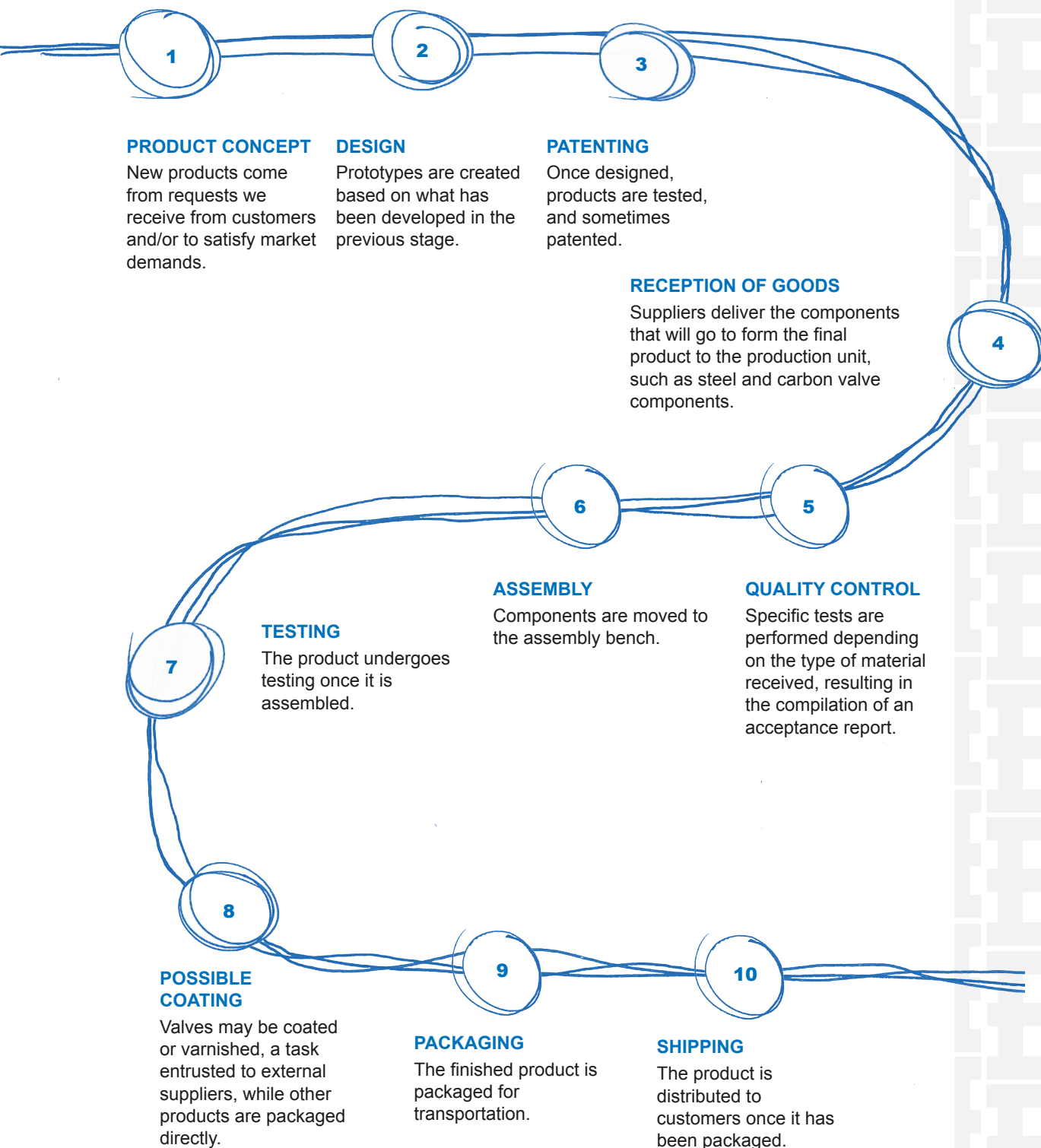


Quam assembles valves for the **Oil&Gas industry**, especially choke valves and gate valves, as well as HIPPS (High Integrity Pressure Protection System) applications, products and systems, devices consisting of one or more Quam gate valves; HPU (Hydraulic Power Unit) and WHCP (Wellhead Control Panel).

Certifications

- ✓ ISO 45001
- ✓ ISO 14001
- ✓ ISO 9001
- ✓ API 6A
- ✓ API 6D
- ✓ ATEX
- ✓ PED
- ✓ SIL 3

The production process





Production of butterfly valves and check valves Production of ball valves and check valves for industrial applications



REVENUES
2024

€
22.4
Mln



EMPLOYEES

85



PRODUCTION
UNITS

2



SURFACE
AREA

7,054
mq



PRODUCTION
CAPACITY

1,135
t

Divisions and products



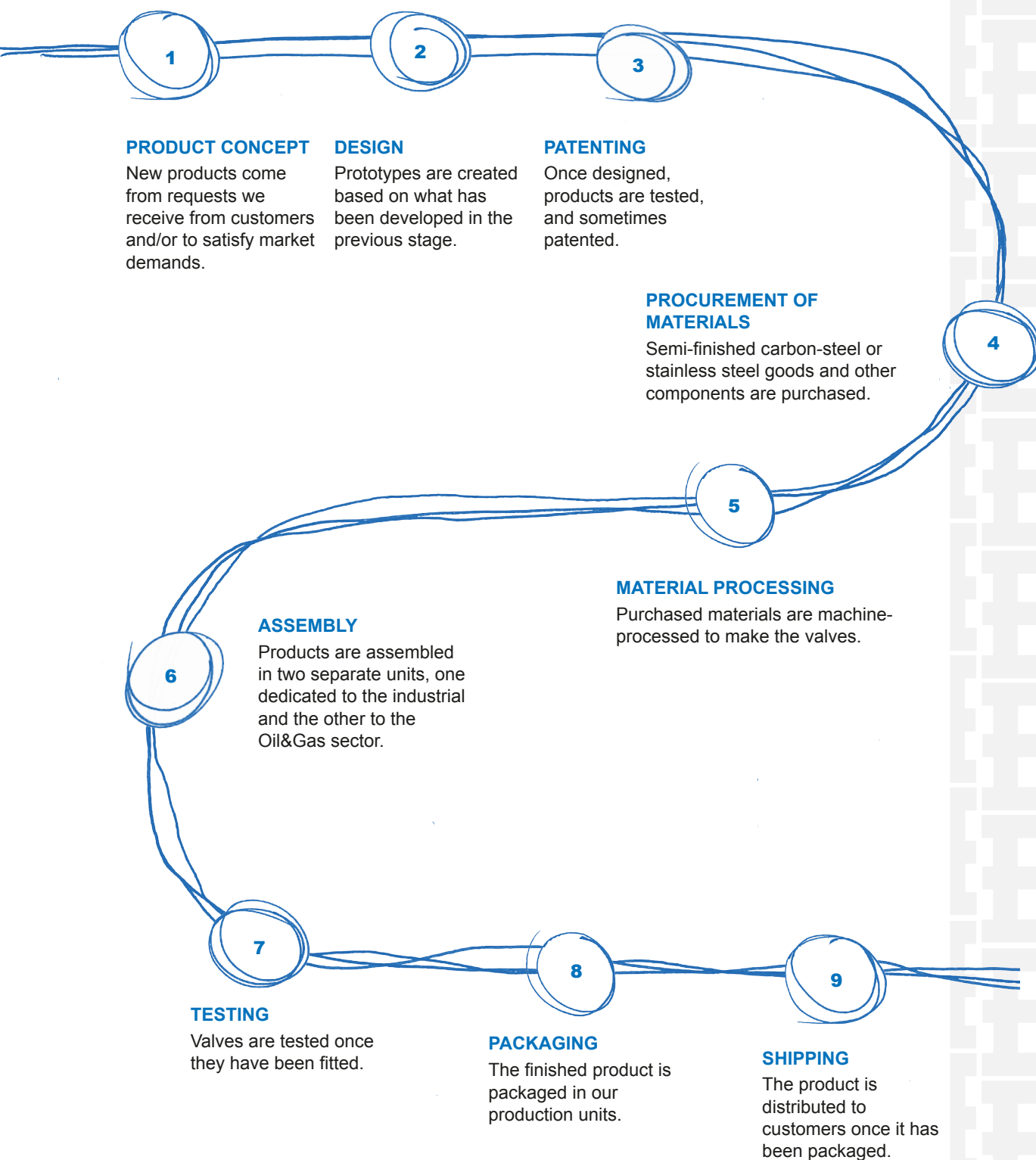
Ghibson produces butterfly valves and check valves for a variety of different **industrial applications**, including marine applications, chemical processes, powder conveying systems and special liquids.

Ghibson collaborates with OEMs, engineering companies, and end users in the development of customized solutions.

Certifications

- ✓ ISO 45001
- ✓ ISO 14001
- ✓ ISO 9001

The production process





Quick-connect solutions Watertight and fireproof passages



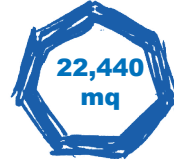
**REVENUES
2024**



EMPLOYEES



**PRODUCTION
UNIT**



**SURFACE
AREA**



**PRODUCTION
CAPACITY**

Divisions and products



Chibro has patented a system that allows pipes to pass through watertight and fire-resistant compartmentalization structures on board ships and offshore units of any type and size.

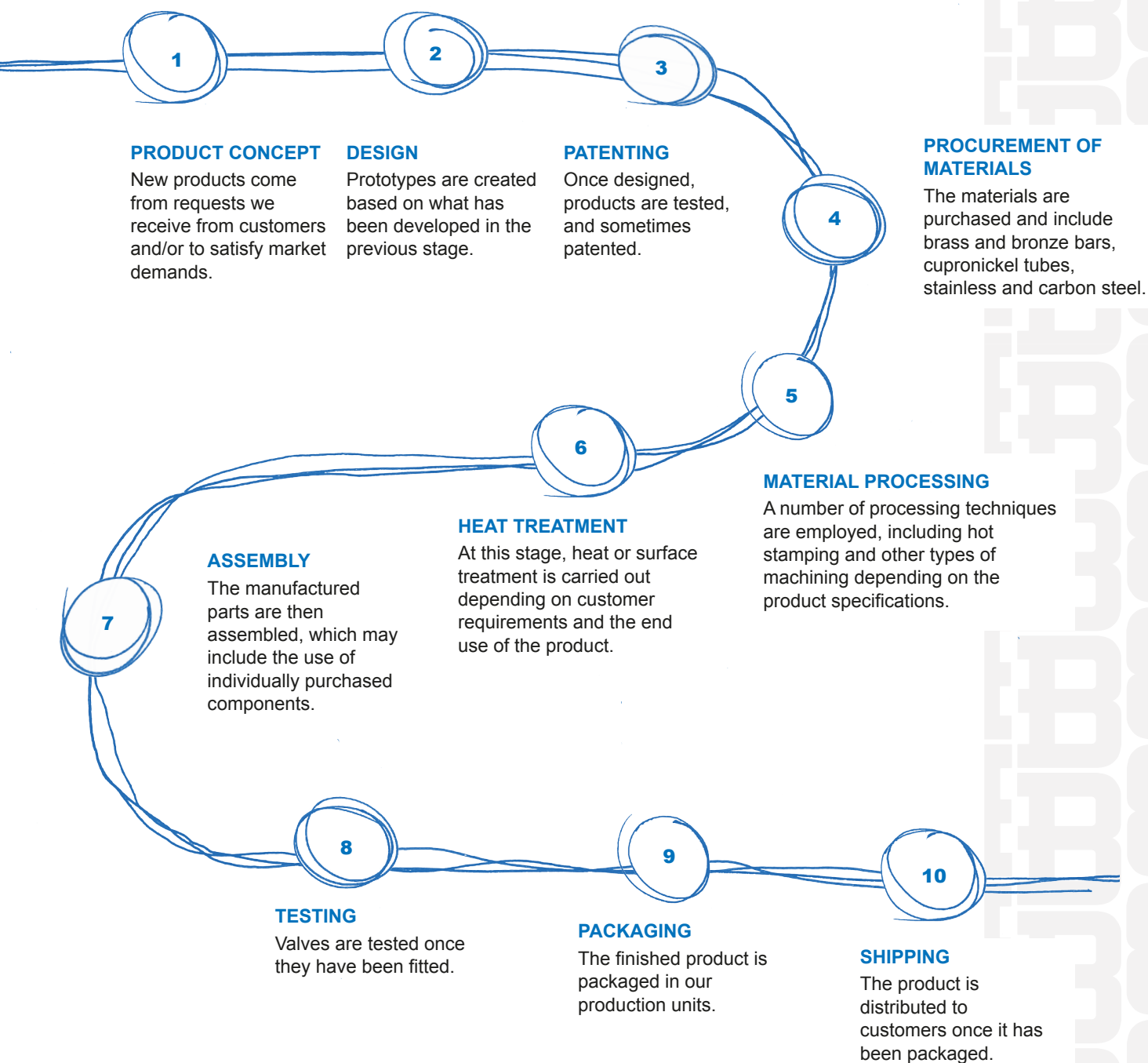


Chibro has developed a quick-connect stainless steel drainage system suitable for gravity and vacuum systems, specifically designed to handle corrosive waste products typically found in industry, hospital, and shipbuilding environments, as well as other large-scale facilities.

Certifications

- ✓ ISO 45001
- ✓ ISO 14001
- ✓ ISO 9001

The production process





Stainless steel tubes, fittings, and profiles



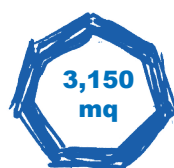
**REVENUES
2024**



EMPLOYEES



**PRODUCTION
UNITS**



**SURFACE
AREA**



**PRODUCTION
CAPACITY**

Divisions and products

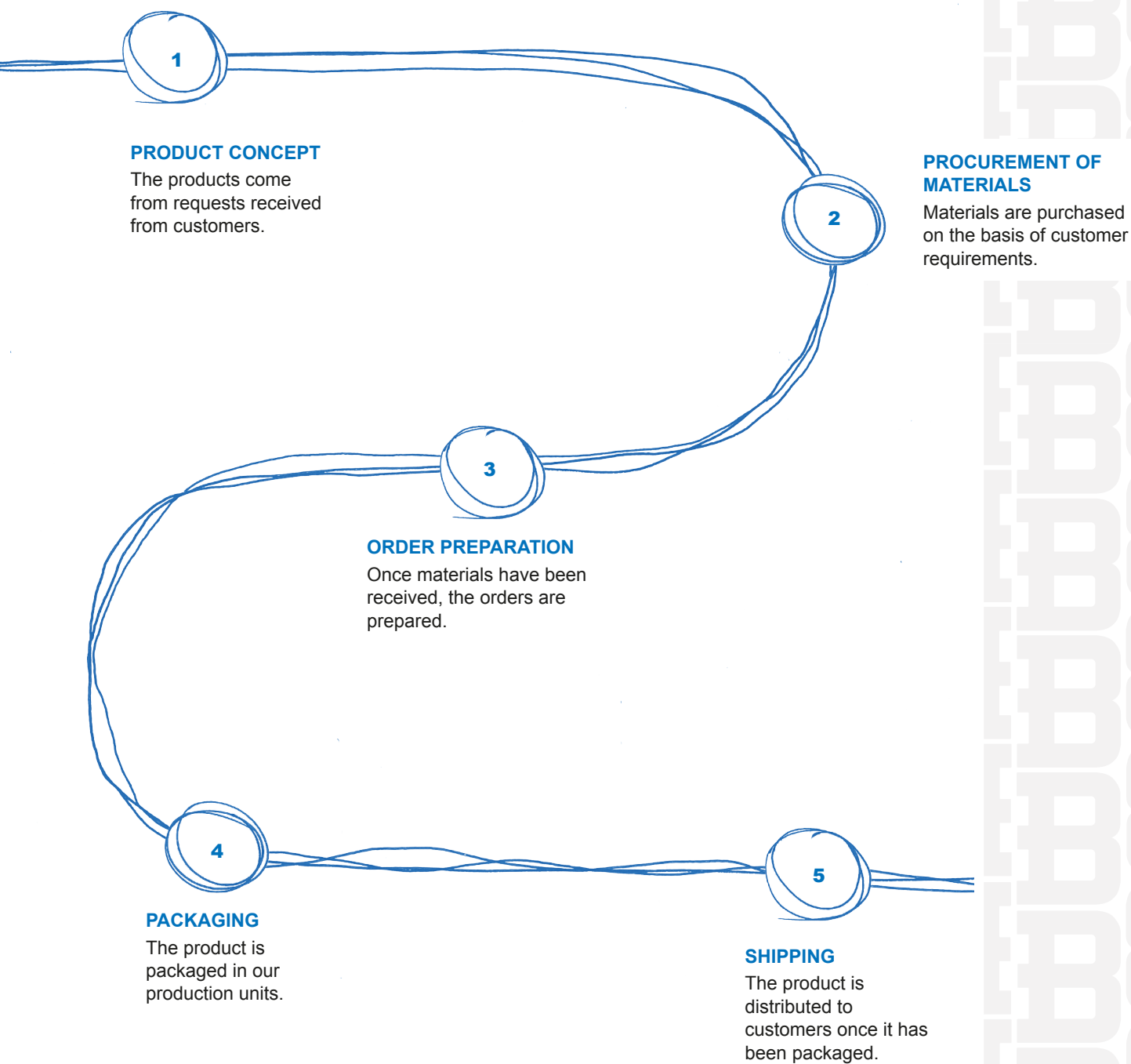


Savinox is specialized in the supply of pipes and fittings in stainless steel, cupronickel, plastic, and special alloys, particularly for water supply and discharge systems. Today, the company benefits from extensive experience in the naval sector. Despite the crisis that has affected the naval sector in recent years, the company has been able to adapt and diversify its products and customers, beginning to open up to the industrial and civil engineering markets.

Certifications

✓ ISO 9001

The production process



1.1.2 Group governance

MISSION

We are a leading group made up of **people**, who share **values** and work with **passion** every day to create an Italian product of excellence in the world.

VISION

We want to be the **international reference** in the sector through constant economic, technological and human growth.

The Bonomi Group strives each day to create a product of the highest quality that is recognized and appreciated all over the world. The main objective is to export the “Made in Italy” brand in our quest to become **an international benchmark** in the sector. We can achieve this through continuous and constant improvement in terms of both technology and cost by placing great importance on training and skill development for the people in our organization.

The values that guide us in the pursuit of these goals are based on tradition, innovation, know-how, people, respect, quality and local communities:



TRADITION

The entire history of the group is founded on the traditions and industrial knowledge handed down from generation to generation for over a century.



INNOVATION

The quality of our products is underpinned by the spirit of research and innovation that drives the transformation of production processes within the group's companies.



KNOW-HOW

Thanks to our technical expertise and high level of specialization, we can ensure the continuous development of our products in order to fully meet customer requirements.



PEOPLE

Relations with collaborators and efforts to ensure their well-being are based on respect for human rights and the creation of a healthy work environment.



RESPECT

Our relations and dialogue with all our stakeholders are founded on honesty and transparency.



QUALITY

Our day-to-day efforts to pursue ever higher quality are guided by product safety, compliance with regulations and innovation.



TERRITORY

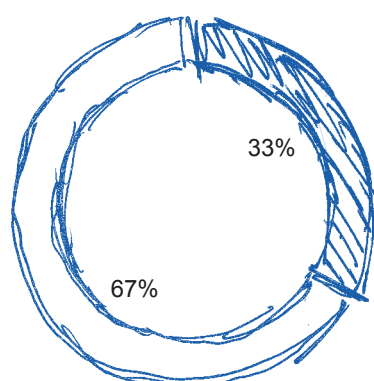
Respect for the environment and bonds with the communities in which the group operates define its relationship with the territory.

At the same time, the group **manages its business in a manner that is fair, transparent and compliant with national and international laws**. In order to support the ethical conduct of group companies, over the years governance bodies and instruments have been created which demonstrate our commitment to achieving our goals, while at the same time taking into consideration the interests of our various internal and external stakeholders and building long-lasting relationships of trust with them.

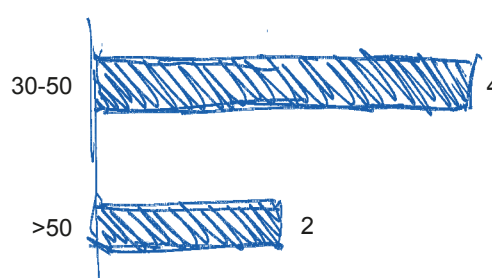
The governance system adopted by the group is based on the conventional model consisting of three main bodies: **Shareholders' Meetings**, the **Board of Directors**, and the **Board of Statutory Auditors**.

The Board of Directors (BoD) is responsible for setting strategic and organizational guidelines for the group, for verifying that the organizational structure is adequate and that appropriate controls are in place to monitor its performance. It consists of six members: the chairman and chief executive officer, the company's representatives, and four directors. The role of chairman is currently held by Aldo Bonomi, who is responsible for all aspects of the company's management, as required by law, including the achievement of the targets and objectives set by the corporate bodies and for setting company policy. The board of directors consists of **2 members over the age of 50 and 4 members aged between 30 and 50**.

CdA members by gender



CdA members by age



The **Board of Statutory Auditors** is responsible for monitoring compliance with the law and the Bylaws, ensuring that the principles of proper management are observed and that the **organizational, administrative, and accounting structure** adopted by the group is adequate, while accounting controls are performed by an external auditing firm. The Board of Statutory Auditors consists of five members who remain in office for three years.

Each company included in this report is managed directly by a **general management**, sharing some functions common to all group companies (except Quam S.r.l.): **human resources, administration, and information systems management**.

In order to best comply with growing **regulatory requirements on sustainability** and, in particular, with Directive 2022/2464/EU (Corporate Sustainability Reporting

Directive, CSRD)⁵, which was transposed into Italian law on September 10, 2024, with **Legislative Decree 125/2024**, to which the Bonomi Group will be subject in the coming years, the group appointed **an officer responsible for ESG** in 2024. Specifically, the ESG function will be responsible for ensuring timely compliance with the provisions of the Decree through:

- the management of ESG (environmental, social, and governance) as a principle and cornerstone of corporate policy;
- the structuring and implementation of a system for the development and disclosure of sustainability reporting within and outside the organization;
- timely corporate sustainability reporting in compliance with the requirements of the aforementioned Legislative Decree.

The code of ethics

In 2020 the Bonomi Group adopted a group ethics code aimed at guiding companies in the pursuit of sound economic management and in conducting business in compliance with the social, environmental and regulatory frameworks and in a fair manner to build strong and efficient relationships with internal and external stakeholders.

The code of ethics defines the following values adopted by Bonomi Group companies:

- **Respect for human rights and workers' rights:** respect for internationally recognized human rights; condemnation of any form of harassment and harmful behavior, rejection of all forms of exploitation, and also requesting collaborators and suppliers to abide by these same principles.
- **Fairness and impartiality:** operating in a fair and impartial manner towards all stakeholders, respecting the diversity of existing relationships, and rejecting any kind of discrimination in the general management of collaborators.
- **Honesty and transparency:** the establishment of relationships with all stakeholders marked by fairness, consistency, loyalty and mutual respect, making sure that dialogue with them is clear, transparent, accurate and timely.
- **Observance of the law:** acting in compliance with national and international laws and regulations. Integrity and transparency are of fundamental importance to companies in the Bonomi Group; therefore dishonest or unlawful conduct is not condoned, nor is corruption committed either by employees or by third parties acting for or on behalf of companies belonging to the group condoned in anyway.



VALBIA VALPRES



The organization, management and control model

Our companies **Rubinetterie Bresciane Bonomi S.p.A., Valpres S.r.l. and Valbia S.r.l.**, in addition to acting in accordance with the group's code of ethics, have adopted an Organization, Management and Control Model (OMCM) pursuant to Legislative Decree 231/2001. The aim of the OMCM is to **identify activities in the scope of which environmental crimes or breaches of occupational health and safety laws might be committed.**

The model imposes the obligation to establish a **supervisory body (SB)**, tasked with **verifying the effectiveness of the adopted OMCM** with reference to the corporate set-up, periodically checking the adoption and application of protocols, conducting surveys on corporate activities for the updated mapping of sensitive activities and verifying the adequacy of the internal control system in relation to regulations. The SB is also tasked with reporting to the board of directors on the checks carried out.

All MOCM infringements must be reported to the supervisory board by e-mail or mail, both channels ensuring the confidentiality of the identity of the person filing the report.

⁵ The CSRD is part of the EU's Sustainable Finance package and contributes to extending and implementing the European Green Deal. The objective of the Directive is to strengthen and extend the scope of Sustainability reporting requirements.

- **Respect for the environment:** the application of the best available technologies in our production processes and the development of activities with a view to enhancing natural resources and preserving the environment for present and future generations.
- **Respect for workers health and safety:** Recognition of the importance of workers health and safety, thereby ensuring that they are guaranteed at all times by requiring collaborators to comply with the related requirements which apply to all business processes.
- **Confidentiality:** ensuring the confidentiality of the personal data in our possession, in accordance with applicable national legislation in force.

Thanks to the control and management methods applied, in the three-year period **2022-2024** group companies did not receive socio-economic sanctions, and there were **no instances of corruption**.

Intensifying cybersecurity

Safeguarding the confidentiality of the personal data of all stakeholders with whom we interact is an indispensable aspect for the group to be able to build strong relationships based on trust and respect for individual rights and laws, as well as to apply the values expressed in our code of ethics. In order to ensure data protection, a unit has been established **dedicated to the management of information systems at group level**. Over the years a **conduct manual** has been published to formalize procedures for data protection policies and it has been made available to all collaborators. The manual illustrates which organizational, physical and logical security measures must be applied to avoid risks relating to the management and use of automated information systems and paper-based archives. In order to map the risks to which group companies might be exposed with regard to the setting in which they operate and the activities they perform, **we perform an annual data protection risk assessment**, seeking to identify potential risks, security measures currently in use and proposals for improvements. It is reviewed on a yearly basis. To date, **the main risks identified relate to information theft and damage to databases**.

Based on the results of this assessment, procedures are developed annually in order to implement the IT system and gradually consolidate processes. In view of the risks identified, some of the procedures launched include extensions of backup systems for virtual and physical server machines, designed to increase data security and retention, and a multi-factor authentication procedure which requires more information from users during authentication to access enterprise tools and this also ensures greater security for information held.

Procedures and documents related to IT security are all uploaded to a special platform in order to make them accessible to all collaborators. Furthermore, users affected by the procedures processed are notified through the same channel, thereby ensuring that users are kept constantly up-to-date on the processes to be followed.

Continuous monitoring of risks relating to information systems and the annual implementation of procedures to increase data security resulted in no loss of data held by the company over the last three years, and no breaches of customer privacy.

1.2 Approach to sustainability

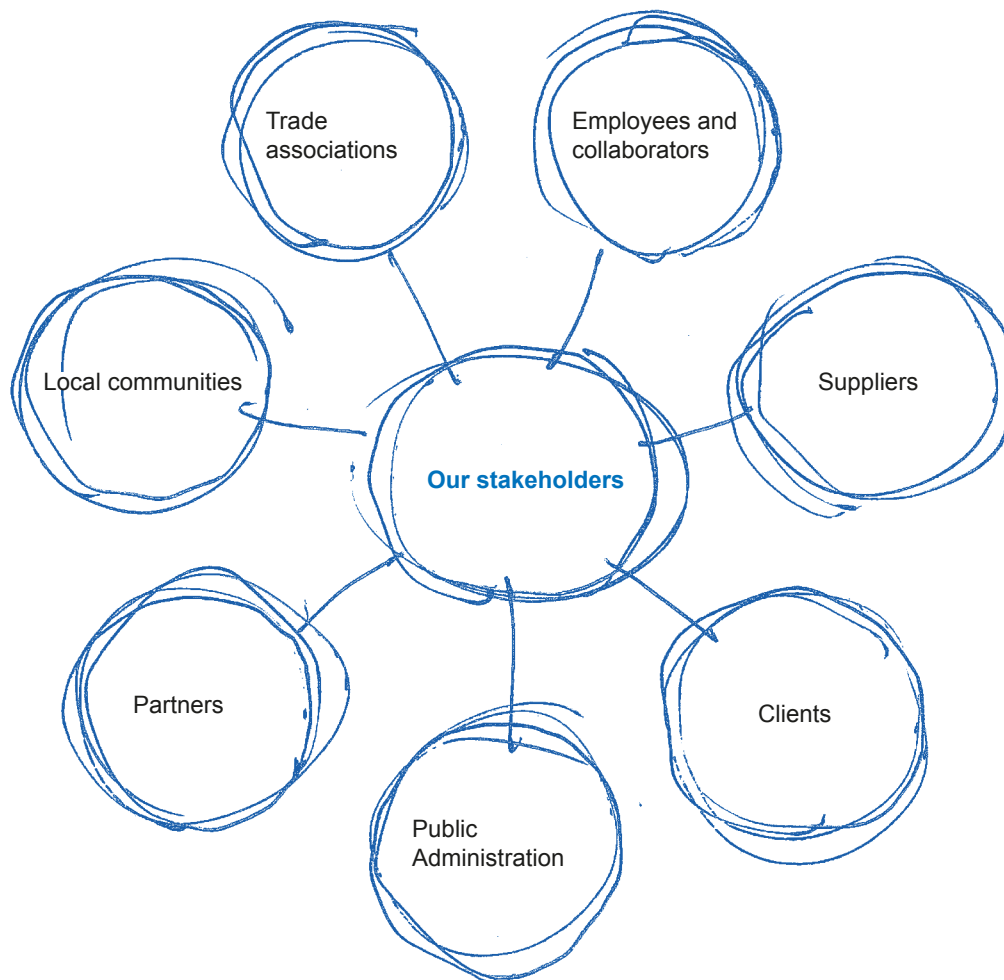
The decision to embark on a sustainability program stems from the Bonomi Group's primary objective: growth. In order to promote growth that not only goes beyond the financial aspect, but which also **includes continuous improvement of environmental and social performance**, the group is committed to increasing the efficiency of the products it develops, by employing processes that reduce our environmental impact, and by supporting the professional growth of our employees.

This commitment led to the drafting of the **first Sustainability Report in 2022**, which reports on the most significant environmental, social and economic aspects for the company. This commitment continued in 2023, and in 2024 the group renewed it again with the publication of the third edition of the document.

The **identification of our main stakeholders** represented the first step on our journey towards sustainability. This step enabled us to identify the key players needed to achieve sustainable growth for the group and to work to comply with their expectations. Through constructive dialogue with stakeholders and careful analysis of the context, the group was able to define its **material topics**, which form the foundation of its approach to sustainability.

1.2.1 Stakeholder engagement

It is fundamental to an effective sustainability policy to identify the relevant categories of stakeholders and create a structured and continuous dialogue with them. The establishment of this relationship allows us to **monitor the impact of our activities**, gather targeted feedback and **integrate stakeholder expectations into our decision-making processes**. This approach facilitates the adaptation of business strategies, ensuring responsible management that is aligned with the needs of the context.



To ensure **targeted and effective interaction** and **continuously monitor stakeholder demands and expectations**, the most effective communication channels for stakeholder engagement have been identified, as shown in the table below.

Category of stakeholder	Ways of engaging	Frequenza
Employees and collaborators	<ul style="list-style-type: none"> Physical and virtual meetings Emails Surveys Company newsletters Tax assistance Corporate documentation 	Continuous
Labor unions	<ul style="list-style-type: none"> Quarterly meetings with the SLUR⁶ Updates on business strategies and results 	Quarterly and upon request
Suppliers	<ul style="list-style-type: none"> Audits Constant dialogue and collaboration through the Purchasing Department Code of Ethics Website Social media 	Ad hoc
Customers	<ul style="list-style-type: none"> Interaction with area managers, agents, key accounts, plant visits, trade fairs, product portals Plant visits Technical interventions Participation in industry trade shows 	Ad hoc
Public Administration	<ul style="list-style-type: none"> Institutional communications 	Ad hoc
Partners	<ul style="list-style-type: none"> Cooperation with associations and participation in specific events Website Social media 	Ad hoc
Local communities (employment agencies, training institutes)	<ul style="list-style-type: none"> Collaborations with associations Local events (workshops, career days, company visits) Inclusion projects 	Ad hoc
Trade associations	<ul style="list-style-type: none"> Participation in formal meetings, sector initiatives 	Ad hoc

⁶ Single Labor Union Representation























The group's participation in trade associations

Participation in trade associations plays a key role in facilitating the group's dialogue with local institutions and realities.

In 2024, the number of accessions increased compared to previous years. The following table lists the associations to which the group belongs.

Joint Italian Arab Chamber of Commerce	An institutional and economic entity that aims to strengthen relations between Italy and the Arab world.	
American Chamber of Commerce in Italy	Association that develops and promotes economic and cultural relations between the United States of America and Italy, protecting the interests of its members.	
Associazione Museo Mille Miglia	The initiative to create a museum dedicated to the Freccia Rossa was wanted and implemented by the Mille Miglia City of Brescia Museum Association, formed by entrepreneurs from Brescia "friends of the Mille Miglia" in December 1996.	
Confindustria	A leading association representing manufacturing and service enterprises in Italy, with more than 150 thousand members.	     
Giovani imprenditori	A Confindustria movement with around 13,000 members aimed at creating opportunities for younger generations and developing the country's social welfare through the development of industrial policies.	
Anima	An industrial trade organization of the Confindustria system representing mechanical engineering companies.	  
Angaisa	National association of plumbing, air conditioning, flooring, wall covering, and bathroom furnishing operators, aimed at protecting the general interests of the category, growing the industry and promoting relationships within it.	
IBC	Association of consumer goods industries, bringing together consumer goods manufacturing companies active in Italy and abroad, with the aim of promoting efficient and effective relations in this sector.	
Valve Campus	Association of manufacturing companies specializing in the production of valves for the entire Oil&Gas supply chain, established to promote know-how and the role Italy plays internationally in this field.	   
Retimpresa	Confindustria agency that promotes business aggregations and networks to strengthen supply chain cooperation and create value over the territory.	
4manager	Association for the general growth of industrial managers and entrepreneurs, planning and rolling out high value-added initiatives to meet emerging needs.	   

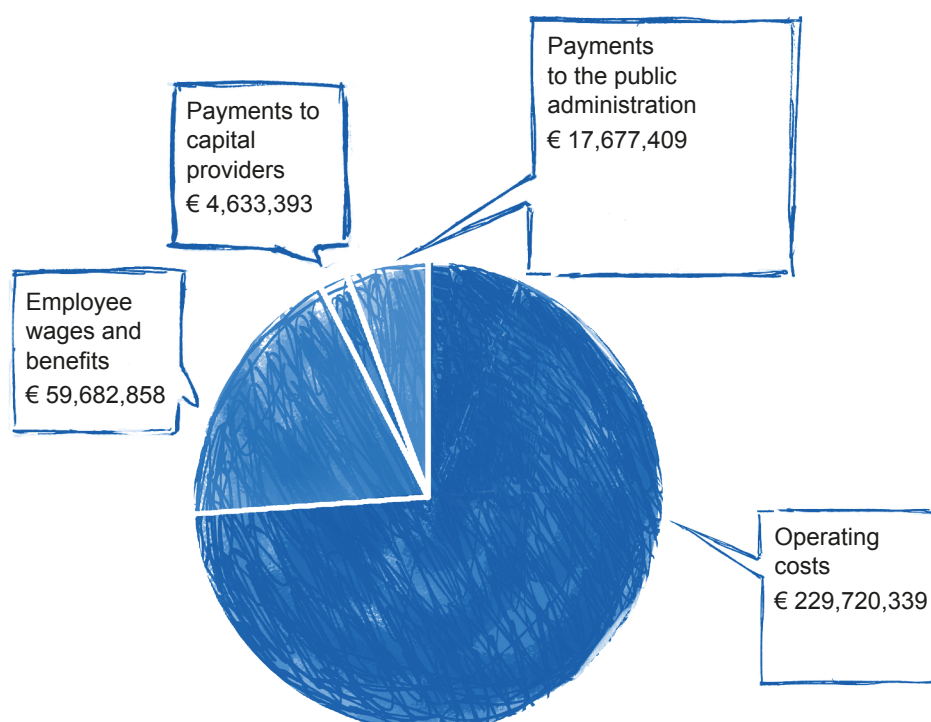
UNI-ente nazionale italiano di formazione	A private non-profit association that carries out technical standardization activities, developing and publishing standards.	
Gestione separata FASI	The FASI Separate Management is a section of the Integrative Health Care Fund (FASI), established to provide support to involuntarily unemployed industrial managers.	  
Federmeccanica	A trade union federation of the Italian metalworking industry that handles relations with Italian and European trade unions and institutions.	 
Cassa assistenza Sanint	Non-profit association whose main purpose is to promote, implement, and provide social and/or health care benefits for its beneficiaries.	
Fondazione Next Generation	The foundation whose purpose is to promote a culture to enhance civic spirit, and a sense of belonging to the community - both Italian and European.	
Assomet	An association that represents Italian producers and processors of nonferrous metals, aluminum, lead, copper, zinc, nickel, tin, and magnesium.	
Previass II	A non-legal personality and non-profit association, available to companies that wish to provide their employees with certain welfare benefits as stipulated by national collective labor agreements, agreements with them, or company regulations.	   
Confapi Industria Piacenza	Confederation of small and medium-sized enterprises.	
Associazione industriali Cremona	The Associazione Industriali della Provincia di Cremona is the territorial organization of Confindustria that represents manufacturing and service companies in the province of Cremona.	
Assofond Energia	The consortium aggregates the demand for electricity and/or gas by purchasing, from year to year, supplies for all members of the consortium. The aggregation of purchased volumes ensures favourable market conditions and minimises the risk of price volatility.	   
ASSONAVE - Associazione Nazionale dell'Industria Navalmeccanica	Association of category adherent to Confindustria that represents the interests of the Italian shipbuilding industry.	

Generated value, distributed to our stakeholders⁷

The Bonomi Group attaches great importance to the value generated and distributed to all its stakeholders. The company generates and distributes value from its business activities, thereby contributing to the development and well-being of its stakeholders and the community.

In 2024 the Bonomi Group generated value of approximately **€ 391.6 million, 10% more than a year earlier**. Of this amount, 20% was withheld in order to ensure stability for the organization and enable future investments.

Value distributed to stakeholders in 2024 (€)



We report the following with regard to economic value distributed to stakeholders:

- **€ 229,720,339 (74%)** paid to suppliers through the purchase of goods and services;
- **€ 59,682,858 (19%)** distributed to employees in the form of salaries and benefits;
- **€ 17,677,409 (6%)**, paid to Government in taxes;
- **€ 4,633,393 (1%)** paid to suppliers of capital.

⁷ The data represented refer to the Bonomi Group's Consolidated Financial Statements, therefore to all group companies and not limited to the data of the companies reported in this Sustainability Report.

1.2.2 Sustainability priorities

Materiality analysis is an important tool for identifying the most important sustainability topics in relation to the impacts generated and suffered by the business, both current and potential, positive and negative, with the generation of externalities to all stakeholders. This tool makes it possible to define the strategy to follow for an increasingly sustainable future.

In 2022 the Bonomi Group conducted a detailed materiality analysis in accordance with the requirements of the most recent version of the GRI Standards (2021), which define material topics as those that reflect **the most significant impacts generated by the company on the economy, the environment and people**, also in the sphere of human rights, as a result of the organization's activities or business relationships.

The steps followed to perform the materiality analysis are outlined below:

- **Understanding the business context**, by making a careful analysis of key documents published by leading international organizations and examining the context in which we operate and the relative trends. A benchmarking analysis was then carried out to identify the sustainability topics addressed most by companies in the sector. The results that emerged from this research in relation to the group's activities and its business relations together with stakeholder expectations, enabled us to identify the sustainability topics most relevant to our group.
- **Identification of positive and negative impacts and the related topics**: formed by an analysis of public documentation concerning our industry and knowledge of the group's activities and their effects on the outside world, in order to identify positive and negative, current and potential impacts generated by the company on the economy, the environment and people.
- **Evaluation of the significance of impacts**: for each identified impact its significance was assessed; this involved the contact persons of different business units and senior management. The former were able to contribute to the assessment of impacts through their specific expertise, while senior management validated the results obtained. The materiality was calculated by multiplying the likelihood of the impact occurring and its degree of severity, as assessed by the people involved.
- **Prioritization of the most significant impacts and definition of the list of material topics**: the values obtained were analyzed in order to determine which impacts and associated topics are priorities for the group. Finally, a materiality threshold was defined to obtain a **list of 13 material topics**.

The material topics that emerged from the analysis were grouped into three categories on which the group intends to act in order to improve its external impact: **product, environment, and people**⁸.

⁸ The cybersecurity topic also emerged as material for the Bonomi Group, but given the characteristics of the company and the way the topic is handled, this aspect was reported in relation to group governance.

Since there had been no substantial changes to our operating environment, the **materiality analysis conducted for the preparation of the Sustainability Report for the two previous years was confirmed as also valid for the 2024 report**. In coming years, the Bonomi Group will continue to engage with stakeholders and strengthen its materiality analysis, taking into account the requirements of the European Corporate Sustainability Reporting Directive (CSRD)⁹ and the new European Sustainability Reporting Standards (ESRS), which have revised the materiality analysis process and with which Bonomi Group will need to align in the coming months.

THE ENVIRONMENT	Circularity of processes	To increase the circularity of business processes at all stages by sourcing recycled raw materials and materials, recovering scrap and consequently reducing the amount of waste produced, and increasing the amount of waste treated using recovery methods.
	Energy and emissions	To combat climate change by implementing energy efficiency and energy saving policies, producing and purchasing energy from renewable sources in order to reduce greenhouse gas emissions generated by one's activities.
	Water consumption	To use water resources responsibly, implementing water efficiency activities that lead to a reduction in water withdrawal and consumption, and constructing facilities that promote water reuse.
	High-performance, sustainable products	To purchase and use high-quality raw materials and materials with a reduced environmental impact, ensuring the production of sustainable, high-performance products.
PEOPLE	Health and safety	To implement policies and tools aimed at ensuring the health and safety of workers in all activities of the organization, spreading a culture of prevention and safety that reduces occupational accidents and injuries and the onset of occupational diseases.
	People training and growth	To empower employees to develop their technical skills by offering training plans based on their training needs, ensuring continuous professional growth that is aligned with business needs.
	People's well-being and involvement	To undertake welfare and home-work balance initiatives aimed at creating a stimulating and rewarding work environment that ensures the well-being of all company employees and an improved quality of life.
	Diversity, equal opportunities and inclusion	To create an inclusive work environment where employees feel satisfied, fulfilled and respected, that spreads a culture of diversity aimed at preventing episodes of discrimination.
	Supporting local communities	To cooperate with associations and bodies active in the local area by offering support for specific initiatives in order to contribute to the social and economic development of local communities.
	Respect for human rights	To conduct its activities in a manner that respects fundamental human rights (e.g. child labor, forced labor, freedom of association, etc.), both within the company and along its value chain.
PRODUCT	Responsible supply chain management	To develop a supply chain that is alert to socio-environmental issues through the careful selection of suppliers who conduct their activities with respect for human rights and environmental legislation.
	Product and process innovation	To develop innovative products, design new ways to conduct one's business, and digitize processes in order to bring innovation to local areas and generate economic benefits locally.

⁹ One of the main changes introduced by the CSRD is the concept of double materiality. This double materiality increases complexity by requiring the identification not only of the company's ESG impacts, but also of the risks and opportunities that have, or can reasonably be expected to have, an influence on the company's development, financial position, operating results, cash flows, access to financing, or cost of capital in the short, medium, or long term.





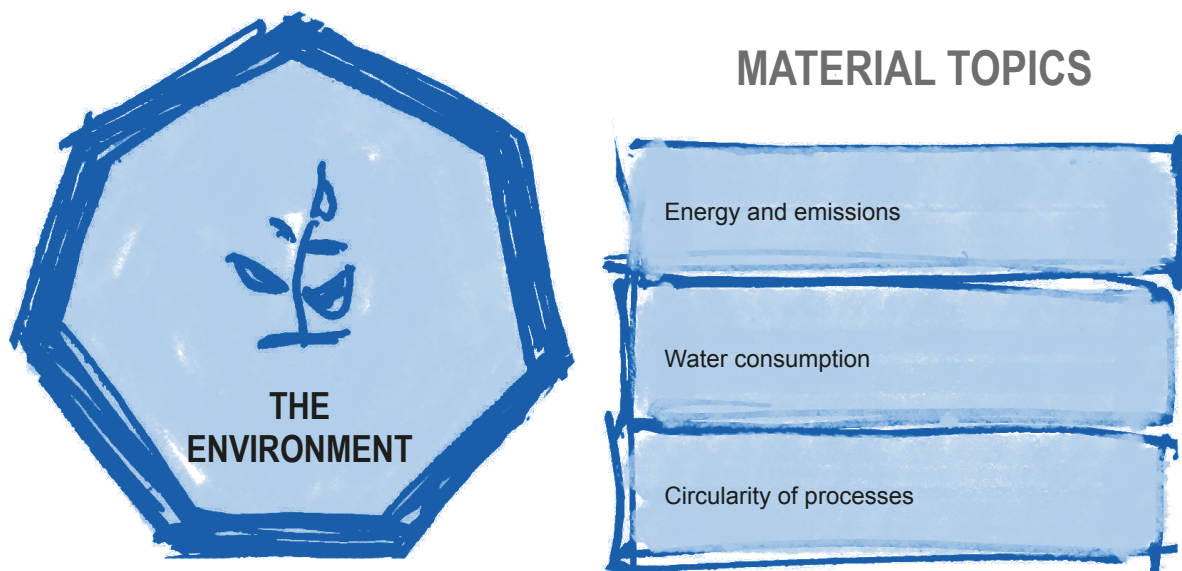
Commitment to the environment

2. Commitment to the environment

Aware of the impact that its industrial activities can have on the environment, the Bonomi Group pays special attention to environmental management in its production facilities.

The Bonomi Group has drawn up a corporate policy which commits it to promoting the long-term sustainable development of business that ensures environmental protection by preventing pollution in water, air, and soil and monitoring air emissions and waste generation. The group's goal is to minimize environmental impact in its operations while promoting sustainability and innovation in its production processes.

With this in mind, the group adopts a management system certified according to **standard ISO 14001**. This has enabled it to manage and monitor the environmental aspects related to its activities, and initiate improvement actions, with the aim of reducing waste and improving its environmental performance.



2.1 Combating climate change

The group uses energy to power its production processes, general services, and auxiliary services. For this reason it adopts operating and technological measures designed to reduce its environmental impact resulting from the consumption of energy and the consequent generation of emissions.

The group uses the following in its companies:

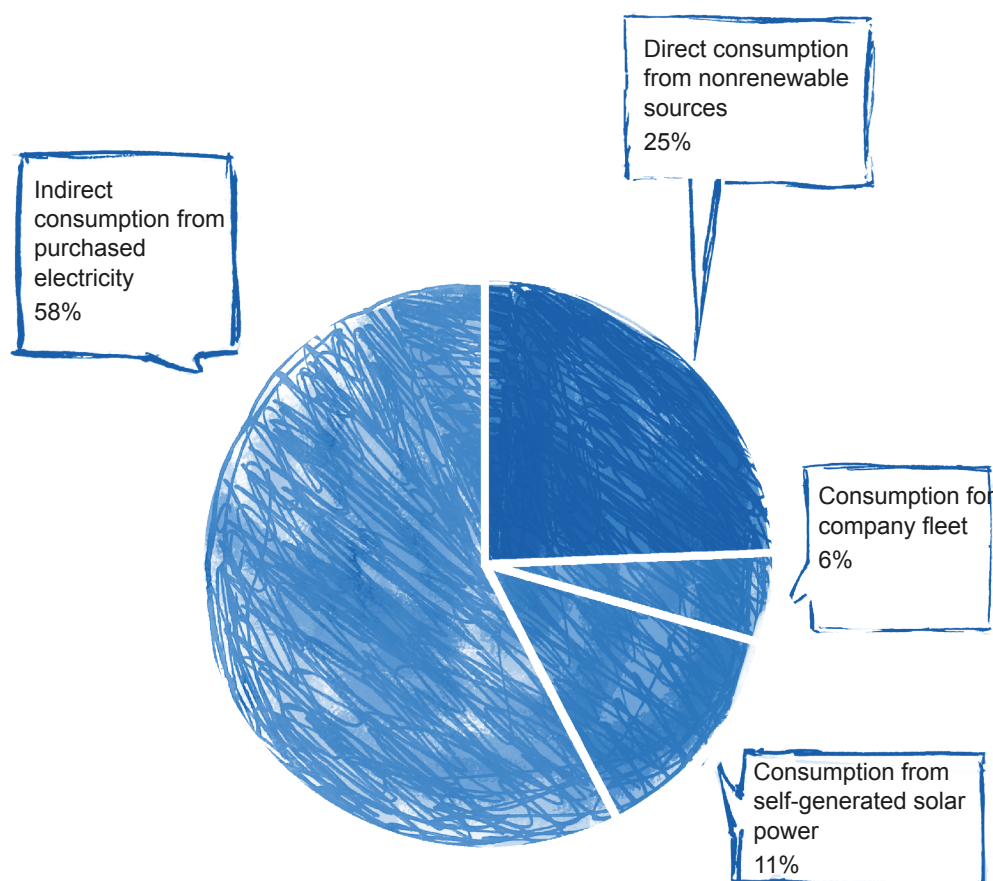
- **Electricity from its photovoltaic systems.**
- **Electricity acquired from non-renewable sources.**
- **Methane, used for heating spaces and, only at the Rubinetterie Bresciane Bonomi plant in Gussago, for heating parts in the molding process.**

Furthermore:

- Valbia and Valpres use LPG cylinders in the shipping department to heat the shrink wrap used to package products on pallets.
- Quam and Gibson purchase electricity from 100% renewable sources.

The group also has a fleet of cars, vans, and trucks used to transport materials between the group's various sites, as well as to and from suppliers from whom it purchases semi-finished products, components, or outsourced services. This **fleet consists of gasoline and diesel-powered vehicles.**

Energy consumption in 2024 by source



The group's current energy consumption benefits from investments made in previous years through the implementation of a series of initiatives aimed at improving energy efficiency and consequently reducing emissions and environmental impact.

In 2011, the **first photovoltaic system was installed at Rubinetterie Bresciane Bonomi** on the roof of the Gussago plant, which is now completely covered, and subsequently, **in 2015, at the Bordolano plant**. At Valpres, on the other hand, **the photovoltaic system has been in place since 2019**. The latter, as at Valbia, has been **replacing light bulbs with more efficient LED bulbs**, an operation also undertaken by Rubinetterie Bresciane Bonomi in 2019/2020. In addition, over the years, the **oldest compressors have also been replaced with new models featuring improved energy efficiency ratings**.

Electricity meters have been installed in the plants of all group companies, placed in the electrical boards in production bays and on some machines, to **monitor the use of electricity** in order to analyze consumption data and take possible corrective measures.

At the **Rubinetterie Bresciane Bonomi Gussago** plant, there is also a **geothermal system** used for heating and cooling the buildings, which means that 85% of the plant does not use **methane for heating**. Also at Tecnovielle, several old machines have been replaced, such as the transfer processing machine, by new, higher performance machinery.



**ISO 50001 certification
for energy management system**



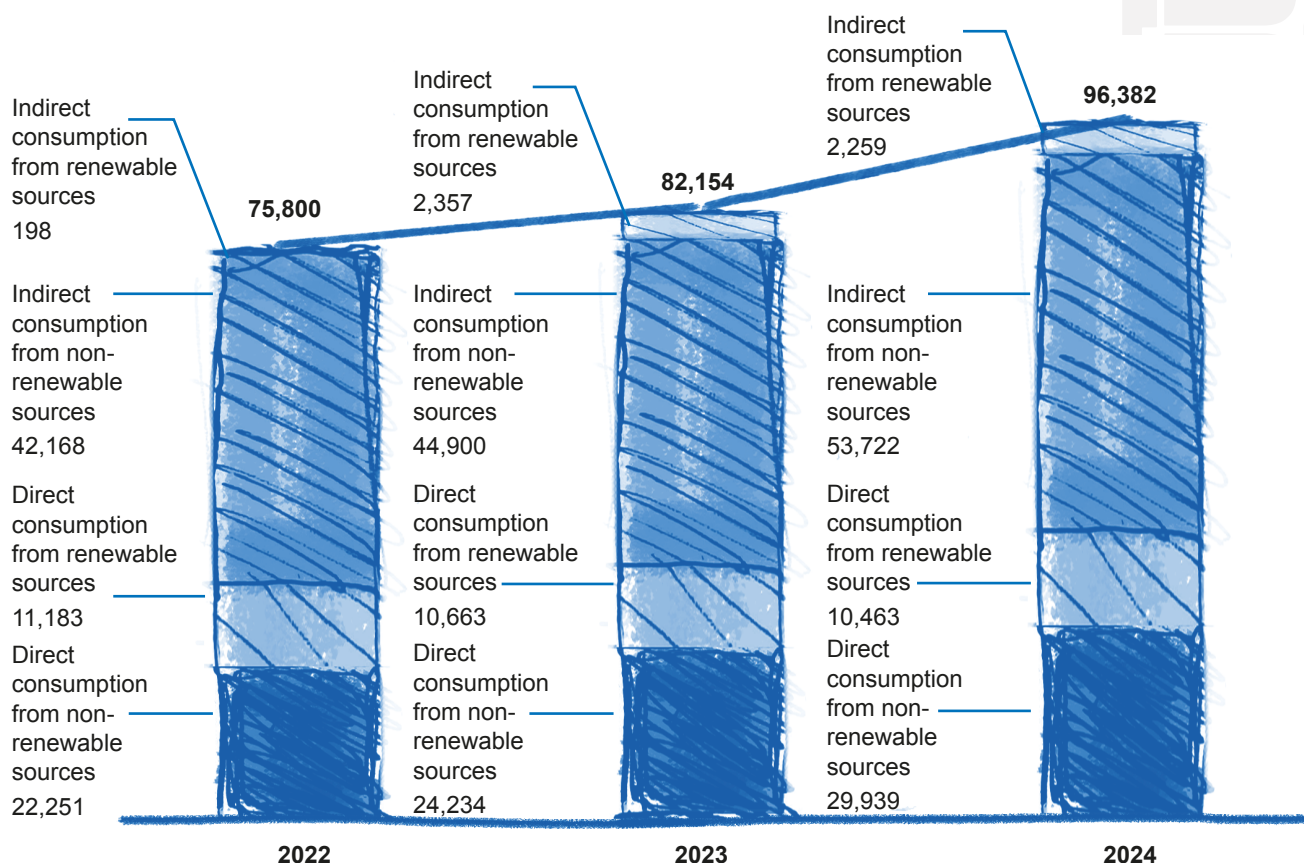
VALBIA

VALPRES

The companies **Rubinetterie Bresciane Bonomi, Valpres and Valbia** have energy management systems certified to the ISO 50001 standard, with the goal of improving energy efficiency by measuring and documenting the activities that involve energy consumption in the company. Thanks to this certification, the companies have been able to gain a deeper understanding of their energy processes and implement targeted actions to optimize efficiency through continuous monitoring.

In 2024 total energy consumption amounted to **96,382 GJ**, up by 17% compared with the previous year. This increase was mainly attributable to growth in business, which led to an increase in consumption from **non-renewable sources**, both **direct** (+23%) and **indirect** (+20%); however, consumption by individual group companies was in line with the previous year.

Trend energy consumption by source (GJ)



Raising collaborators' awareness of energy efficiency

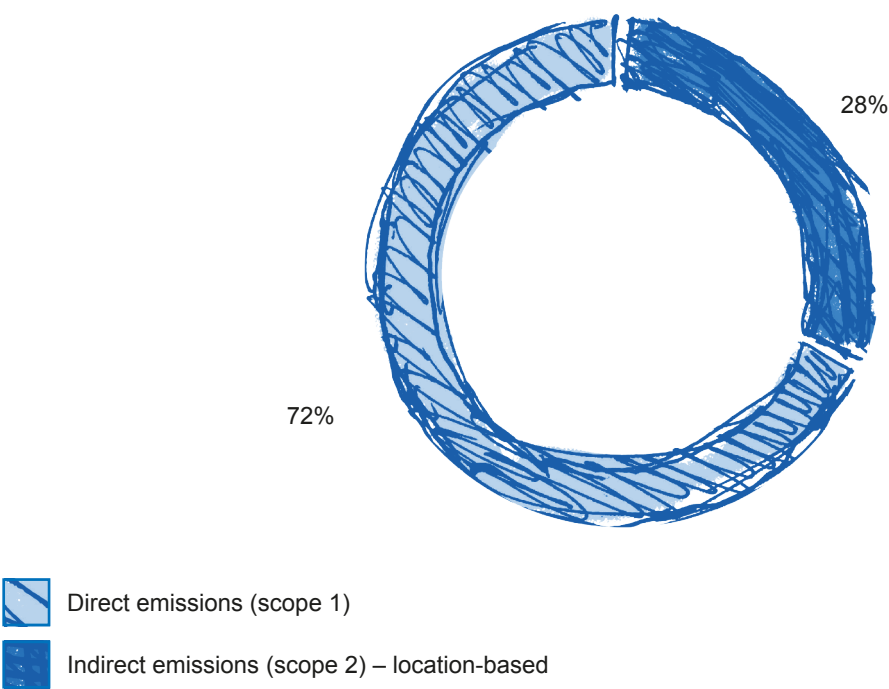


To improve energy efficiency, it is essential to raise awareness of these issues among collaborators and actively involve them in reducing consumption, both in production and in the offices. At Quam, awareness is raised through emails sent at specific times of the year, during the hottest and coldest seasons. At the **Gussago plant in Rubinetterie Bresciane Bonomi**, graphs are displayed on energy consumption trends, along with other environmental data, using panels displayed in production units. The group aims to also rollout this practice at **Valpres**, with the aim of further increasing employee awareness and involvement in optimizing energy consumption.

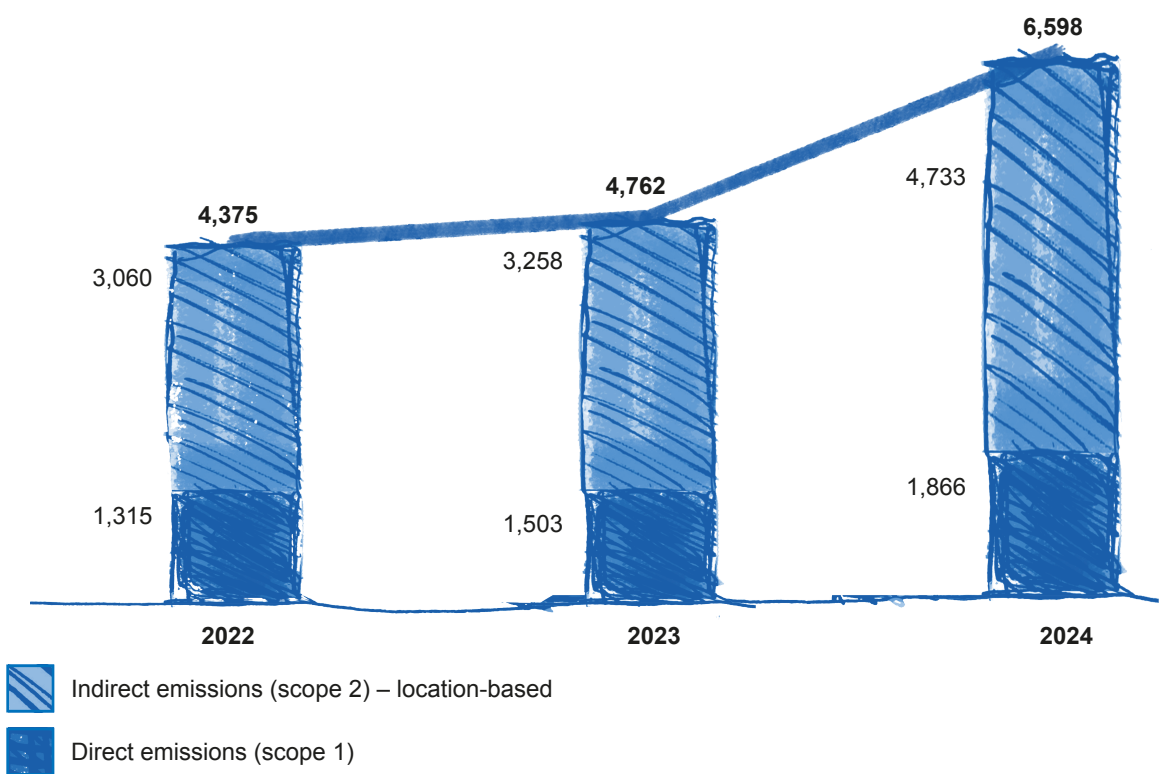
Based on recorded energy consumption, in **2024** the group generated a total of **6,598 tCO₂e**, divided into **1,866 tCO₂e** of Scope 1 (direct emissions from owned sources) and **4,733 tCO₂e** of Scope 2 (indirect emissions from purchased electricity) emissions.

Scope 2 emissions account for **72% of total emissions**, as the majority of the Company’s energy needs are met by purchased electricity.

Greenhouse emissions generated in 2024



Trend for emissions by scope type (tCO₂e)



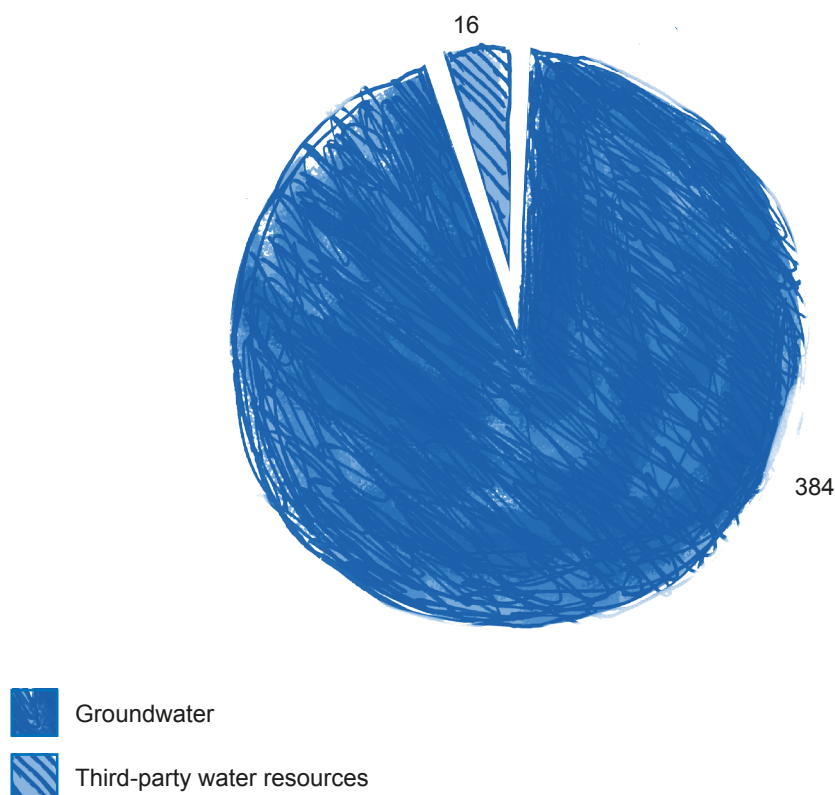
2.2 Water resource management

In various companies **water** is used **both for civil use**, to supply the heating and cooling systems, and for **industrial use** in certain stages of the production process, particularly in **emulsion treatment plants** and in **product testing** stages. The use of water resources in these areas poses certain difficulties in implementing measures to optimize withdrawal and consumption, as it is necessary to guarantee a minimum quantity to ensure that processes run smoothly and that product specifications are met.

At **Rubinetterie Bresciane Bonomi, Gibson, and Valpres** water comes from **third-party water networks**, and is used for civil use, and **from wells**, which supply water for industrial use and, to a lesser extent, for civil use. **Valbia and Quam**, on the other hand, withdraw water exclusively from the mains water supply.

In 2024, **groundwater withdrawal** increased significantly (**+32% compared with 2023**) due to the introduction of **two new users at the Bordolano plant**, which use water withdrawn from dedicated wells for **civil and geothermal purposes**. Overall, water withdrawn from the mains supply accounts for **4% of total water withdrawal**, while the remainder is taken from **wells**.

Water withdrawal in 2023 by source (ML)



Water withdrawal is therefore closely related to processing stages, and raising efficiency is a complex action that requires several feasibility studies at the various plants. The companies in the group constantly monitor withdrawal and consumption activities in order to define the best measures to implement.

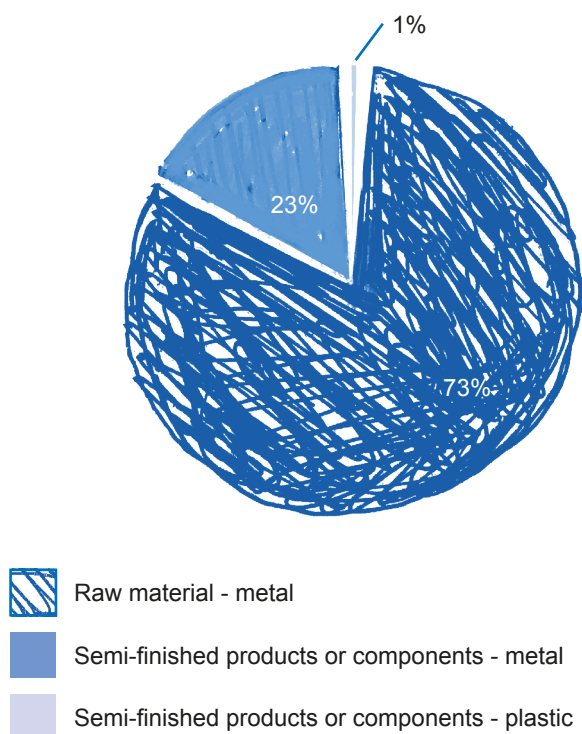
2.3 Promotion of circular processes

The main processing materials

The group specializes in the **production of valves, fittings, and actuators** consisting mainly of the processing of **brass, bronze, copper bars/rods, stainless steel, carbon steel and cupronickel pipes**, and **aluminum, stainless steel, and carbon steel components**.

These materials have an important characteristic: they can be **completely recycled indefinitely**, maintaining their performance unchanged. As a result, products can **be recycled** at the end of their life cycle, while **waste generated** during the production process is **recovered and sold back to suppliers** for processing, helping to reduce waste production.

The main materials used in production



In addition to metals, the company's products contain **semi-finished plastic components**, such as gaskets, O-rings, and casings, which are used in valves, fittings, and actuators, as well as electronic boards that make up some of their parts.

The production process also includes **oils and lubricants, plastic and paper packaging**, as well as wooden pallets for handling products.

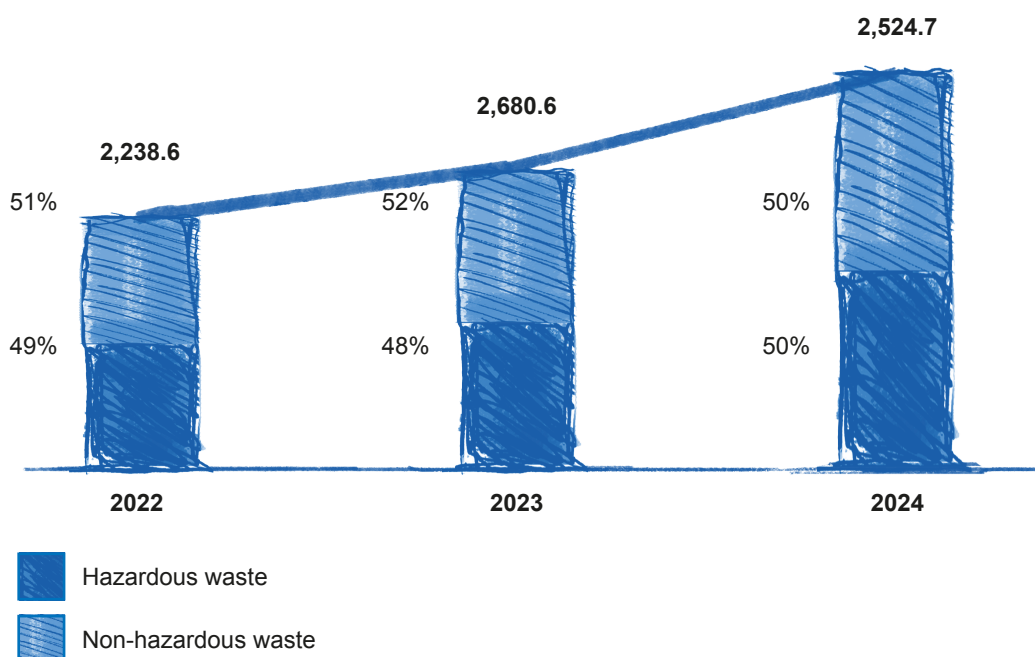
In **2024, 23,778 tons of materials** were purchased for production and packaging, an **increase of 28% compared with 2023**. This increase, which was more significant than in the previous two years, can be attributed to several factors, including a fall in the prices of certain materials (bodies, closures, balls, rods, bars, small parts, etc.), greater internalization of certain products, and growth in turnover and orders to be fulfilled.

Waste products

Various types of waste are produced in group companies in the purchase, production and assembly stages. In addition to **paper, plastic and wood packaging, waste such as oils, solvents, emulsions and batteries** is generated, as well as **sundry metal waste scraps** from production processes. There are storage areas in production facilities to manage and dispose of waste correctly; specifically:

- Liquid waste (oils, spent emulsions, etc.) is stored in special containers/tanks, equipped with containment basins.
- Processing scraps and miscellaneous waste (cardboard, plastic, wood, etc.) in appropriate containers/boxes/silos.
- Gas cylinders in designated fenced boxes.

Waste production over three years (t)

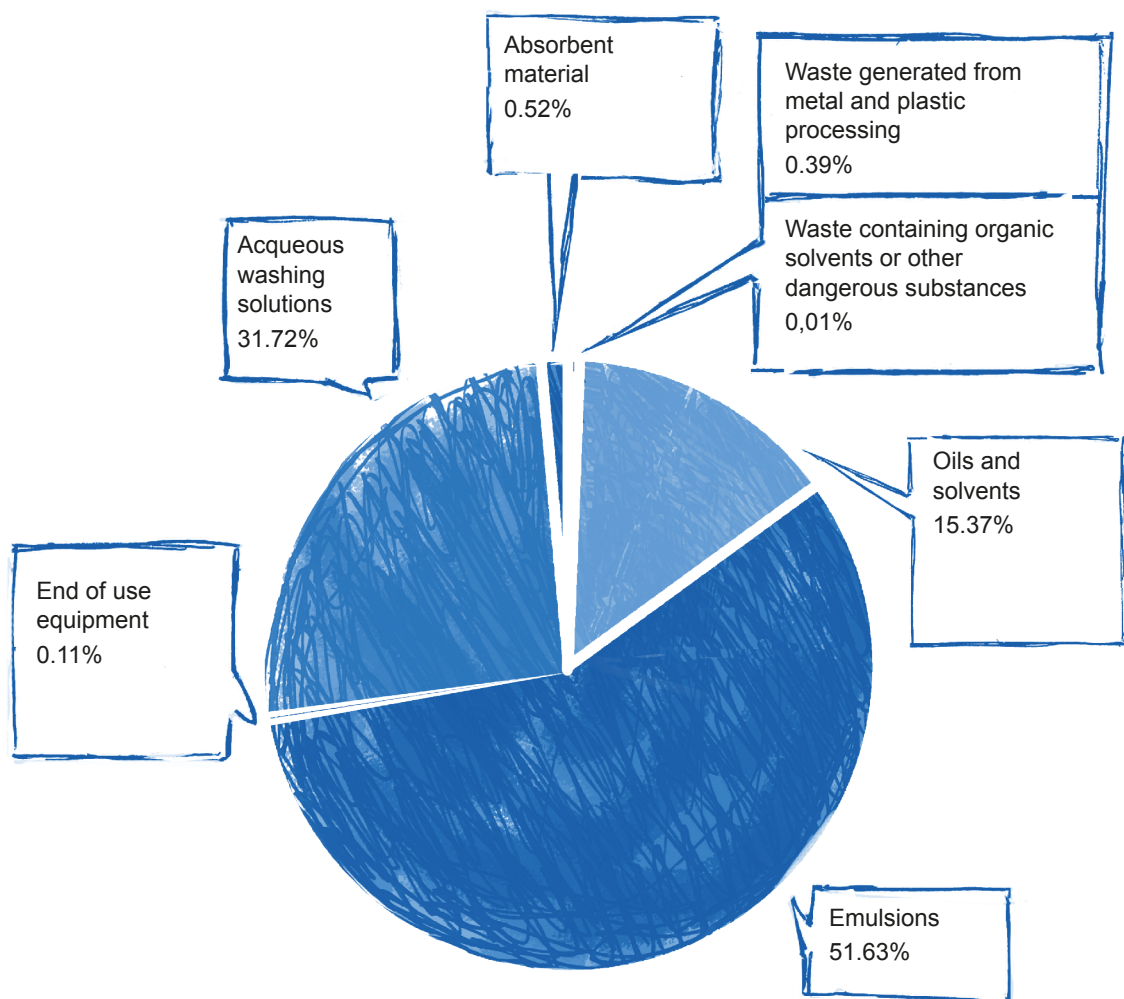


A total of approximately **3,524.7 tons of waste was generated in 2024**. The year-over-year **increase in waste generation was approximately 31%**. This was caused mainly by an increase in sales and productivity in several group companies.

With regard to **hazardous waste**, approximately **935.6 tons of emulsions (the most significant type of waste)** were generated in manufacturing processes and in mechanical turning treatment. **This type of waste rose by almost 14% compared with 2023, as the demand for products and the consequent processing increased.** However, some improvements carried out by group companies helped to reduce the amount of emulsion generated:

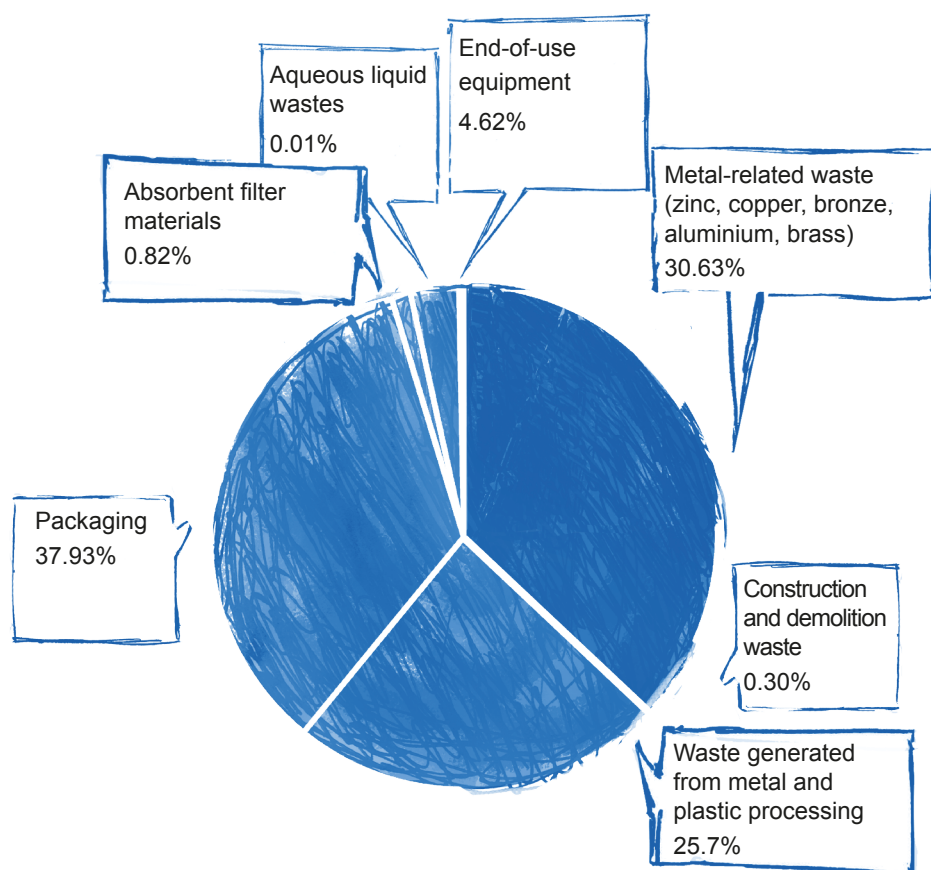
- **RubINETTERIE Bresciane Bonomi:** began to look into the possibility of separating oil from water, so that the latter can be cleaned and discharged into the sewage system and only the waste concentrate disposed of, recovering a substantial amount of water and thereby reducing the volume of waste.
- **Valpres:** emulsion had previously been stored inside the basin of an uncovered tank, in which rainwater was also collected and then disposed of with the rest of the emulsion due to its lack of filtration. A new underground basin was then constructed under a canopy, acting as a cover, preventing rainwater from uniting with the collected emulsion and expanding the volume of waste generated.

Hazardous waste by type in 2024



Non-hazardous waste consists of **31% from metals** generated in production, and **38% from packaging, used to deliver materials and components to us**. The packaging used consists of different materials: paper and cardboard, plastic and wood, for the correct and safe handling of incoming and outgoing goods.

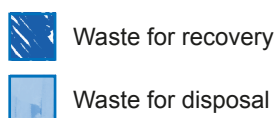
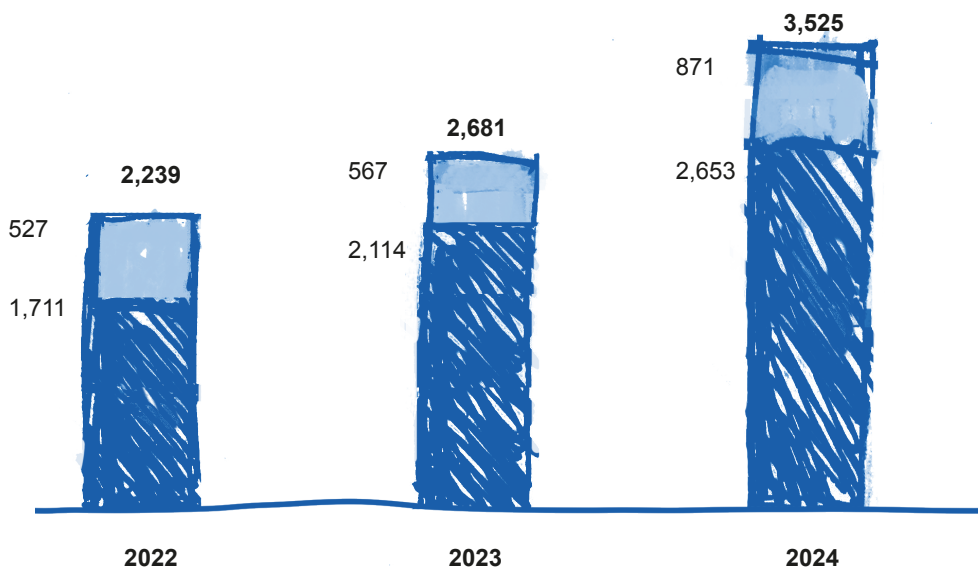
Non-hazardous waste by type in 2024



In 2024, **about 75% of the waste generated was destined for recovery**. Specifically, 50% of hazardous waste was destined for recovery, consisting mainly of oils and solvents used in processing, emulsions, and absorbent materials. With regard to non-hazardous waste on the other hand, 99% was destined for recovery through preparation for reuse, storage and recycling. All waste from metals and from metal and plastic processing was recovered, as were end-of-life equipment and the packaging used.

The remainder was destined for disposal, consisting mainly of some of the emulsions generated and aqueous washing solutions.

Total waste generated by destination (t)



The recovery of processing by-products

In the production cycles of group companies there are **several stages of metal processing that generate by-products**. The companies are involved in **recovering all metal waste produced with a view to implementing circular economy models** thereby reducing the volume of waste generated and the resulting impact on the environment.

Various types of by-products are recovered in the form of turnings and scrap, including copper and copper alloys (brass, bronze, and cupronickel), carbon and stainless steel, and aluminum.

These by-products are then sold to companies and refineries for processing, giving them a new lease of life and avoiding the waste of valuable resources.





**Respect
for people**

3. Respect for people

The Bonomi Group considers people to be a key factor for success. This is why the group works closely with its collaborators to create a sense of belonging by building a positive working environment where everyone feels appreciated and valued.

In order to ensure safe working conditions, the group takes preventive measures against accidents and promotes the physical and mental well-being of its collaborators through programs and initiatives aimed at promoting a healthy lifestyle and a good work-life balance. The group is committed to ensuring that collaborators feel part of the organization and wish to grow within it, by offering them opportunities to acquire and develop new skills, thereby promoting both personal and professional growth.

Bonomi guarantees equal career opportunities for all collaborators, preventing any form of discrimination. In addition, the group aims to generate a positive impact beyond the boundaries of the company, by actively supporting the communities in which it operates through charitable initiatives and giving financial support to various associations.



MATERIAL TOPICS

Diversity, equal opportunity and inclusion	People's well-being and involvement
Health and safety	Supporting local communities
People training and growth	Respect for human rights

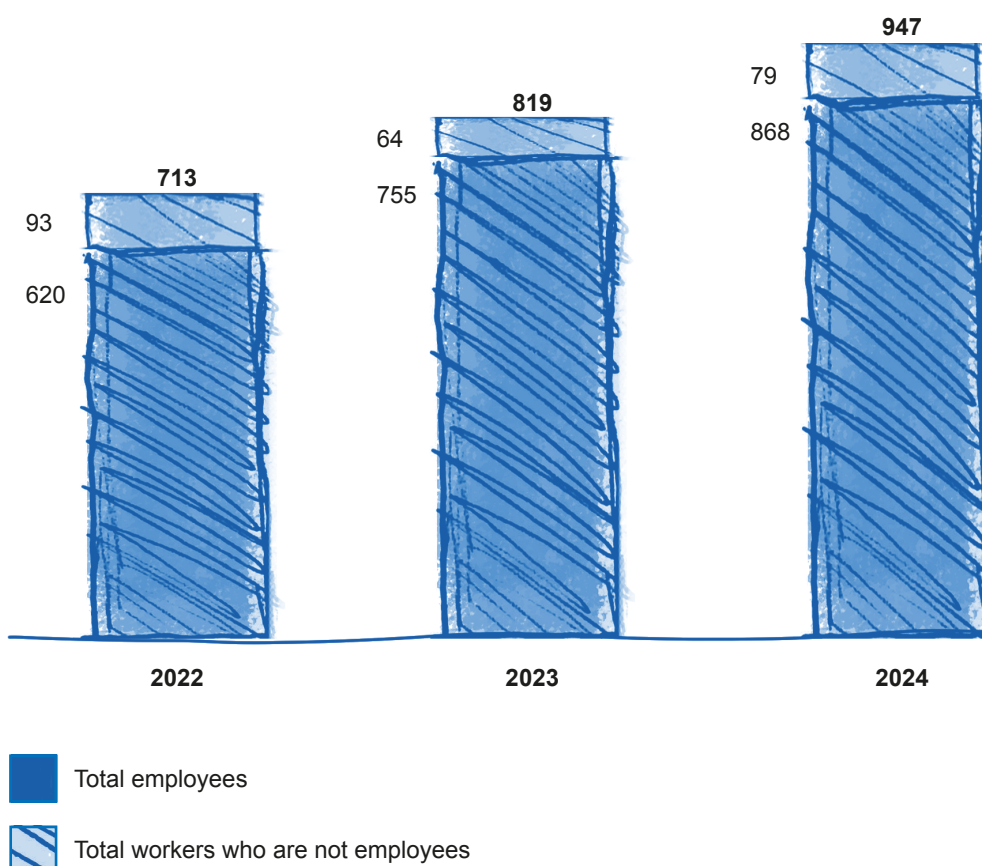
3.1 The people that experience the company firsthand

The success and growth of an organization depend on the people who are part of it. To invest in human capital is key to building solid, dynamic, and resilient organizations in which collaborators actively contribute to business development and create a positive impact.

Two main categories of collaborators work within the group: employees and non-salaried workers, i.e. people who are not directly employed by the companies in the group but perform work for them. The category consists mainly of temporary and contract workers, who often begin their career in the group through these forms of collaboration and who, in many cases, are subsequently hired directly by individual companies.

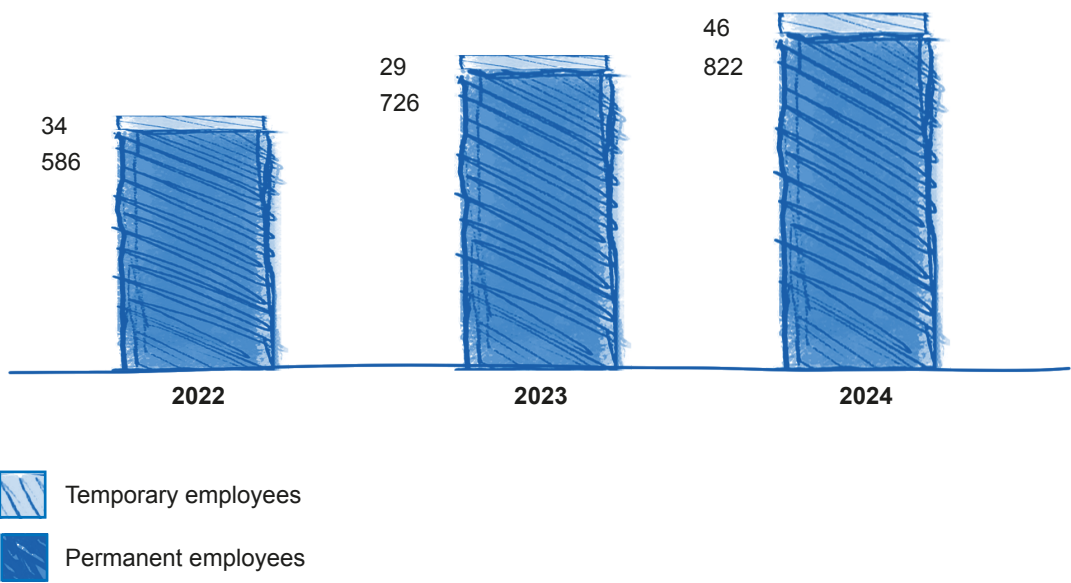
In 2024, non-salaried workers accounted for 8% of the total workforce, mainly in the production departments of the group's companies.

Total workers (no.)

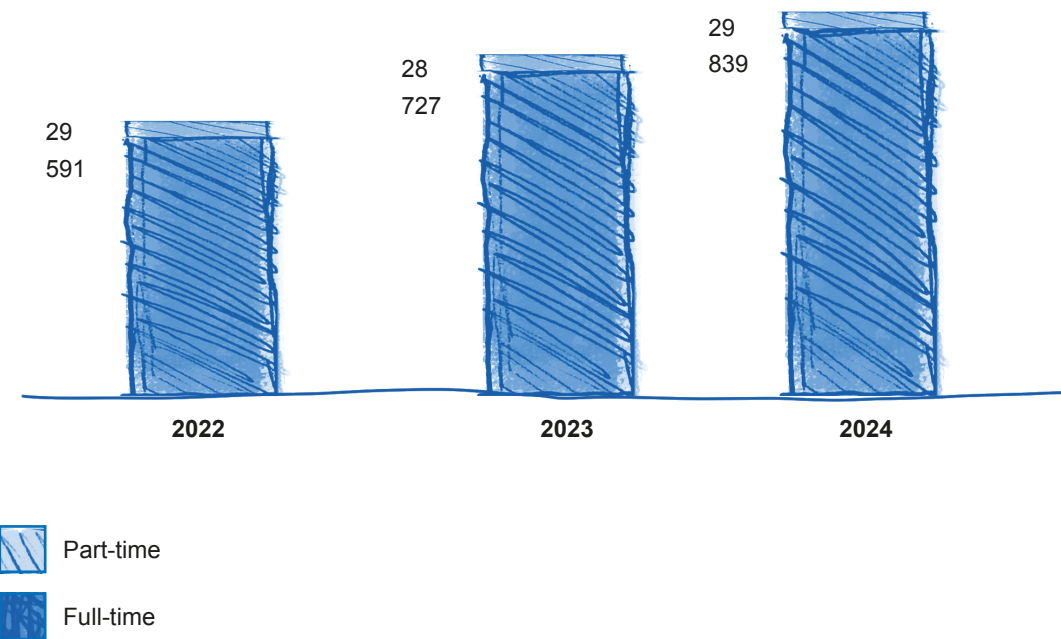


As regards employees, on the other hand, the companies have a total of **868 employees, approximately 15% more than in 2023**, mainly due to the growth of the group and of business. Furthermore, 95% of personnel were hired on permanent contracts 97% on full-time contracts.

Personnel by contract type (no.)



Employees by type of employment (no.)



3.1.1 Diversity, equal opportunity and inclusion

The Bonomi Group aims to **build an environment which employees feel proud to be part of**, which is both **fair and generates equal opportunities** for all, thereby ensuring that individual rights are fully respected. This commitment is clearly stated in the code of ethics, which includes among its values:

- **Respect for human rights and workers' rights**

The Bonomi Group considers respect for internationally recognized human rights to be a fundamental and indispensable principle, and it condemns all forms of labor exploitation, both direct and indirect. It also rejects all forms of harassment and harmful behavior, respecting the freedom of workers, opposing all forms of modern slavery, such as forced labor and human trafficking, and it asks its collaborators and suppliers to adopt and abide by those same principles. Finally the right of workers to form labor unions and worker representation is recognized, and adequate remuneration for all employees is guaranteed by complying with the law on working hours and wages.

- **Fairness and impartiality**

The group pursues human resource management policies based on criteria of fairness and impartiality and it rejects all forms of discrimination in hiring, salaries, benefits, promotions, disciplinary measures, and retirement. It ensures that no decision is influenced by factors such as age, gender, sexual orientation, health status, disability, pregnancy, ethnicity, nationality, political opinions, and religious beliefs. The group also aims to act fairly and impartially towards all its stakeholders, with respect for the diversity of existing relationships.



Equal opportunity policy



The group's vision is to create an inclusive and respectful work environment, where every individual can express his or her full potential without fear of discrimination, harassment or persecution. **Quam has developed an equal opportunity policy shared with all collaborators via company email and posted on the company's shared bulletin board.**

The policy is enforced at all levels of the organization, and managers are asked to be spokespeople for these principles, ensuring not only that they engage in behavior that avoids discrimination, but that the collaborators under them are responsible for doing the same, ensuring that any complaints of discrimination and harassment are taken up appropriately and addressed.

This document also assists the group in training its employees with clear definitions of what discrimination is, what types of discrimination exist and how they can occur, going on to define in what ways various activities need to be carried out to prevent it from occurring.

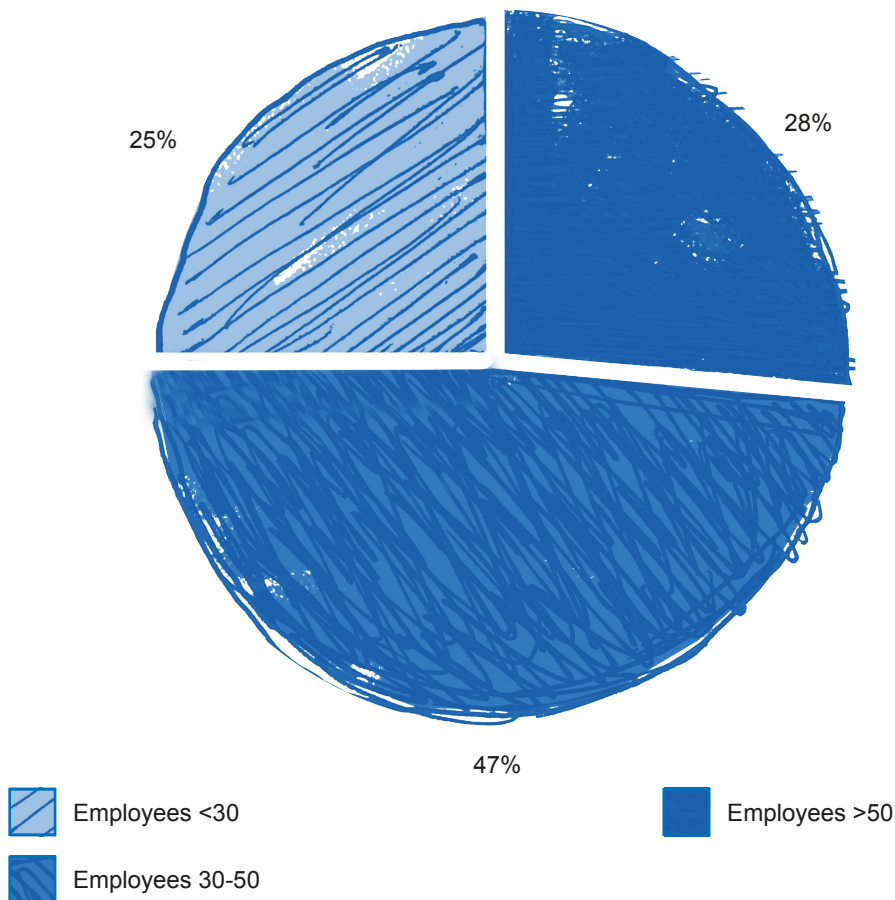
Should discrimination, harassment, or persecution occur, clear procedures are in place to address such issues and protect those who report cases of discrimination. Non-compliance with this policy is dealt with vigorously, and can result in disciplinary consequences up to and including immediate dismissal.

Quam's equal opportunity policy is periodically reviewed to ensure its adaptation to regulatory changes and best practices.

Women make up **18% of the group's personnel**, with 12% of blue-collar workers, 28% of white-collar workers, and **29% of managers being women**. Compared to 2023, both male and female personnel increased by 15%.

In terms of age distribution, 47% of employees are aged between 30 and 50, 28% are under 30, and the remaining 25% are over 50. In order to stimulate innovation and continuous growth within the group, investments have been made in recruiting young people, as evidenced by the **14% increase in personnel under the age of 30** compared to 2023.

Employees by age



Inclusion in company activities

- ✓ **Zero tolerance:** the company adopts a zero-tolerance policy as regards discrimination and bullying, taking immediate corrective actions in the event of reports or substantiated cases.
- ✓ **Inclusion and respect:** whenever an employee is hired, human resources arrange a meeting with the department head to discuss the new hire's introduction. This includes issues related to his or her inclusion within the company, creating a space to discuss and address issues related to coexistence and integration in the group.
- ✓ **Placement of people with disabilities:** the company employs 36 people with disabilities belonging to protected categories. Their placement is carefully monitored in concert with the competent company physician, who helps the company to identify the limitations of each individual in order to assign them tasks that may be appropriate and allow them to fully express their skills.

3.2 The health and safety of collaborators

As a group operating in the mechanical engineering sector with more than five production sites, the Bonomi Group **places the utmost attention on the management of health and safety in the workplace**, recognizing the importance of analyzing both the risks present and the application of preventive activities to safeguard the workforce and **promote a work environment where collaborators**, especially the workers on production sites, can **work in safety**.

To achieve this, Bonomi has adopted **an occupational health and safety management system** certified by a third party in accordance with the **ISO 45001**¹⁰ standard.

After identifying activities and operations that might impact the health and safety of collaborators, documented operating procedures or practices have been developed for each kind of activity that might pose risks in order to manage and monitor the identified risks. These are drafted by competent personnel according to the identified activities and approved by the head of the management system.

In order to reduce risks and prevent possible hazards, a risk assessment document (DVR) is prepared, which is followed by these improvement activities:

- **Elimination of hazards** insofar as possible.
- **Redefinition of processes and replacement of hazard-generating equipment** or materials with less risky alternatives.
- **Implementation of technical and organizational measures to minimize remaining hazards** and reduce risk exposure.
- **Oblige workers to use collective protective equipment** to isolate people exposed to hazards that cannot be completely eliminated.
- **Provision of personal protective equipment** for workers exposed to residual risks.
- **Drafting of specific operating instructions** to help workers deal with residual risks.

In addition, risks can be prevented and reduced through the continuous maintenance of machinery, systems and equipment, and the preparation of conformity documentation.

The management of safety in group companies entails the involvement of collaborators, who are required to **promptly report potential hazards**, interfacing with **supervisors** and consulting **the workers' safety representative** (RLS). At the Gussago plant of Rubinetterie Bresciane Bonomi, near misses are also monitored occurring in the previous month through an email that is sent every month to all department heads, while at the Bordolano plant, an ad hoc document needs to be filled out. At Valbia and Valpres, on the other hand, the supervisor records information on injuries, near misses and improper conduct in a table that is shared with all collaborators working in the plants. At Quam a health and safety committee has been created, composed of the RLS, the employer and two external figures, the competent physician and the RSPP (Prevention and Protection Officer). The committee meets twice a year to analyze any risks to people's safety, possible improvements, and the handling of emergencies. At Gibson, a procedure has been established whereby near misses must be reported by supervisors, via email, to the employer and the RSPP.

¹⁰ All companies within the reporting scope have an ISO 45001 certified management system, with the exception of Savinox S.r.l.



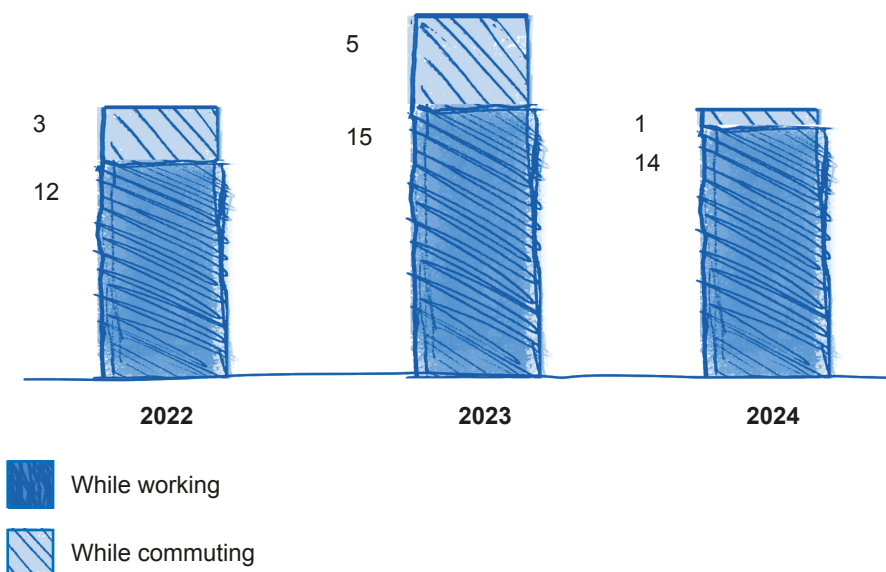
Visible meetings to analyze injuries and near misses



Monthly meetings are held at Rubinetterie Bresciane Bonomi for addressing issues related to health and safety and environmental topics. In these meetings the health and safety team meets with department heads to discuss any problems and potential hazards present in plants, as well as accidents/injuries that occurred in the previous month. These meetings are very important as they are an opportunity **to reflect on potential improvements that can be implemented to prevent any hazards, thus reducing near misses and injuries.**

The main hazards present in the group's plants have been appropriately assessed in the risk assessment document, and operating instructions on safety have been issued on the basis of the highest risks which define the training that needs to be given to personnel and the delivery of the personal protective equipment (PPE) required to perform activities safely.

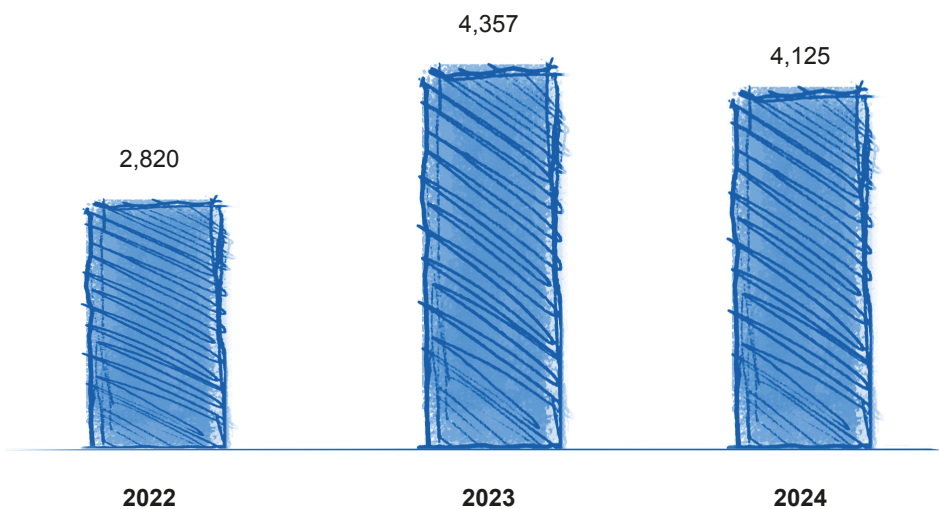
Number of injuries in the last three years (employees)



Over the last three years, **the number of accidents has been lower than in 2023**. Specifically, while accidents at work remained virtually unchanged, accidents while traveling to and from work recorded a greater reduction. In 2024, the **accident frequency index also decreased, falling from 11.8 in 2023 to 9.29 in 2024¹¹**. **Great attention is paid to accident controls and monitoring** in group companies. No companies recorded accidents with serious consequences¹², nor were occupational diseases recorded in the whole of the three-year period.

Health and safety management also involves employee training. **In 2024, 4,125 hours of training on health and safety issues were given**, accounting for **23% of total training hours provided during the year**. In group companies, a training plan is drawn up at the beginning of the year, in which training courses are decided. The health and safety team is also responsible for training new hires. It uses a checklist to explain to new hires the risks associated with his or her job.

Health and safety training hours



Finally, **Rubinetterie Bresciane Bonomi** sought to **enhance the way in which operating instructions are delivered for the safe performance of activities and use of machinery**. So whenever new operating instructions are issued, **members of the health and safety team analyze them together with the workers concerned** to ensure that they **read and fully understand the instructions**, thereby helping to reduce the risks associated with the activities to be carried out in plants by applying the instructions provided.

¹¹ The “recordable work-related injury rate” is calculated on the basis of 1,000,000 hours worked, according to the following formula: (total recordable accidents at work/hours worked) * 1,000,000.

¹² Occupational injuries with serious consequences are considered injuries at work that result in a damage from which the worker cannot recover, does not recover, or cannot realistically be expected to recover fully and return to his or her pre-accident state of health within six months.

Supporting the well-being of employees

The Bonomi Group considers it essential to ensure that its employees operate in a safe working environment, thereby protecting their health at the workplace. The group considers it equally important to support the well-being of its people outside the confines of their working activities. This is why employees are provided with **easy access to healthcare and medical services, through internal initiatives and support from external bodies**. In keeping with this vision, each company in the group offers its employees a range of healthcare benefits thanks to the “metasalute” fund, as per the national metalworkers’ labor contract, thereby allowing them to benefit from healthcare services to supplement those offered by the National Health Service. In addition, the group offers easy access to certain vaccinations, such as the flu vaccine, which has been available free of charge for more than 15 years.



Preventing cancer with the support of the ANT foundation

In 2022 the group began **working with the ANT foundation**, a **non-profit organization that provides specialized care**, with cancer prevention projects. Prevention is essential for reducing risks and possibly finding the disease in time, but it is not always carried out regularly. Therefore, employees are offered the opportunity **to perform free screenings, on a voluntary basis, during working hours and on the premises of group companies**. The aim here is to support employees in looking after their health by facilitating access to this type of check-up. The project has met with great success, and the group aims to make it an initiative to be offered annually.

3.3 Know-how and skill development

The **success of the Bonomi Group is driven by the people who participate passionately in the company’s daily life**, putting their professional skills into practice. This is why the group considers it essential to support the growth of its collaborators with **training opportunities that enable them to develop both professionally and personally**.

Skills matrices have been developed in order to understand the training needs of employees and match them with the company’s requirements. **They are updated every six months**. The goal for the future is to roll out this tool to cover all offices and departments within the company. Skills are broken down into macro-categories (technical, departmental, language and IT knowledge), each of which is made up of specific skills that are assessed on six levels:

Expertise not required	Basic skill The employee knows how to perform the task under standard conditions
Skill to be acquired through training	Acquired skill The employee knows how to perform the activity under non-standard conditions
No expertise	In-depth skill The employee is able to teach the activity/task performed

Each skill is evaluated together with the manager, who also participates in the definition of a person's training goals, identifying targets for each skill considered relevant to improving the employee's performance and growth. **The training needs that emerge from the matrices are collected in order to define which courses need to be given during the year.** Training is provided both by external bodies as well as internally by the heads of the various departments or by employees with many years' experience in the company, and is carried out both online and in-person.

If employees encounter specific training needs that require specialization courses, **they are given the opportunity to enroll in master's degree programs, with partial or full reimbursement of the enrollment fee** and time off work to attend classes. This opportunity represents a strategic investment for the group, aimed at promoting the professional development of employees and expanding the range of skills and knowledge relevant to their roles.

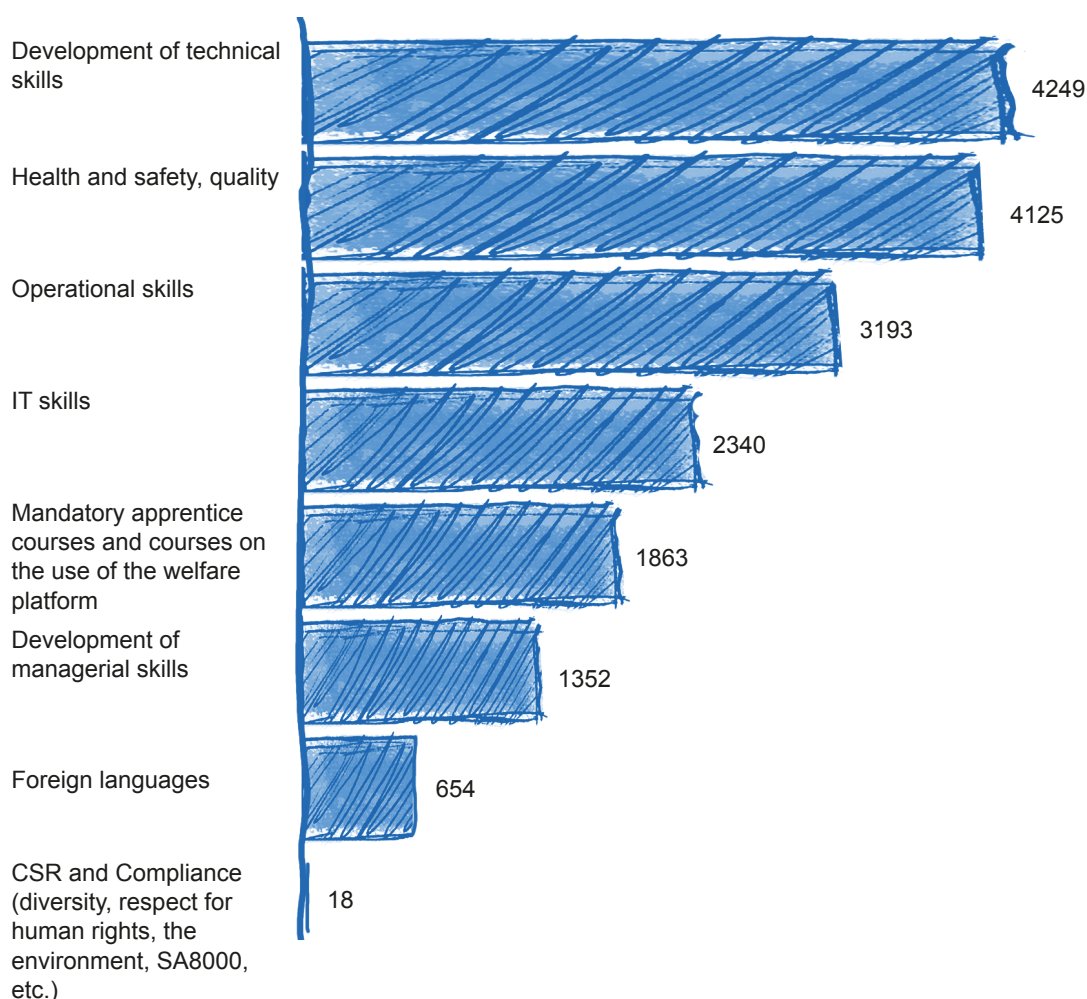
In 2024, the Bonomi Group provided over **17,700 hours of training**, an increase of **45% compared to 2023**. This increase is attributable to the growing importance of training in group companies and the strategic role played by the Personnel Department in promoting cross-functional training activities.

Over the years, the group has gradually increased its training budget, with an increasing focus on targeted courses, content optimization, and the adoption of new learning methods. At the same time, the natural cycle of training programs has reduced the need for some courses that were previously offered, allowing resources to be focused on more specialized and high-impact initiatives.

Based on the training needs emerging from skill matrices, mandatory training and business needs, training courses were conducted in a number of areas:

- **Operational skills**, such as courses on the use of equipment and operation of departments/units.
- **Technical skills**, i.e. courses related to managing work activities for a particular role.
- **Managerial skills**, for the development of soft skills such as leadership and communication.
- **Foreign languages**, to improve language skills.
- **Health, safety and quality**, with both mandatory and non-mandatory training.
- **IT skills**, for the use of software and management systems.
- Mandatory courses for employees with an apprenticeship contract.
- Courses on using the welfare platform.
- **CSR and compliance**, such as GDPR data protection courses or "Model 231" courses.

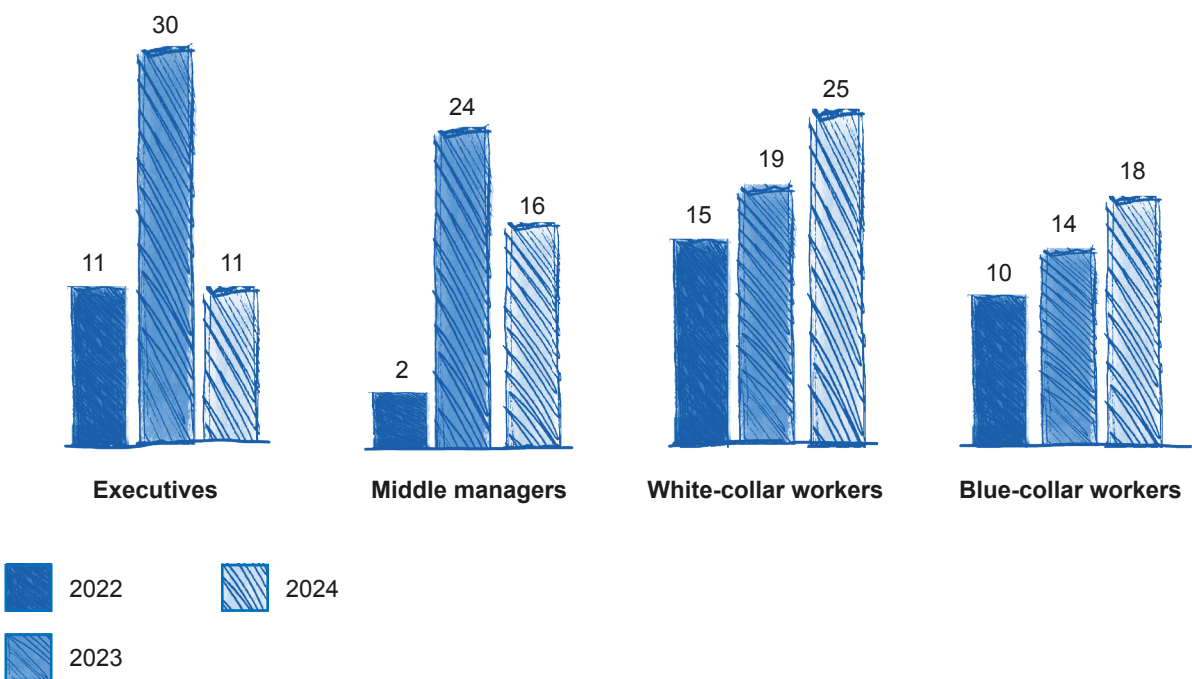
Training hours in 2024 by type



In 2024, blue-collar and white-collar categories had **18 and 25 hours of training per capita**, respectively. The group places great emphasis on the training of these employees, as they are composed largely of young employees with a need to develop more skills in order to grow professionally.

The executive management category also took an active part in training, since being in management it is of fundamental importance for them to keep their knowledge up-to-date in order to be able to help their team perform their tasks in an optimal manner.

Average training hours by employee category (h)



The group is working to structure training paths in an increasingly systematic way, with the development of a real training plan that includes medium-term goals and a clear vision of the career development possibilities.



The story of the Bonomi Group Academy

With the objective of **attracting new talent**, the **Bonomi Group Academy** was established in 2019, a **highly professional special-purpose training project run by instructors from within and outside the group’s companies**. The program has been designed to gradually integrate young people, even those without experience, providing them with the skills they need to be better prepared for the start of their careers.

The **Academy** was initially created to target **young high school graduates in all disciplines**, involving participants in a **four-week training course**. The courses, held by both external lecturers and internal staff, are aimed at transferring know-how and conveying the company philosophy. The courses are designed to develop technical and operational knowledge, such as design, mechanical drawing, product characteristics, quality, and the use of company systems. At the end of the program, participants undergo a group assessment and individual appraisal, aimed at placing them in the most appropriate departments, with the opportunity to experience the company through a rotation of roles. **Based on feedback received from managers at the end of the rotation, the role for permanent placement is then decided.**

1.920
hours of training
provided in 2024
at the Bordolano
plant

However, over the course of the program, the **Bonomi Group found that retention rates among young people hired at the end of the Academy experience were low.** In order to better understand the causes, the group initiated a direct dialogue with participants, finding that many of them did not see the expected growth opportunities and therefore tended to accept other job offers. In light of

these findings, starting in 2023, the **Academy was redesigned, no longer targeting young graduates but internal personnel.** The objective is to provide operators already working in the company with all the skills and competencies needed to perform their roles effectively, meeting their expectations for professional growth and reducing the low turnover risk. The **Academy project targeted at operators** was launched exclusively at the Rubinetterie Bresciane plant at Bordolano: a rapidly expanding site with a high demand for basic and specialized personnel profiles.

Furthermore, 2024 saw the launch of the **Bonomi Group Academy 2024**, which involved **13 department managers from Rubinetterie Bresciane at Gussago and Bordolano, Valpres, and Chibro**, and provided a total of 1,482 hours of training.

A total of **105 people** have been trained to date since the first edition.

We assess our employees' performance

The **performance review system in the group plays a crucial role in supporting the growth and progress of its employees.** This tool enables them to gain a clear understanding of the results achieved and areas for improvement, contributing significantly to the ongoing commitment to continuous improvement and business growth.

An employee performance assessment system has been implemented at the companies **Rubinetterie Bresciane Bonomi, Valbia, and Valpres** to evaluate performance and individual contribution. This assessment is carried out annually based on objective and subjective criteria.

Objective aspects	Subjective aspects
<ul style="list-style-type: none"> Employee seniority Position within the organization 	<ul style="list-style-type: none"> Employee's professionalism Flexibility

The assessment is carried out by the employee's manager, and forms the basis for the allocation of company bonuses.

The Bonomi Group is working on the development of a new appraisal system that not only assesses these aspects but also considers conformity to company values and various soft skills that are essential in performing activities. The

most fundamental new element will be the **customization of appraisal items according to the employee's role**, in order to consider all the aspects that are essential for holding a given position. In order to begin integrating the new assessment methodology, a pilot project was launched at Valpres in 2023 and completed between the end of 2024 and the beginning of 2025, with the participation of some employees from the Gussago and Bordolano plants and from Valpres, and Chibro. The same system is expected to be implemented at Valbia and at the Bordolano plant in 2025.

In **2024, 47% of the group's employees were assessed**, while **14% of employees received a promotion**. Executives and middle managers are the categories that have benefited most from the assessment system.

3.4 Promoting the well-being of collaborators

The Bonomi Group considers **promoting the well-being of its collaborators to be a key factor in its business strategies, with the aim of building a healthy and fulfilling work environment** that recognizes the value and importance of the people that contribute to the organization's success and growth. The group believes it is essential to create conditions for its employees that enable them to work in a stimulating and rewarding environment, with a focus on ensuring a good work-life balance in order to improve their quality of life. To achieve this, the group has undertaken a number of initiatives over the years aimed at attaining this goal.



GYM

Rubinetterie Bresciane has its own gym, which is open to all employees of Group companies, to promote a healthy and active lifestyle.



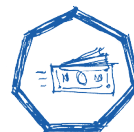
CANTEEN

All companies have a canteen, with the exception of Quam, offering well-balanced meals and choices that cater to everybody's nutritional requirements.



FLEXIBLE WORKING HOURS

Collaborators who do not work shifts are given the option of starting their working day within a specific time range in order to meet their needs and allow for a better work-life balance.



WELFARE PLATFORM

Each employee is given a sum of money that can be spent on a platform offering various services dedicated to their well-being.



NURSERY

The group has an agreement with three local daycare facilities to help employees with young children. In order to improve this initiative and enable as many people as possible to participate, a questionnaire is being developed to understand which facilities are most easily accessible in order to establish partnerships with new, more convenient facilities.

Furthermore, employees also receive a performance bonus at the end of the year, commensurate with their performance. These benefits are paid to all employees, both part-time and full-time, on permanent employment contracts. This assistance is essential for improving the quality of working life and making the career experience within the organization more stimulating and engaging.



The WELSTEP Network

Created by the president of Bonomi Group Aldo Bonomi and 13 other local companies, the WELSTEP Network is **a network of companies that seeks to spread wellness plans designed for the employees of participating companies**, creating synergies in the local area. The benefits of this initiative are twofold: employees can **obtain benefits aimed at improving their quality of life**, while **companies can improve the climate in the company and employee loyalty**.

Companies that are part of the network meet at least twice a year and, coordinated by our human resources managers, discuss benefits and initiatives that have been successful among collaborators. An example is our agreement with daycare centers, which we initiated and was then taken up by other companies in the network. Companies are thus able to benefit from this continuous dialogue and undertake welfare initiatives that are truly appreciated and effectively implemented.

3.5 Supporting local communities

The Bonomi Group aims to be not only an economic player, but also a positive and constructive support for the surrounding localities, supporting local communities and generating a positive social impact. Bonomi cooperates with associations and nonprofit organizations chosen on the basis of specific time periods, events and concrete needs expressed by communities.

In 2024 the group assisted the community and the local area by supporting associations and nonprofit organizations in the following areas:

Donations	Support for public services	Donations to local bodies such as parishes, nursery schools, civil defense, and fire-fighting departments in order to help develop public services that can meet the needs of local communities.
	Charity and medical research	Donations to foundations or organizations operating in the spheres of medical care or scientific research to combat specific diseases and improve people's health and well-being.
	Emergency situations	Donations intended to provide immediate aid and support to associations involved in helping people in emergency situations.
	Social foundations and organizations	Donations to nonprofit entities engaged in social, welfare, cultural, and educational activities that benefit the community. These organizations work to improve the quality of life of people who are disadvantaged, vulnerable, or in need of help.
	Art and culture	Donations to cultural and artistic institutions, organizations, or projects, such as museums, theaters, festivals, fine arts institutes, promoters of literature, music, dance, and other art forms. These donations help preserve and promote the cultural and artistic heritage of communities.
	Education	Grants for scholarships to the children of the most deserving employees, for schools of different order and grade.

In addition, sponsorships of organizations and companies represent another way in which the group is committed to supporting the community and contributing to the social and economic progress of local areas. A number of associations are sponsored, with the goal of investing in the construction of a stronger and more resilient community and being part of meaningful initiatives that bring tangible benefits to the communities in which the group operates.

Sponsorships	Support for culture and education	Funds have been allocated to support cultural associations and educational centers for promoting artistic, historical and musical activities. Investments have also been made in projects to offer educational programs aimed at fostering personal growth and skill acquisition.
	Enhancement of sports and wellness	Sport plays a crucial role in promoting the physical and mental well-being of the community. The Bonomi Group has therefore sponsored local sports groups and associations to encourage active sport and an active lifestyle.





Innovation for products

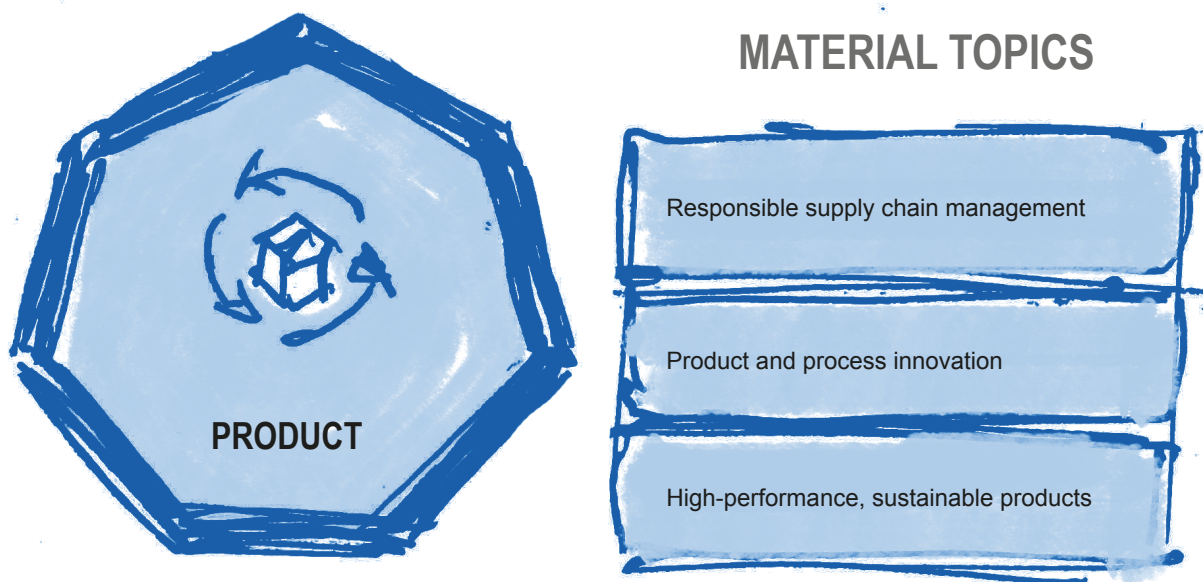


Innovation for products

Innovation plays a key role in the Bonomi Group's business approach. The group invests in advanced technical resources and cooperates with external partners to develop cutting-edge solutions oriented towards maximum customer satisfaction.

To ensure that innovative products are designed, it is essential to collaborate with suppliers, defined as external partners, with whom the group maintains constant dialogue on the characteristics of the materials and semi-finished products purchased, with the aim of developing products of the highest quality in compliance with current regulations. Working closely together at the design stage enables the creation of high quality products that are efficient and sustainable, using recyclable metal-based materials.

In the group's companies, innovation starts with people: the technical department team is committed to developing and patenting new, high-performance products in order to improve quality and reduce environmental impact through greater energy efficiency.



4.1 Responsible supply chain management

High quality, local areas, continuity and collaboration are the key pillars on which relationships with the company's suppliers are based. The group considers its **suppliers to be complementary partners, whose skills complement its own** in the production of raw materials and semi-finished products for the manufacture of its products. This is why Bonomi attaches great importance to the selection, where possible, of suppliers that operate in Italy, and more specifically in Lombardy, in order to facilitate and enhance collaboration in the development of materials with determined characteristics. While always seeking new partners with whom to collaborate on the development of new products or improving its product range, the group **values long-standing relationships**. It has been working with some partners for over 50 years, demonstrating the importance it attaches to building valuable relationships that benefit both parties.

The geographic distribution of the group's suppliers varies according to the specific traits and needs

of group companies. In general, **most suppliers are located in Italy**, more specifically in Lombardy, the region where almost all group companies are based. For reasons of material availability, diversification and technical quality, in addition to Italy Bonomi Group companies also source from overseas: **Valpres has several suppliers in China and India, Valbia has some suppliers in Europe, Rubinetterie Bresciane Bonomi has suppliers in Germany, Greece and China, while Quam turns to companies in the United Kingdom, India and the United Arab Emirates.** The Bonomi Group divides its suppliers into two main categories: raw material suppliers and machining suppliers, the latter located mainly in Italy.

All new suppliers to group companies are subject to qualification, an activity carried out by the purchasing department, in order to ensure that customers receive excellence and the highest quality products. Each time a new supplier is sought, a “supplier information questionnaire” is sent out for initial evaluation of the firm’s technical and production characteristics. If the information in the questionnaire meets the purchasing requirements, the **supplier’s production plant is visited to check that it is genuinely suitable and complies with the quality, environmental and safety criteria requested.** Visits to incumbent suppliers, on the other hand, are carried out only when nonconformities are detected for supplied products. The group is currently working to implement auditing activities more systematically.

For each Bonomi Group company, a **list of qualified suppliers exists, updated annually based on periodic assessments** aimed at monitoring their **performance in terms of the quality and safety of the products supplied.**



An example of qualification: the QUAM supplier questionnaire



The QUAM qualification process involves the administration manager and the head of the purchasing department, who **carefully evaluate potential suppliers** using a detailed questionnaire that collects the following information:

1. **General data:** this section requests information from the company regarding its master data, products, and services provided.
2. **Plant information:** this part asks for information about the company's organizational chart, production facilities, such as production capacity and key processes used, and information related to quality, safety, and environmental control.
3. **Quality information:** documents related to the quality management system, related certifications, and a brief description of the main related processes, such as the control of purchased products, are requested.
4. **Supply chain:** a brief description of suppliers related to those activities or products that are of interest to Quam is requested, as well as a description of how they are controlled.

With regard to the section that collects information on production plants, close attention is paid to health and safety and environmental management aspects, asking if and which certifications are held by the supplier, if there is a risk assessment document and in that case if it is updated regularly. Finally, suppliers are asked to state whether their activities are carried out in compliance with regulations in order to properly manage production aspects that have an impact on the environment.

4.2 High-performance, sustainable products

The Bonomi Group strives constantly to expand its product range, both by improving existing products and designing new solutions, able to meet customer needs and respond to market developments.

To achieve this, the company conducts **in-depth analyses** at the design stage, assessing the feasibility of developing new products or improving those already in production. The process begins with a **definition of basic requirements**, an analysis that identifies the necessary characteristics of the product and the constraints to be considered in its development. This step is of key importance to ensure compliance with essential requirements and prevent any regulatory infringements or risks to the environment and human safety.

Factors to be assessed on the basic requirements sheet include the following:

- Functional and performance requirements;
- Regulatory and legislative compliance requirements;
- Information or solutions adopted in similar projects.

In addition, each sheet analyzes the environmental aspects of products, considering the disposal methods, the risks associated with the use of certain materials or substances, potential critical issues during design or use, environmental impacts during the life cycle, and the function of the intended packaging.

If sufficient information is gathered at the design stage and the requirements reflect production and customer needs, the company moves on to the **prototyping stage**. At this stage, preference is given, where possible, to the use of **components already in production** in order to reduce the number of new prototypes and limit the use of materials. Furthermore, many products are designed to be **disassembled**, allowing components to be replaced and **circular models** to be applied **right from the design stage**.

Once a design has been approved, production begins, following rigorous processes to ensure high quality standards. The products undergo checks at various stages:

- **Acceptance stage;**
- **Production stage;**
- **Final stage after placement in storage.**

These checks enable possible non-conformities to be identified promptly and managed effectively. If non-conformities are attributable to suppliers, they are formalized with a **non-conformity report**, which opens a **communication channel** with the supplier to understand the causes of the problem and to define the necessary corrective actions to prevent future occurrences.

If **non-conformities** occur during production, they are **formally communicated to the manager of the area concerned**. The latter is responsible for **assessing the nature of the problem** and deciding the most appropriate action, choosing whether to reject the product, reprocess it, or release it under a waiver or concession after possible repair.

4.3 Use of innovative products and processes

All of the Bonomi Group companies are engaged in **the design and development of new products**, striving to achieve **continuous innovation in the product range through the creation of items that seek to improve customers' processes**. The group has developed several products that have since been patented, thanks to constant research on materials, performance and design of solutions to reduce energy consumption and make facilities safer through their implementation.

Each company in the group, with its own specific specialization, **has its own technical or product design office, within which a team carries out research and development activities**. This team presents projects to management, drafting documents that set out the project's objective, context of application, its development stages and its innovative characteristics. Once a project is approved, the product goes into production.

In the process of creating new products, the Bonomi Group regularly collaborates with various stakeholders. **Interaction with individuals outside the organization is essential as it enables an exchange of expertise that can generate added value in the creation of new solutions** and also reduce development times. Over the years the group's companies have established relations with suppliers, universities and customers. Furthermore, **for more than ten years Rubinetterie Bresciane Bonomi has been part of the RUVARIS (faucet valves research and development)** consortium, a group of companies whose goal is to develop research and innovation projects for the sanitary faucet and valve industry, using materials that completely eliminate the release of heavy metals.

Major projects launched

Energy recovery with the LOCPOWER valve



The concept of kinetic energy dissipated by control valves has been known for many years.

If we wanted to install a turbine to recover the available energy, we would immediately have to deal with the adjustment capacity of the system and its design.

The first problem we face in sizing turbomachinery is choosing the flow rate at which it will have to work most of the time, so as to maximize energy production.

The turbine itself will not be able to regulate the flow rate from zero to the design point, just as it also will be unable to guarantee a flow rate greater than the predetermined one.

Valpres offers an innovative product that lends itself to raising the efficiency of waterworks, industrial and Oil&Gas systems: the patented LOCPOWER energy recovery valve.

LOCPOWER can be seen as both an innovative valve and a device for raising network efficiency; the innovative step lies precisely in merging two souls into a single object. This valve is equipped with an actuator for fluid control, a current generator, and a board for interfacing with the power grid, but the most fascinating aspect lies inside: a hydraulic turbine integrated in the valve body.

This device is a real regulating valve that, instead of dissipating the pressure drop, converts it into electrical energy through the use of integrated turbomachinery.

Produced electricity can then be “sold” to “the grid”, be partly or totally self-consumed by users also connected to the grid, and be consumed by users totally off-grid.

The areas of use for LOCPOWER today are: waterworks and district heating (as well as district cooling), the most promising sectors given the thirst for efficiency and broad availability of excess water volumes and pressures; and sectors such as industry, energy, and hydrocarbons.

Like all innovative technologies, the installation of an energy recovery valve can also benefit from incentives, which may vary depending on the context and the country where it is used.

In Italy, there is the hyper-amortization benefit related to Industry 4.0 that can be obtained thanks to the remote control and diagnostics part (actuator and panel side): to give a rough idea, 70-80% of the system value can benefit from this incentive.

Then there are energy bonds, or white certificates, rewarding clean energy production (each TOE, ton oil equivalent, entitles the user to one energy bond) used for self-consumption and the dedicated offtake incentive tariff to sell energy to the grid when it cannot be self-consumed.



LOCPOWER energy harvesting valve during a flow test in our Valpres facility.

VBall and control ball valves with cage

VALPRES

Several ranges of patented valves have been developed used to regulate and control liquids and gases for industrial use, waterworks, oil and gas pipelines. These valves are designed to reduce pressure drops compared with conventional control valves.

Since pressure drops are closely linked to energy consumption, reducing them means having more efficient systems, consequently reducing the CO₂ emissions associated with it.

Thanks to the high flow capacity of this product, more compact, efficient and sustainable systems can be designed. The broad control range typical of these innovative products very often makes it possible to cover the full range of flow rates with just one valve instead of two. It is also possible to select valves of a smaller size, lighter and more compact, compared to conventional ones.

All performance data for control valves are the result of years of R&D, experience in the field, laboratory testing and fluid dynamic simulations. This has also led to the development of in-house software that easily and intuitively selects the correct valve, allowing the user to immediately see the reduction in size and the possibility of using fewer valves in a system. The software also makes it possible to calculate energy savings, and consequent CO₂ emission reduction, achievable from the selection of high-capacity Valpres products.



Separate control board



Valbia developed an **electronic card for use in quarter-turn actuators for marine installations** in order to respond to a still unresolved need: to be able to control the actuator even when there is a fault on the main power line, through a secondary line.

The project originated following a request from a customer who needed to operate the actuators electrically even in the event of faults. Since this type of technology was not yet available to the company, the Valbia team started working on it in order to build an object that presented several advantages for users: originally this was to deal with a fault that caused a power outage and a particularly expensive backup system was needed. **With the development of this electronic card**, it is possible to control the **main actuator without using third-party components** such as batteries and supercapacitors, **thereby improving the safety of the system and**, as a result, **providing greater safety for personnel on board the ship**.

Thanks to this electronic card, the actuator can be controlled via a secondary supply line until the main supply line is restored, resulting in cost benefits for users, increased safety and a reduction in the creation of waste associated with the use of backup batteries and supercapacitors.

Fast pneumatic actuators



In a world where speed is everything, Valbia has set out to stay ahead of the curve. After analyzing the performance of its standard models, it found that six sizes of the 82 series had characteristics suitable for use in applications where the operating speed was under half a second. The need then arose to see if it would be possible to extend these applications also to the rest of the models in the series. The focus shifted to the other sizes by conducting rigorous tests that led to the conclusion that these sizes did not reach the desired performance. A few weeks of work and design was therefore necessary after which prototypes were made by selecting six representative models from the range. These models were tested on our test benches and passed without excessive wear and tear. Next, construction drawings were created and the new products were given code numbers. The fast series, which is ATEX-certified, has now joined the rest of our certified production.



All companies in the Bonomi Group have laboratories at their disposal capable of carrying out all the appropriate functional tests and measurements of the condition of components, to ensure the adequacy of all products and pay constant attention to environmental impact.

Tables of indicators

GRI 201-1 direct economic value directly generated and distributed ¹³			
Economic value (euro)	2022	2023	2024
Directly generated economic value	266,248,167 €	322,245,915 €	355,787,713 €
Operating costs	164,249,799 €	200,494,859 €	205,965,126 €
Salaries and employee benefits	39,203,746 €	43,376,001 €	51,854,490 €
Payments to capital providers	1,432,718 €	2,674,067 €	5,434,369 €
Payments to the public administration	7,716,408 €	12,495,717 €	15,626,260 €
Economic value distributed	212,602,671 €	259,040,644 €	278,880,245 €
Economic value retained	53,645,496 €	63,205,271 €	76,907,468 €

GRI 301-1 materials used by weight or volume			
Materials used (t)	2022	2023	2024
Non-renewable materials used	17,336	17,961	23,091
Raw material - metal	14,273	14,361	17,299
Semi-finished products or components - metal	2,844	3,333	5,424
Semi-finished products or components - electronic boards	2	6	4
Semi-finished products or components - plastic	133	160	239
Associated process materials - oils and lubricants	63	76	104
Packaging materials - plastic packaging ¹⁴	20	25	22
Renewable materials used	403	545	687
Packaging materials - wood	86	173	261
Packaging material - cardboard	317	372	426
Total	17,738	18,506	23,778

GRI 301-2 recycled input materials used			
Recycled input materials (t)	2022	2023	2024
Total inputs used	17,739	18,506	23,778
Total input materials recovered	356	359	382
Percentage of recycled input materials (%)	2%	2%	2%

¹³ The data represented refer to the Bonomi Group's Consolidated Financial Statements, therefore to all group companies and not limited to the data of the companies reported in this Sustainability Report.

¹⁴ The data on plastic packaging for 2021 and 2022 have been revised compared to the previous sustainability report.

GRI 302-1 energy consumption within the organization			
Energy consumption (GJ)	2022	2023	2024
Direct energy consumption	33,434	35,048	40,402
From non-renewable sources	19,197	20,019	23,959
Natural gas	19,172	19,995	23,930
LPG	25	25	29
Fuel consumption for the company fleet	3,055	4,366	5,979
Gasoline	23	357	337
Diesel	3,032	4,009	5,642
Self-generated solar energy	11,183	10,663	10,463
of which self-consumed	8,666	8,109	8,453
of which sold in/to grid	2,517	2,554	2,010
Indirect energy consumption	42,365	47,257	55,981
Electricity purchased	42,365	47,257	55,981
From non-renewable sources	42,168	44,900	53,722
From renewable sources	198	2,357	2,259
Total energy consumption	75,800	82,305	96,382

N.B. The energy consumption data for some group companies have been revised for 2023.

GRI 305-1 direct GHG emissions (scope 1); 305-2 indirect GHG emissions (scope 2)			
Emissions of CO ₂ e direct and indirect (t CO ₂ e)	2022	2023	2024
Direct emissions (scope 1)	1,315	1,503	1,866
From non-renewable sources	1,087	1,178	1,420
Natural gas	1,085	1,176	1,418
LPG	2	2	2
From corporate vehicles	228	325	446
Gasoline	2	26	25
Diesel	226	299	421
Indirect emissions (scope 2) - location-based	3,060	3,258	4,733
Total indirect energy consumption	3,060	3,258	4,733
Electricity purchased	3,060	3,258	4,733
Total emissions (scope 1 + scope 2)	4,375	4,762	6,598

N.B. scope 1 and scope 2 emissions of CO₂e were calculated using ISPRA 2021 emission factors for 2021 values, ISPRA 2022 for 2022 values and ISPRA 2023 for 2023 values.

GRI 303-3 water withdrawal						
Water withdrawal, by source and type (ML)	2022		2023		2024	
	Total	of which from water-stressed areas	Total	of which from water-stressed areas	Total	of which from water-stressed areas
Groundwater	289	289	286	283	384	280
Freshwater	289	289	286	283	384	280
Third-party water resources	14	0	17	0	16	0
Freshwater	14	0	17	0	16	0
Total water withdrawal	302	289	303	283	400	280

GRI 306-3 waste generated (t)			
Waste generated by type	2022	2023	2024
Hazardous waste	1,101.6	1,297.7	1,778.8
Waste generated from metal and plastic processing	5.9	7.9	7.1
Oils and solvents	51.2	186.8	248.0
Emulsions	788.7	823.8	935.6
Packaging	1.7	1.7	2.7
Discontinued equipment	2.0	6.5	2.0
Chemicals and laboratory materials	0.0	0.0	0.0
Aqueous washing solutions	236.7	252.3	573.8
Gas in pressure vessels	0.1	0.0	0.0
Absorbent material	14.9	18.6	9.4
Aqueous liquid wastes	0.3	0.0	0.0
Mercury-containing waste	0.1	0.2	0.0
Waste containing organic solvents or other dangerous substances	0.0	0.0	0.2
Non-hazardous waste	1,137.0	1,382.9	1,745.9
Waste from metals (zinc, copper, bronze, aluminum, brass)	399.2	512.7	534.7
Waste generated from metal and plastic processing	218.0	329.5	448.6
Packaging	453.4	476.3	662.1
Absorbents, filter materials	14.5	17.4	14.3
Discontinued equipment	26.6	42.8	80.6
Aqueous liquid wastes	5.5	1.0	0.2
Plastic	0.0	1.3	0.0
Construction and demolition waste	2.7	2.0	5.3
Waste from sewer cleaning	16.7	0.0	0.0
Mercury-containing waste	0.0	0.0	0.0
Glass	0.5	0.0	0.0
Total waste produced	2,238.6	2,680.6	3,524.7

N.B. The waste data for some group companies have been revised for 2023.

GRI 306-4 waste diverted from disposal (t)			
Waste diverted from disposal by composition	2022	2023	2024
Hazardous waste	583.0	738.2	917.9
Oils and solvents	44.2	178.7	209.3
Packaging	1.7	2.9	3.0
Absorbent material	14.9	18.6	8.8
Waste generated from metal and plastic processing	5.9	7.9	5.2
Discontinued equipment	2.0	6.2	1.6
Aqueous washing solutions	0.9	0.0	1.0
Mercury-containing waste	0.1	0.2	0.4
Emulsions	513.3	523.8	686.6
Gas in pressure vessels	0.1	0.0	0.0
Rifiuti contenenti solventi organici o altre sostanze pericolose	0.0	0.0	2.1
Non-hazardous waste	1,128.4	1,375.4	1,735.5
Waste from metals	399.2	512.7	534.7
Aqueous liquid wastes	0.0	0.0	0.0
Packaging	450.3	470.1	651.9
Waste generated from metal and plastic processing	218.0	329.0	448.6
Glass	0.5	0.0	0.0
Discontinued equipment	26.6	42.8	80.6
Plastic	0.0	1.3	0.0
Mercury-containing waste	0.0	0.0	0.0
Absorbents, filter materials	14.5	17.4	14.3
Construction and demolition waste	2.7	2.0	5.3
Waste from sewer cleaning	16.7	0.0	0.0
Total waste	1,711.4	2,113.6	2,653.4

N.B. The waste data for some group companies have been revised for 2023.

GRI 306-4 waste diverted from disposal (t)			
Waste destined for recovery by third parties	2022	2023	2024
Hazardous waste	583.0	738.2	917.9
Preparation for reuse	46.1	183.3	191.5
Storage of waste	536.9	554.9	726.5
Non-hazardous waste	1,128.4	1,375.4	1,735.5
Preparation for reuse	489.1	583.3	603.3
Recycling	290.2	0.0	61.3
Storage of waste	349.1	792.1	1070.9
Total waste	1,711.4	2,113.6	2,653.4

N.B. The waste data for some group companies have been revised for 2023.

GRI 306-5 waste directed to disposal (t)			
Waste destined for disposal by third parties	2022	2023	2024
Hazardous waste	518.5	559.5	860.9
Oils and solvents	7.0	6.8	8.7
Absorbent material	0.1	0.0	0.1
Aqueous washing solutions	235.8	252.3	572.9
Packaging	0.0	0.1	0.2
Emulsions	275.3	299.9	279.0
Laboratory chemicals	0.0	0.0	0.0
Discontinued equipment	0.0	0.4	0.0
Aqueous liquid wastes	0.3	0.0	0.0
Non-hazardous waste	8.6	7.5	10.4
Packaging	3.1	6.5	10.2
Aqueous liquid wastes	5.5	1.0	0.2
Total waste	527.2	567.0	871.3

N.B. The waste data for some group companies have been revised for 2023.

GRI 306-5 waste directed to disposal (t)			
Waste directed to disposal, by disposal operation	2022	2023	2024
Hazardous waste	518.5	559.5	860.9
Landfilling	0.4	0.2	0.5
Other disposal operations	518.1	559.3	860.4
Non-hazardous waste	8.6	7.5	10.4
Landfilling	8.6	7.5	10.4
Total waste	527.2	567.0	871.3

N.B. The waste data for some group companies have been revised for 2023.

GRI 2-7 employees									
Employees by type of employment	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	501	119	620	619	136	755	712	156	868
Full-time	489	102	591	610	117	727	702	137	839
Part-time	12	17	29	9	19	28	10	19	29

GRI 2-7 employees									
Employees by contract type	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	501	119	620	619	136	755	712	156	868
Permanent employees	472	114	586	594	132	726	671	151	822
Temporary employees	29	5	34	25	4	29	41	5	46

N.B. there are no employees on “non-guaranteed hours” contracts in our companies. N.B. The employees data for some group companies have been revised for 2023.

GRI 2-7 employees									
Employees with disabilities	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	25	5	30	31	5	36	34	6	40
Employees with disabilities	24	5	29	30	5	35	33	6	39
Other protected categories/members of other minority groups	1	0	1	1	0	1	1	0	1

GRI 2-8 workers who are not employees									
Workers who are not employees	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total employees	501	119	620	619	136	755	712	156	868
Total non-employee workers	82	9	93	60	4	64	76	3	79
Temporary workers	3	2	5	2	0	2	5	0	5
Contract workers	78	7	85	58	4	62	70	3	73
Contractors	1	0	3	0	0	0	0	0	0
Apprentices	0	0	-	0	0	0	1	0	1
Total workers	583	128	713	679	140	819	788	159	947

GRI 2-30 collective bargaining agreements									
Employees covered by collective bargaining agreements	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Employees covered by collective bargaining agreements	501	119	620	619	136	755	712	156	868
Total employees	501	119	620	619	136	755	712	156	868
Percentage of employees covered by collective bargaining agreements	100%	100%	100%	100%	100%	100%	100%	100%	100%

GRI 401-1 new employee hires and turnover									
Total new hires and terminations by contract type and gender	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total hires	81	20	101	136	27	163	106	23	129
Permanent employees	50	15	65	103	22	125	64	17	81
Temporary employees	31	5	36	33	5	38	42	6	48
Total terminations	42	12	54	80	23	103	61	15	76
Permanent employees	34	12	46	66	21	87	54	13	67
Temporary employees	8	0	8	14	2	16	7	2	9
Employee hire rate	16%	17%	16%	22%	20%	22%	15%	15%	15%
Employee turnover	9%	11%	10%	16%	19%	17%	10%	11%	10%

N.B. New hires and terminations relate to the companies Rubinetterie Bresciane, Quam, Valbia, Vapres, Gibson, and the Bonomi Group. New hires and terminations for Chibro and Savinox, both acquired in 2023, are not reported.

The employee hire rate is calculated as the ratio of employees hired in the reporting year to personnel employed in the previous year.

Employee turnover is calculated as the ratio of personnel leaving the group in the reporting year to personnel employed in the previous year.

GRI 401-1 new employee hires Chibro			
Total new hires and terminations by contract type and gender	2024		
	Men	Women	Total
Total hires	9	0	9
Permanent employees	6	0	6
Temporary employees	3	0	3
Total terminations	2	0	2
Permanent employees	1	0	1
Temporary employees	1	0	1

GRI 401-1 new employee hires Savinox			
Total new hires and terminations by contract type and gender	2024		
	Men	Women	Total
Total hires	0	0	0
Permanent employees	0	0	0
Temporary employees	0	0	0
Total terminations	1	0	1
Permanent employees	1	0	1
Temporary employees	0	0	0

GRI 401-1 new employee hires and turnover												
Total new hires and terminations by contract type and age	2022				2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Total hires	56	32	13	101	95	53	15	163	70	48	11	129
Permanent employees	42	15	8	65	75	37	13	125	47	27	7	81
Temporary employees	14	17	5	36	20	16	2	38	23	21	4	48
Total terminations	24	20	10	54	33	48	23	104	28	28	20	76
Permanent employees	21	17	8	46	22	43	22	87	20	28	19	67
Temporary employees	3	3	2	8	11	5	1	17	8	0	1	9
Employee hire rate	35%	11%	8%	16%	45%	16%	7%	22%	29%	12%	5%	15%
Employee turnover	20%	7%	7%	10%	20%	16%	14%	17%	13%	8%	10%	10%

N.B. New hires and terminations relate to the companies Rubinetterie Bresciane, Quam, Valbia, Vapres, Gibson, and the Bonomi Group. New hires and terminations for Chibro and Savinox, both acquired in 2023, are not reported. The employee hire rate is calculated as the ratio of employees hired in the reporting year to personnel employed in the previous year.

Employee turnover is calculated as the ratio of personnel leaving the group in the reporting year to personnel employed in the previous year.

GRI 401-1 new employee hires and turnover Chibro				
Total new hires and terminations by contract type and age	2024			
	<30	30-50	>50	Total
Total hires	3	6	0	9
Permanent employees	2	4	0	6
Temporary employees	1	2	0	3
Total terminations	1	1	0	2
Permanent employees	1	0	0	1
Temporary employees	0	1	0	1

GRI 401-1 new employee hires and turnover Savinox				
Total new hires and terminations by contract type and age	2024			
	<30	30-50	>50	Total
Total hires	0	0	0	0
Permanent employees	0	0	0	0
Temporary employees	0	0	0	0
Total terminations	0	0	1	1
Permanent employees	0	0	1	1
Temporary employees	0	0	0	0

GRI 403-9 work-related Injuries									
Recordable work-related injuries (n) - employees	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
While working	11	1	12	13	2	15	14	0	14
While commuting	2	1	3	4	1	5	1	0	1
Total	13	2	15	17	3	20	15	0	15
Hours worked (h)	944,086	192,311	1,136,397	1,067,041	206,108	1,273,149	1,255,719	250,986	1,506,706
Work-related injury rate	11.65	5.20	10.56	12.18	9.70	11.78	11.15	0.00	9.29
Recordable work-related injuries (n) - workers who are not employees	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
While working	4	1	5	3	0	3	2	0	2
While commuting	1	0	1	0	0	0	0	0	0
Total	5	1	6	3	0	3	2	0	2
Hours worked (h)	143,720	20,626	164,346	106,662	4,793	111,725	110,215	5,578	115,793
Work-related injury rate	27.83	48.48	30.42	28.13	0.00	26.85	18.15	0.00	17.27

GRI 404-1 average hours of annual training per employee									
Average hours of training, by gender and category	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Total	13	7	12	17	12	16	23	10	20
Executives	8	16	11	6	68	30	6	68	11
Middle managers	2	0	2	24	0	24	21	0	16
White-collar workers	17	10	15	20	16	19	20	16	25
Blue-collar workers	11	4	10	15	2	14	15	2	18

GRI 404-3 percentage of employees receiving regular performance and career development reviews									
Percentage of employees receiving regular performance and career development reviews, by gender and category	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	67%	50%	60%	67%	50%	60%	40%	50%	43%
Middle managers	89%	-	89%	53%	-	53%	65%	-	65%
White-collar workers	54%	44%	51%	52%	48%	51%	64%	52%	60%
Blue-collar workers	45%	12%	40%	42%	12%	38%	41%	12%	38%
Total	49%	30%	45%	46%	35%	44%	50%	37%	47%

GRI 405-1 diversity of governance bodies and employees									
Employees by category and gender	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executives	3	2	5	3	2	5	5	2	7
Middle managers	9	0	9	15	0	15	23	0	23
White-collar workers	182	66	248	215	83	298	243	95	338
Blue-collar workers	307	51	358	386	51	437	441	59	500
Total (n.)	501	119	620	619	136	755	712	156	868

GRI 405-1 diversity of governance bodies and employees												
Employees by category and age	2022				2023				2024			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Executives	0	1	4	5	0	2	3	5	0	3	4	7
Middle managers	0	3	6	9	0	4	11	15	0	8	15	23
White-collar workers	57	134	57	248	75	151	72	298	88	177	73	338
Blue-collar workers	104	158	96	358	136	183	118	437	153	222	125	500
Total (n.)	161	296	163	620	211	340	204	755	241	410	217	868

GRI 405-1 diversity of governance bodies and employees									
Members of governance bodies by gender and age	2022			2023			2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30	0	0	0	0	0	0	0	0	0
30-50	2	2	4	2	2	4	2	2	4
> 50	2	0	2	2	0	2	0	0	0
Total	4	2	6	4	2	6	2	2	4

GRI 416-2 Incidents of non-compliance regarding health and safety impacts of products and services			
Number of incidents of non-compliance with regulations and/or voluntary codes regarding health and safety impacts of products and services	2022	2023	2024
Total	0	4	0
Incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0
Incidents of non-compliance with regulations resulting in a warning	0	0	0
Incidents of non-compliance with voluntary codes	0	4	0

GRI Content Index

Statement of Use	Bonomi Group has reported the information cited in this GRI content index for the period 01/01/2023 to 12/31/2023 “with reference to” the GRI Standards
GRI 1 used	GRI 1: core principles 2021
GRI Sector applicable standards	N/A - awaiting publication of the industry-specific standard

GRI Standard	Disclosure	Reference paragraph and notes
GRI 2: General disclosures 2021	2-1 Organizational details	Methodological note
	2-2 Entities included in the organization's sustainability reporting	Methodological note
	2-3 Reporting period, frequency, and point of contact	Methodological note
	2-4 Review of information	Methodological note; GRI indicator tables
	2-5 External assurance	<i>These financial statements are not subject to auditing</i>
	2-7 Employees	3.1 The people that experience the company firsthand; 3.1.1 Diversity, equal opportunity, and inclusion; GRI indicator tables
	2-8 Workers who are not employees	3.1 The people that experience the company firsthand; GRI indicator tables
	2-9 Governance structure and composition	1.1.2 Group governance
	2-14 Role of the highest governance body in sustainability reporting	Methodological note
	2-27 Compliance with laws and regulations	1.1.2 Group governance
	2-28 Membership of Associations	1.2.1 Stakeholder engagement
	2-29 Approach to stakeholder engagement	1.2.1 Stakeholder engagement
	2-30 Collective bargaining agreements	GRI indicator tables
Material topics		
GRI 3: material topics 2021	3-1 Process for determining material topics	1.2.2 Sustainability priorities
	3-2 List of material topics	1.2.2 Sustainability priorities

Energy and emissions		
GRI 3: material topics 2021	3-3 Management of material topics	2.1 Combating climate change
GRI 302: energy 2016	302-1 Energy consumed within the organization	2.1 Combating climate change; GRI indicator tables
	302-3 Energy intensity	2.1 Combating climate change; GRI indicator tables
GRI 305: emissions 2016	305-1 Direct GHG emissions (scope 1)	2.1 Combating climate change; GRI indicator tables
	305-2 Indirect GHG emissions (scope 2)	2.1 Combating climate change; GRI indicator tables
Water consumption		
GRI 3: material topics 2021	3-3 Management of material topics	2.2 Water resource management
GRI 303: water and effluents 2018	303-3 Water Withdrawal	2.2 Water resource management; GRI indicator tables
Circularity of processes		
GRI 3: material topics 202	3-3 Management of material topics	2.4 Promotion of circular processes
GRI 306: waste 2020	306-1 Waste generation and significant waste-related impacts	2.4 Promotion of circular processes
	306-2 Management of significant waste-related impacts	2.4 Promotion of circular processes
	306-3 Waste generated	2.4 Promotion of circular processes; GRI indicator tables
	306-4 Waste diverted from disposal	2.4 Promotion of circular processes; GRI indicator tables
	306-5 Waste directed to disposal	2.4 Promotion of circular processes; GRI indicator tables

Health and safety		
GRI 3: material topics 2021	3-3 Management of material topics	3.2. The health and safety of collaborators
GRI 403: occupational health and safety 2018	403-1 Occupational health and safety management system	3.2. The health and safety of collaborators
	403-2 Identification of hazards, risk assessment, and accident investigation	3.2. The health and safety of collaborators
	403-4 Worker participation and consultation and communication on occupational health and safety	3.2. The health and safety of collaborators
	403-5 Training of workers in the sphere of occupational health and safety	3.2. The health and safety of collaborators
	403-6 Workers' health promotion	3.2. The health and safety of collaborators
	403-7 Prevention and mitigation of occupational health and safety impacts in trading relationships	3.2. The health and safety of collaborators
	403-8 Workers covered by an occupational health and safety management system	3.2. The health and safety of collaborators
	403-9 Work-related injuries	3.2. The health and safety of collaborators; GRI indicator tables
	403-10 Occupational diseases	3.2. The health and safety of collaborators; GRI indicator tables
Training and development of people		
GRI 3: material topics 2021	3-3 Management of material topics	3.3 Know-how and skill development
GRI 404: training 2016	401-1 New employee hires and turnover	3.3 Know-how and skill development; GRI indicator tables
	404-3 Percentage of employees receiving periodic performance and career development reviews	3.3 Know-how and skill development; GRI indicator tables
People's well-being and involvement		
GRI 3: material topics 2021	3-3 Management of material topics	3.4 Promoting the well-being of collaborators
GRI 401: employment 2016	401-1 New employee hires and turnover	3.4 Promoting the well-being of collaborators; GRI indicator tables
	401-2 Benefits for full-time employees that are not available for temporary or part-time employees	3.4 Promoting the well-being of collaborators

Supporting local communities		
GRI 3: material topics 2021	3-3 Management of material topics	3.5 Supporting local communities
GRI 201: economic performance 2016	201-1 Directly generated and distributed economic value	1.2.1. Stakeholder engagement; GRI indicator tables
Diversity, equal opportunities, and inclusion		
GRI 3: material topics 2021	3-3 Management of material topics	3.1.1 Diversity, equal opportunities, and inclusion
GRI 405: diversity and inclusion 2016	405-1 Diversity of governance bodies and employees	3.1.1 Diversity, equal opportunities, and inclusion; GRI indicator tables
GRI 406: non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken	<i>No episodes of discrimination were reported in the three-year period</i>
High-performance, sustainable products		
GRI 3: material topics 2021	3-3 Management of material topics	2.3 High-performance, sustainable products
GRI 301: materials 2016	301-1 Materials used by weight or volume	2.3 High-performance, sustainable products; GRI indicator tables
	GRI 301-2 Recycled input materials used	GRI indicator tables
GRI 416: customer health and safety 2016	416-2 Episodes of non-compliance regarding health and safety impacts of products and services	GRI indicator tables
Product and process innovation		
GRI 3: material topics 2021	3-3 Management of material topics	4.2 Use of innovative products and processes
Responsible supply chain management		
GRI 3: material topics 2021	3-3 Management of material topics	4.1 Responsible supply chain management
Cybersecurity		
GRI 3: material topics 2021	3-3 Management of material topics	1.1.2 Group governance
GRI 418: customer privacy 2016	418-1 Proven complaints regarding customer privacy breaches and data loss	1.1.2 Group governance
Prerequisite - ethical conduct		
GRI 205: anti-corruption 2016	205-3 Established episodes of corruption and actions taken	1.1.2 Group governance





