2025

Sustainability Report

VALVES & ACTUATORS

HADRON®



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01

Letter to stakeholders

Dear Stakeholders,

we are proud to present the third edition of the Hadron Group Sustainability Report.
2025 turned out to be an extraordinarily complex year. We found ourselves operating in a highly unstable global environment, characterised by growing geopolitical tensions and significant economic volatility, which led to a marked rise in commodity and energy prices. At the same time, the climate crisis has continued to make its effects felt with dramatic urgency. In such a challenging environment, running a business has taken not only financial resilience, but above all a firm commitment to our values.
Today, more than ever, we are aware of the need to adopt a sustainable approach to doing business. Despite global political decisions, which sometimes seem to slow things down or move in opposite directions, environmental and social responsibility cannot be put on hold. On the contrary, the significant rise in energy costs and supply difficulties have shown that environmental efficiency and resource independence are fundamental mainstays of long-term economic stability. Investing in sustainability is not a luxury for good times, but an ethical imperative and a winning strategy to safeguard the future of businesses in an interconnected world.
For this very reason, we did not take a step backwards in 2025; instead, we continued to doggedly follow the path we had charted in recent years, consolidating our actions on the ESG pillars (environmental, social and governance).
Furthermore, in terms of internal awareness-raising, we have continued to organize events focusing on crucial issues such as Occupational Health and Safety Day, taking part in the "Race for the Cure" in support of the fight against breast cancer, and renewing our deep commitment to combating violence against women, in the belief that a culture of respect is the foundation of all community growth.

Our challenge is still to grow by giving back what we receive, translating global issues into concrete local action:

- **Energy and climate:** with the clean energy generated by our solar panels, we have continued to mitigate the impact of rising energy costs, while continuing to support reforestation through the Treedom® project.
- **Circular economy:** with the transition to on-site food preparation launched last year, our company canteen project is now in full swing, confirming the complete elimination of plastic consumption and transport packaging.

- **Products and supply chain:** our research focused on developing products with very high recyclability in order to offer our customers solutions with a lower environmental impact. Despite the pressure to cut costs, our responsible procurement policy has not changed: we have started to select suppliers by rigorously assessing their short supply chains, ethical standards and compliance with environmental (ISO 14001) and health and safety (ISO 45001) certifications.
- **Valuing people:** following the success and deep emotion surrounding the first and second scholarships named after our founder, Silvio Bonomi, we are proud to have renewed this funding. In fact, the awards ceremony took place on 30 October, with 14 students in attendance: the award winners also included some of the winners from the first and second editions, demonstrating consistency in their studies. For us, recognising the achievements of our employees' children means breathing new life into the younger generations and further strengthening the bond between the Bonomi family and the wider company community.



Our initiatives and activities aim to make the current situation less complex: we firmly believe that environmental impact and economic crises are global problems that require collective responses and shared solutions, from Europe to the rest of the world. As we like to reiterate: we cannot change the world alone, but together we can improve it.
A thank you to everyone who, once again this year, will be reading our Sustainability Report and continuing to walk alongside us.

Sandro and Giuliano Bonomi,
CEOs of Bonomi Industries Srl

02

Methodological Note

Methodological Approach

The purpose for which the Group Sustainability Report was created is to provide a transparent and structured representation of the company to its internal and external stakeholders, illustrating its mission and vision, values, strategic targets, and the main initiatives and results that the Group has achieved from a specifically ESG (Environmental, Social, Governance) perspective.

Last year, in 2023, the Group decided to voluntarily commit to this sustainability path by collecting, summarising and structuring the company's non-financial information in a single document, to be issued annually, giving value to the distinctive features of the Group and concreteness to its virtuosities. The sustainability report is also a way to make stakeholders aware of the potential and actual long-term positive and negative impacts the business has on people and the environment.

Criteria for the Sustainability Report

This Sustainability Report summarises the Group's social, environmental and governance sustainability performance in the period **from 1 January 2023 to 31 December 2025**.

The scope of the reported data relates to the Hadron Group, which comprises Bonomi Industries Srl, Hadron Srl and Shedstone Srl, and, where reporting was possible, the following foreign subsidiaries: RuB, Incorporated (RuB, Inc.), in North America and RuB K.K., in Japan.

As for the previous reporting periods, when preparing its 2025 financial statements, the Group decided to adopt the principles and standards of the Global Reporting Initiative (GRI), the most recognised framework that is popular in Europe and around the world for disclosing and reporting non-financial corporate information. The choice of the GRI ensures a high degree of interoperability with the new ESRS (European Sustainability Reporting Standard) criteria developed by EFRAG to meet the requirements of the European CRSD ("Corporate Sustainability Reporting Directive") No. 2022/2464. This alignment enables us to adopt the principle of Dual Materiality from the outset, reporting both the impact of our activities on the world and our economic and financial performance in an integrated manner.

The reporting principles set out in GRI 1 have been observed: Inclusiveness, Completeness, Sustainability Context and Materiality.

Materiality is the threshold above which a topic or indicator becomes important enough to be included in the report. Relevant topics and indicators are those that reflect significant economic, environmental and social impacts, or that could substantially influence stakeholder assessments and decisions.

Inclusiveness requires the organisation to identify its stakeholders and explain in the report how it has responded to their reasonable expectations and interests. Usually, companies implement various forms of stakeholder engagement that allow an adequate understanding of the information needs of stakeholders and greater assumption of responsibility in relation to the different categories. The company should document the approach used to define the stakeholders involved, how this involvement influenced the content of the report, and the activities undertaken by the organisation to address sustainability topics.

Completeness concerns the objective, perimeter and timeline, which must be such as to reflect significant economic, environmental and social impacts and allow stakeholders to assess the organisation's performance over the reporting period. The target refers to the topics and indicators covered by the report. The perimeter is the set of parties whose performance is represented in the report, i.e. those parties over which the organisation exercises control and influence.

The **sustainability context** principle states that the report should illustrate the organisation's performance with reference to the broader topic of sustainability. That is, it must analyse the organisation's performance in the context of the constraints and demands on environmental or social resources at a sectoral, local or international level.

For reporting purposes, priority was given to directly identifiable and measurable qualitative and quantitative data and indicators.

Considering that the report is prepared in accordance with the GRI principles, it should be clarified that the GRI Index Table used to prepare the report has been included at the end, with the aim of providing a guide so that readers can orient themselves in the topics covered in the various chapters.

The Sustainability Report is not subject to certification by the statutory auditor, nor to third party endorsement. It is annual and was prepared internally by the team specially appointed to follow the project.



03

Materiality and stakeholder engagement

Materiality analysis and stakeholder engagement

Materiality analysis is the methodological heart of any sustainability report. This is the process that exploits continuous and direct engagement of key stakeholders to identify and assess topics that are priorities for all stakeholders of a business.

Materiality is the threshold above which a topic or indicator is deemed important and must be considered within the corporate strategy. Material topics may be economic and governance, environmental or social.

In order to identify a list of the main material topics (GRI 3), the essential first step is to carry out a detailed analysis of the company, the context and sector in which it operates, and the competition it faces. In order to identify the topics and, therefore, the potential and real direct and indirect impacts, Bonomi Industries Srl referred to the *Global Reporting Initiative* (GRI) standards, which guarantee a solid and internationally recognised approach. They are, in fact, by far the most widely used sustainability reporting standards in the world.

The company has therefore confirmed the topics that were identified in 2023 as the most relevant to its specific context and aligned with its industrial plan.

The table below shows the 10 topics identified as material for the Group, divided into E (environment, in green), S (social, in yellow) and G (governance, in blue) and the corresponding scores assigned by the Bonomi management.

Material topics

Innovation and sustainability in the production process	Production in the logic of continuous innovation and evolution, while maintaining high quality levels
Suppliers and ESG topics	Identifying and monitoring the ESG performance of suppliers
Carbon Footprint	Identification, monitoring and streamlining of corporate environmental impact, including direct and indirect emissions.
ESG governance and strategy	Management's ability to recognise the company's key role in pursuing sustainability (social and environmental) goals, for its employees and the local area and integrate them into the industrial plan.
Responsibility, Privacy and Data Security	Adoption of anti-corruption policies and policies to protect the privacy of employees and collaborators
Customer Satisfaction	Ability to manufacture products aligned with the needs of customers and that meet market demands
Creation of value in the local area	Ability of the company to generate and distribute economic value within and outside the group
Personal training and development	Programs for the advancement and training of workers, preparatory to their professional and personal growth
Welfare, Inclusion and Diversity	Developing corporate welfare by promoting inclusion and equality with respect for diversity in employees and collaborators
Worker health and safety	Creation and maintenance of a healthy and safe working environment for employees and collaborators

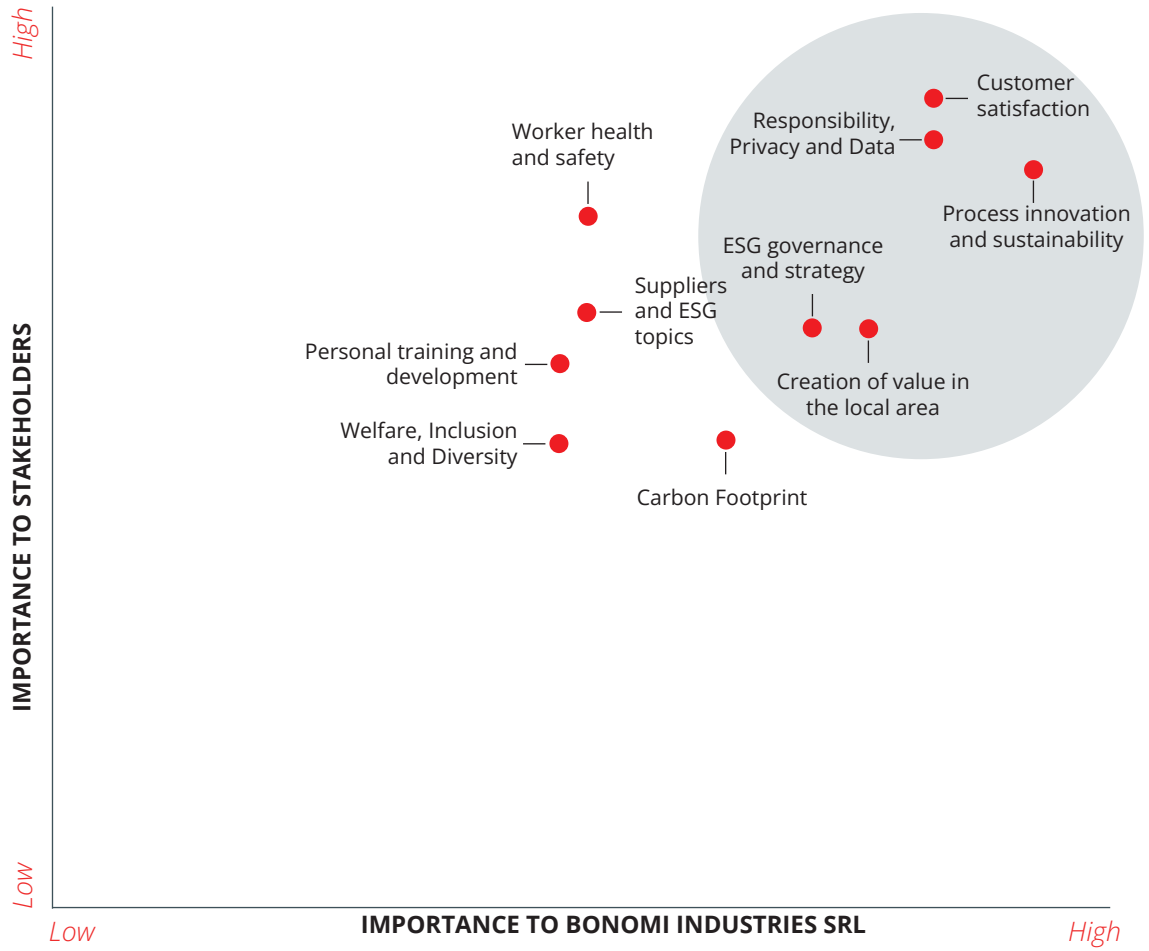
As for the first two reporting years, the group decided to adopt an **indirect approach to stakeholder engagement**; therefore, after identifying the material topics, it assessed them from its own perspective and also provided the opinions of its stakeholders without, however, involving them directly. In future years, the Group's goal will be to gradually involve the various categories of the most important stakeholders in order to define strategic targets that are also based on the concrete needs and expectations of its stakeholders. This will give the company a broader and more inclusive view of its context by identifying stakeholders' needs, expectations and perceptions, and guide strategic and innovative processes with a greater chance of success.

Each topic is an area of strategic intervention to which, during analysis, the company and stakeholders attribute a specific importance quantified by a numerical index on a scale from 1 (low priority) to 5 (top priority). As for the previous years, the aspects identified in the following Report with a score of 4 or higher were defined as priority material topics. In addition, for each material topic, the Group set itself improvement targets by identifying specific quantitative KPIs, such as concrete initiatives to be put in place, policies to be implemented and to be achieved in the coming years.

In the table below, the importance to the Group and the Stakeholders can be seen graphically.



The output of the materiality process is the so-called **materiality matrix**, a two-dimensional graph in which materiality topics are positioned according to their importance to stakeholders and the group.



Of the 10 material topics identified, the Group has identified a congruent number (5) on which to make a concrete short-term commitment through specific actions, investments and initiatives.

The group decided to combine its goals with the 17 Sustainable Development Goals of the 2030 Agenda (SDGs). The SDGs are composed of 169 targets that aim to end poverty and inequality, and to develop the social and economic environment by mitigating climate change and building peaceful societies by 2030.

In particular, for the two-year period 2025-2026, the group decided to undertake the following commitments:



Production process innovation and sustainability by adopting new machinery and high-precision technologies. The end of 2025 the introduction of ball machining centres and transfer and trans-bar machines was completed. These machines feature the ability to work on several axes simultaneously for turning brass rods. These changes have had a largely positive effect, resulting in:

- improvement to workers' health and safety;
- elimination of repetitive production movements;
- elimination of manual load handling;
- professional development of employees and contractors through training in numerical control, thereby enhancing their appeal in the labour market;
- elimination of the use of full-film cutting oils and solvents for cleaning workpieces;
- elimination of two out of three sources of atmospheric emissions.

In the coming years, the Group will continue to improve the efficiency of its production process in order to pursue its innovation and sustainability targets.



Customer satisfaction, by meeting market demands and customers' needs. This topic is closely linked to the creation of value and growth of the company. In line with the sustainability reports from previous years, again in 2025, the group is committed to strengthening relations with its customers worldwide, improving research in the sectors it serves and manufacturing products to high standards and of excellent quality. This will strengthen the relationship of trust and understanding with customers, even if they are based and operate abroad: to this end, the group has increased both the number and the quality of its visits to overseas customers. Moreover, in order to concretely measure the results of its commitment to its customers, the group periodically submits a questionnaire to its main customers to monitor the general level of satisfaction with the service provided, not only with the product itself, but also with other elements that make the partnership with Bonomi a positive experience.

Responsibility, privacy and data security: In 2024, the Group adopted an organisational model in accordance with Italian Law 231/2001 in order to ensure transparent and accountable corporate governance, prevent potential offences and improve trust and reputation with our stakeholders. By 2025, the model will be fully operational, allowing the group to consolidate its control mechanisms, effectively mitigate operational risks and ensure maximum regulatory compliance at every stage of its business processes. In line with this approach to integrated regulatory compliance, in 2025 the group implemented the requirements of the NIS2 Directive (EU Directive 2022/2555), fulfilling the obligation to register formally on the dedicated institutional platforms and strengthening its information security protocols to protect the group.

Creation of value in the local area: every year, the Group undertakes to return part of the value generated to the local area where it operates by distributing part of its revenue to local associations and non-profit organisations in the form of donations. At the same time, the company's management recognises the significant importance of the local community and its role as an active social player in the local area, and is therefore open to welcoming and supporting new projects aimed at local growth and enhancement.

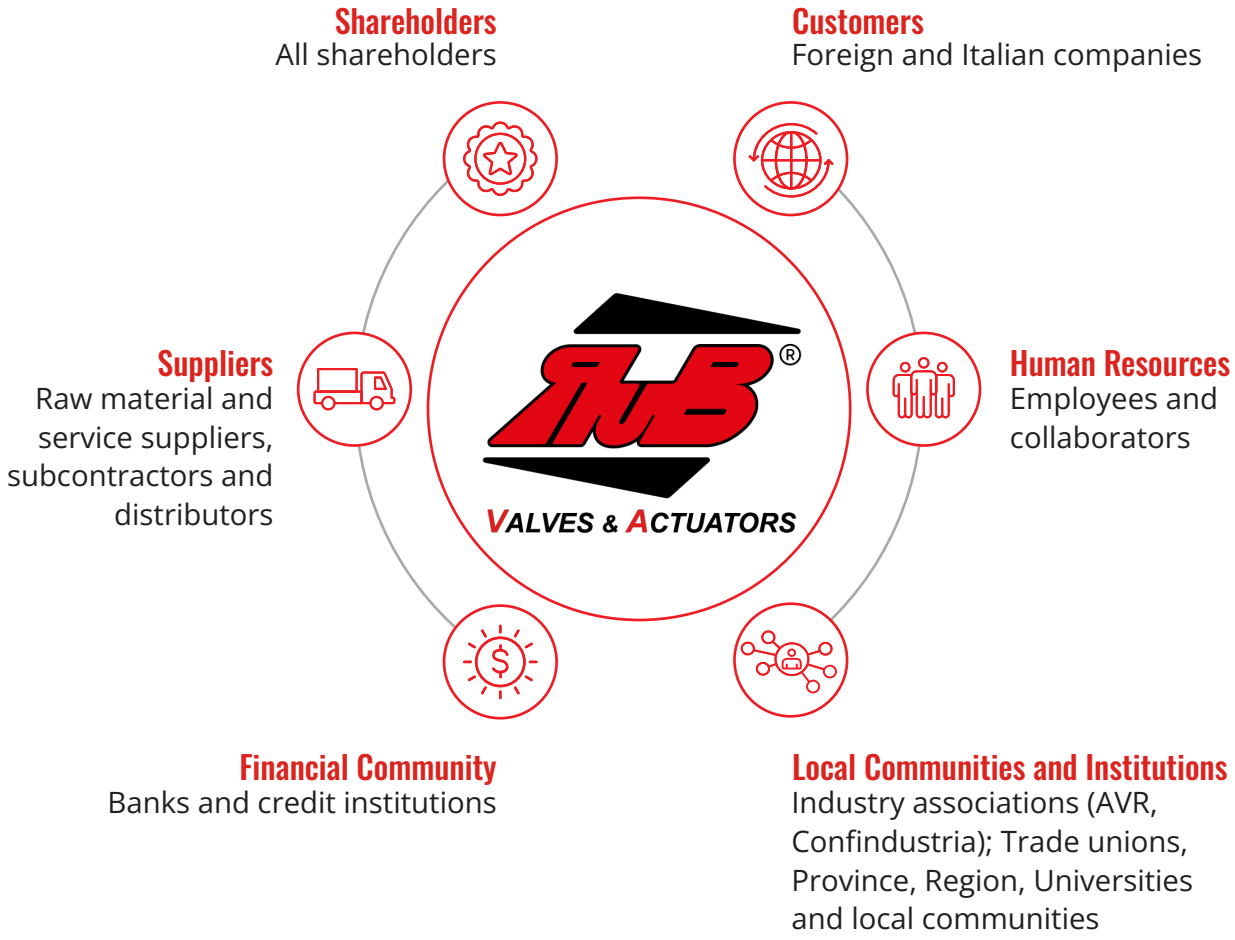
Governance and ESG strategy: the Group is committed to integrating principles of environmental and social responsibility with those of corporate and management strategy, ensuring transparency, ethics and long-term sustainability, while strengthening the trust of internal and external stakeholders in the company.



Stakeholders

Although the Group is rooted in the local tradition with entirely Italian production, it is aiming towards the global market. This does not prevent it from recognising the value of the local area where it operates and maintaining an open, constructive and supportive dialogue with it. That is why, in addition to generating value for the region, it contributes to the national debate in its sector by actively participating in trade associations and national events, and collaborating with various educational and business entities. This active involvement allows the company to bring its vision of industry, which includes tradition and innovation, to the valve sector, helping to drive the evolution of industry practices towards higher standards of sustainability and responsibility. This commitment reinforces the Group's position as a responsible and innovative leader, capable of creating value not only for itself, but also for the community and industry as a whole.

The image below gives an overview of the Group's main stakeholders.



In the coming years, the Group is committed to strengthening the dialogue with its internal and external stakeholders.



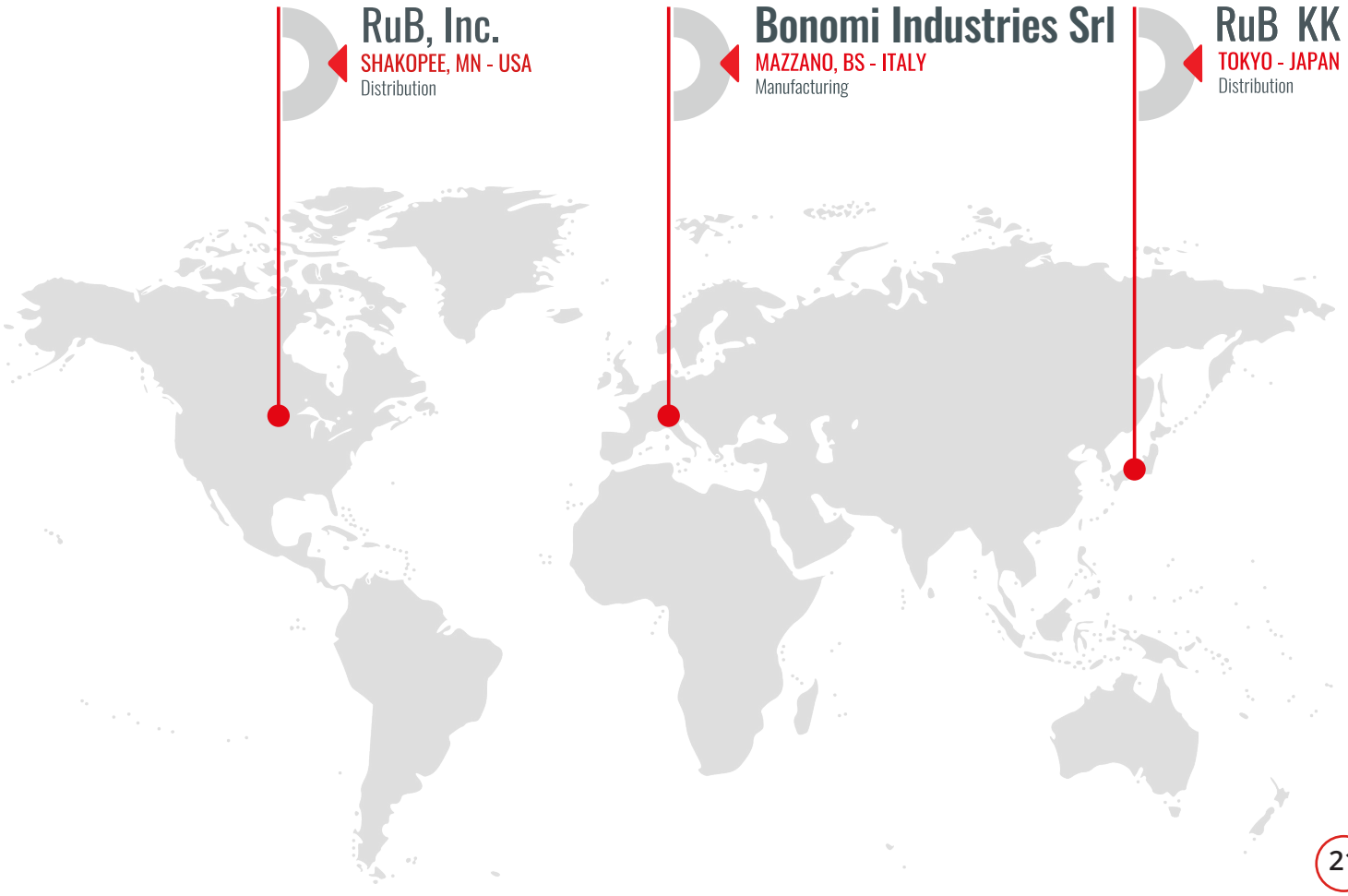
04
About Us

Our history

Bonomi Industries Srl is a manufacturer of brass valves and electric actuators that has been exporting to five continents for over 40 years. A family business founded in 1954 by brothers Silvio and Oreste Bonomi in Lumezzane (BS), it has expanded its size and geography over time. The company is currently managed by Silvio Bonomi's sons, Giuliano and Sandro, who became equal partners after their father retired in 2017.

The group is led by the holding **Hadron S.r.l.**, the ultimate parent company of the Bonomi family's industrial group, established in 2018 with a view to reorganising the group. Today, the Group has 20,000 m² of production area in Italy where, on average, around 40,000 valves are produced per day, including a significant share of specific products for OEM customers.

Valves and actuators are produced and distributed by the subsidiary Bonomi Industries Srl in Mazzano, in the Brescia province. In addition to the Italian head office itself, finished product sales are entrusted to its foreign subsidiaries: **RuB Incorporated**, located in Shakopee, Minnesota, in **North America**, which also assembles valves and actuators in a 5,000 m² building of contemporary design, and **RuB K.K. in Tokyo**, Japan, the distribution hub.



The Group also controls **Shedstone S.r.l.**, which manages and exploits the group's real estate assets, directly and also through its US-registered subsidiary, **RuB Financials**.

A focus on quality Italian raw materials and technological innovation makes Bonomi Industries Srl an international excellence in the low-pressure valve market. In 2019, the company changed its name from “RuBinetterie Utensilerie Bonomi” (RuB) to “Bonomi Industries Srl”, intensifying its focus on innovation, quality and reliability to face with low-cost competition. In 2025, continuing the investments started in 2017, it also made significant investments in facilities and machinery, pursuing innovative development in 4.0 technology, which allowed it to become more efficient and further improve both the products and services offered to its customers.



The Group's history

1954

Silvio Bonomi and his brother Oreste found Eredi di Bonomi Silvio

1959

The headquarters is moved from Lumezzane to Sant'Eufemia

1965

Company name is changed to Rubinetterie utensilerie Bonomi (***RuB***)

1973

Start of brass ball valve production and export to Europe

1974

A modern 5,000 m^2 factory is built, and production is moved to Ciliverghe di Mazzano

1978

Specific investments are made in ball valve production

1981

Production of 1,000,000 ball valves per year is reached for the first time

1984

The first investments in IT begin when an IBM System/34 is installed for order, warehouse, procurement and administration management

1991

The factory is expanded to 8,000 m^2 to improve the internal layout and separate assembly from machining

1994

US subsidiary ***RuB, Inc.*** is founded with headquarters in Minneapolis, Minnesota and warehouse in Boston, Massachusetts

1995

ISO 9002 Quality System is certified by Lloyd's Register, upgraded to ISO 9001 in 1998

2001

For the first time, 8,000,000 ball valves are produced in one year. An additional factory shed was built with associated loading bays for shipping material

2005

The US warehouse is relocated from Boston to Minneapolis

2006

An additional factory shed is purchased to expand the assembly department with a total indoor area of 12,500 m^2

2007

The Japan subsidiary ***RuB K.K.*** is founded in Tokyo

2009

SAP management software and a new MES is used for the first time in Italy

2010

The use of SAP management is extended to the two USA and Japan subsidiaries

2012

The Lean Project is initiated and the company management and teamwork are established

2014

The first 60 years of **RuB** are celebrated with all employees and their families

2015

A 5,000 m^2 warehouse with offices is built in Shakopee, Minnesota

2017

The company is restructured by creating an operational holding company "***Hadron srl***" to manage the group's administration finance and control, human resources, information technology, quality system and marketing areas

2018

Shedstone Srl, the group's real-estate management company, is established

2019

Construction of a new 8,000 m^2 warehouse is started and completed adjacent to the existing ones. Total indoor surface area: 20,000 m^2. The company name is changed to "**Bonomi Industries Srl**"

2020

Innovative machinery is installed to machine, assemble and handle products with the aim of improving the ergonomics of employees' work and making the production process even more efficient and safe

2021

The Service Building is inaugurated, with spacious changing rooms, canteen and training room for all employees

2021 november

Founder Silvio Bonomi passes away. Old and new employees, as well as many suppliers and acquaintances, embrace in a moving salute

2023

The packaging line with fully automated handling of products, boxes and cartons starts operation. Additional machines are installed to complete the investment plan aimed at optimising the production of STD ball valves, balls, bodies and ball pushers of up to 2". The project to replace all machinery in the multi-spindle department with bar transfer machines is started

2024

Bonomi Industries Srl and RuB Inc. celebrate their 70th and 30th anniversaries respectively

2025

The project to replace all the machinery in the Multi-spindle Department with trans-bar machines has been completed, reducing the number of atmospheric emission points from three to one. The photovoltaic system is now operating at full capacity



Our values

Thanks to the direct management of the partners, the group has never changed its original humanitarian spirit and values.

01

Focus on the Future

"We solve today's challenges and innovate to meet tomorrow's needs. We plan business to be sustainable for People and the Planet"

02

Customer Orientation

"We win when our customers win. We bring value through tailored solutions and services.
We build long-term relationships based on trust and personal relationship with all stakeholders in the supply chain"

03

Collaboration

"We are a team. We create solutions with the passion and participation of every person in the Group"

04

Respect and Responsibility

"We uphold total and unconditional respect for dignity, safety and human rights wherever our Group operates.
We strengthen the bond to our local communities and territories by contributing to their development and upkeep.
We take responsibility for our actions"

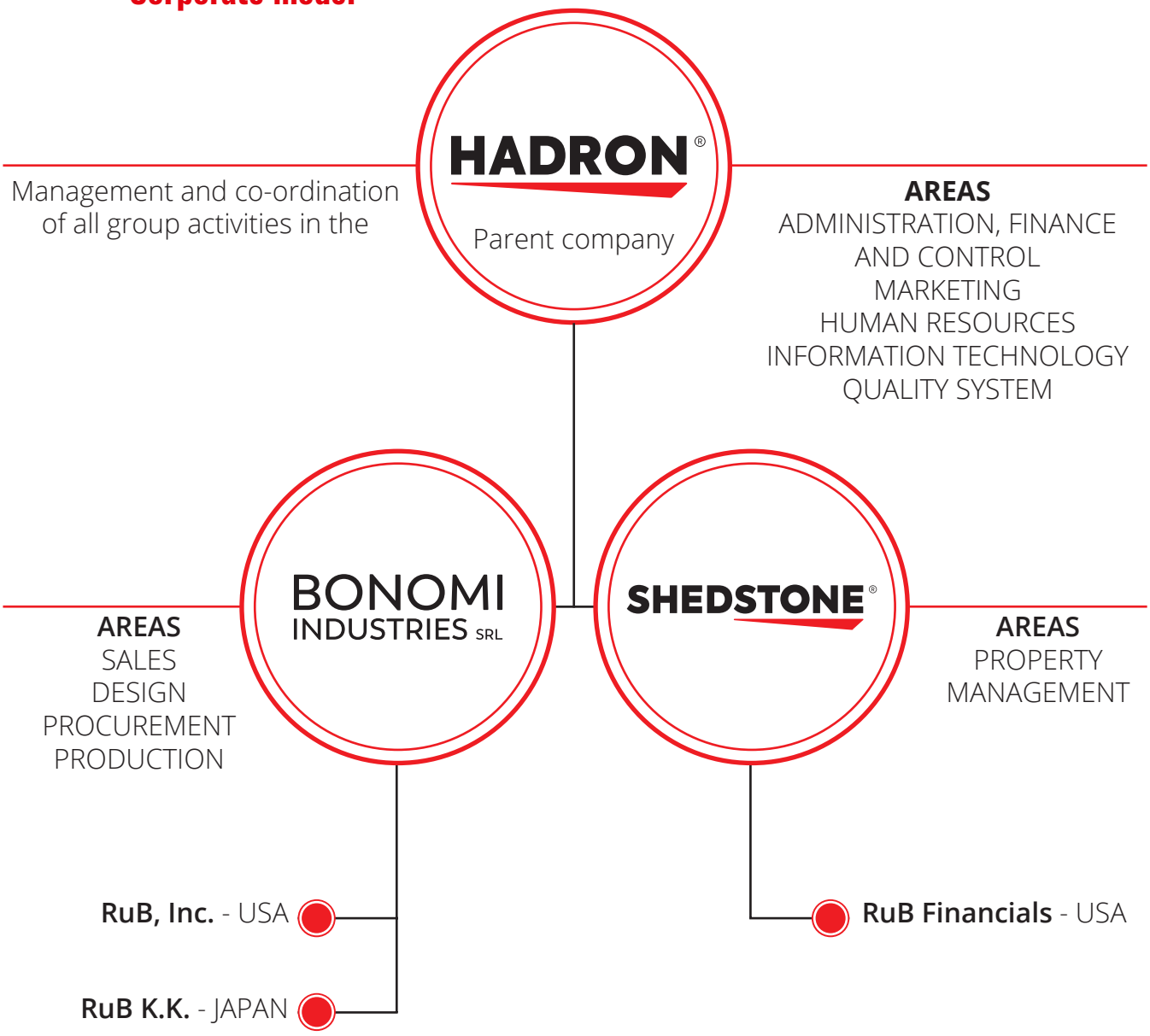
05

Proactivity

"We have a strong and deep-rooted culture of "hands-on doing". We take the initiative to make improvements and create innovation"

For the group, **integrity** is an inspiring value that represents the strongest guarantee of its civil commitment to all stakeholders. The group's activities are conducted to meet customers' needs through constantly improving research, production and supply of high-quality goods. The group rejects any violation of this principle.

Corporate model



The corporate and organisational model adopted by Bonomi Industries Srl pursues the dual goal of ensuring economic sustainability and long-term value creation.

Bonomi Industries Srl is 52% owned by Hadron S.r.l., and the remainder is owned equally by Giuliano and Sandro Bonomi. Both are members of the Board of Directors and hold executive roles. Specifically, Sandro Bonomi is responsible for the commercial and financial side of Bonomi Industries Srl, and Giuliano Bonomi with the operational management side. Every three years, when the Board of Directors is renewed, the office of Chairman also changes, with one of the two partners taking over in rotation.

In 2020, Sandro Bonomi received the important appointment as the new President of AVR, the federated association ANIMA Confindustria, which represents Italian manufacturers of valves, taps, actuators, fittings and hoses; an appointment that was then renewed, first in 2022 and then most recently in 2024.

To confirm the Group's sensitivity to training resources, in 2024, after years of collaboration, Giuliano Bonomi became a board member of the Vantini School in Rezzato, which trains young resources in metalworking and marble processing, and of which the Group was already a partner.

MEMBER	ROLE	AGE RANGE
Giuliano Bonomi	Chairman and Employee Partner	>50
Sandro Bonomi	Employee Partner	>50

Bonomi Industries Srl products and market

With a global presence across five continents, Bonomi Industries Srl is a leading player in the high-performance ball valve and actuator market. Its real competitive advantage lies in the quality of the materials: the supply chain is almost entirely Italian, with just 4% of materials sourced from outside Europe, enabling the company to offer products with unrivalled durability and reliability, and a lifetime warranty.

The product range is used in a variety of strategic sectors, including hydraulics, pneumatics, industry, maritime, food and home automation. The excellence of our processes is validated by rigorous international standards: Bonomi Industries Srl, Hadron Srl and RuB Incorporated are all ISO 9001:2015 certified, and the first of these has also been PED compliant (2014/68/EU) for over twenty years. In addition to specific certifications for sensitive applications such as drinking water and gas, the Group is actively committed to social and environmental responsibility through an integrated documentation system to manage its corporate procedures. In particular, Bonomi Industries Srl and Hadron Srl are ISO 45001:2018 certified (occupational health and safety) and ISO 14001:2015 certified (environmental management and protection); RuB Incorporated, on the other hand, has been awarded MNSTAR certification by the Minnesota Occupational Safety and Health Administration (MNOSHA): this accreditation is the highest level of excellence awarded to companies that excel in workplace safety best practices.

This structured approach is reflected in the "LEAN" philosophy, which the Group introduced in 2012. This continuous improvement process aims to optimise resources and streamline business operations at every level to reaffirm a vision of governance that focuses not only on business results, but also on wellbeing, ergonomics and day-to-day satisfaction of its employees.

Production figures in recent years

Over **3,000** finished products

8 million brass valves produced per year

7,300 pallets filled

Over **7,000** different components

270,000 components produced per day

Over **60 million** components produced per year

Production innovation and quality

Ever since it was founded, the Group has placed technological innovation and continuously raising quality standards at the heart of its identity.

To strengthen its international competitiveness and stay ahead of developments in a rapidly changing global market, the Group continuously invests in Research and Development. With a team of qualified engineers and technicians, the Group designs custom solutions, working in close collaboration with leading partners in the industrial sector.

This approach is fully in line with a strongly customer-centric philosophy. The main goal is to ensure excellent and reliable service for all stakeholders, by building meaningful relationships with employees, suppliers and end customers. To fulfil this mission, the Group regularly modernises and optimises its production processes to introduce cutting-edge methods, products and services.

Total quality is, therefore, the cornerstone of the company's strategy, which is guided by two essential targets: maximum customer satisfaction and environmental protection. In this context, the durability of Bonomi Industries Srl's products and the effectiveness of its fluid sealing systems play a crucial role in safeguarding water resources and conserving water. This commitment is reflected in the adoption of strict control protocols before products are launched onto the global market, exceeding even the most stringent technical requirements set by major international manufacturers and distributors.

With this in mind, the group is committed to maintaining high quality levels through various actions in its production process, including:

- Constant supplier improvement
- 24–72 hour testing for ball valves
- Incoming goods checks
- 100% visual inspection during packaging
- Checks during the production process
- Cybersecurity
- Double leak test during assembly
- Automated logistics

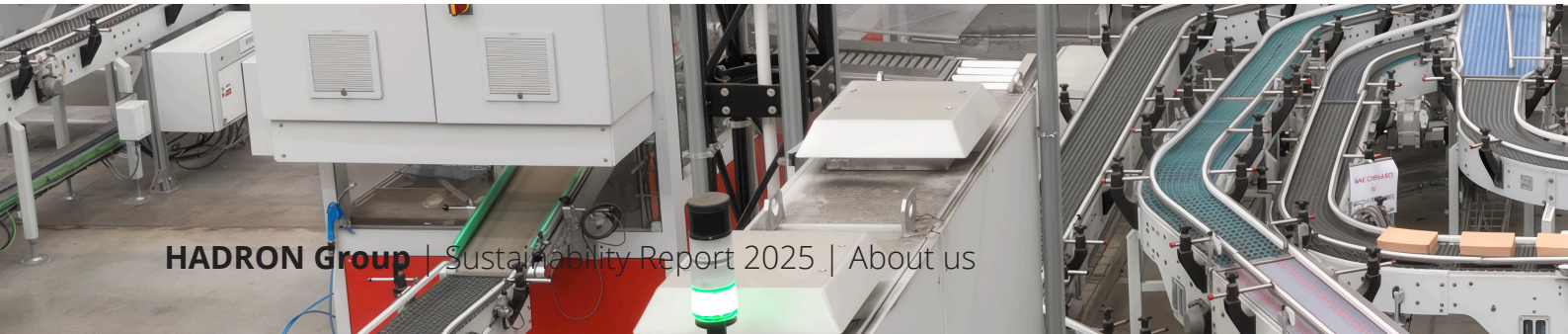
Strategic supplier development: the Group works actively with its partners (raw materials, component and system manufacturers) to support them in raising their quality standards so that they are fully aligned with the company's rigorous internal criteria

Strict incoming materials checks: every incoming material is subjected to rigorous visual, dimensional, physical and documentary compliance checks. The data is tracked using bespoke software; this prevents waste during the manufacturing process, optimises lead times and costs, and ensures the customer gets a defect-free product with an excellent quality/price ratio.

In-process monitoring of production lines: at the start of each batch and throughout processing, systematic physical checks are carried out using calibrated, certified precision instruments. Statistical software ensures full traceability, with constant support from the Quality Control team.

Double-check during assembly: when assembling the ball valves, an initial pneumatic leak test is carried out using compressed air at up to 5 bar for a duration of 3 minutes. The torque and thread are then checked using specialised measuring instruments, and the data is stored in statistical software to ensure comprehensive traceability.

Extended 24–72-hour testing: the Group carries out a second leak test on 100% of its ball valves — a first in the industry — using compressed air at pressures of up to 5 bar. This process applies the EN 331 standard to both gas valves and valves for other fluids (water, oils, etc.); as air is less dense than liquids, it can even detect micro-leaks and immediately reject non-compliant parts.



Full visual inspection during packaging: before final packaging, 100% of suitable valves are visually inspected. Innovation in the production process minimises the component handling, eliminating dents and making rejects at this stage virtually non-existent.

Automated and secure logistics: the packaging is reinforced to keep the product intact during express delivery or long-term storage. Warehouse management has been fully digitalised and automated to ensure fast, accurate dispatch processes.

Cybersecurity infrastructure: in view of the increasing interconnectivity and accessibility of corporate data resulting from digitalisation, the Group is investing in advanced cybersecurity systems to protect its information assets. Moreover, in 2025 the group implemented the requirements of the NIS2 Directive (EU Directive 2022/2555), fulfilling the obligation to register formally on the dedicated institutional platforms and strengthening its information security protocols to protect the group.

Governance documentation

The work carried out by the Group to benefit suppliers, customers, people and the planet is recognised and confirmed first by the company's internal policies and then by the certifications and awards received from International Bodies. A summary follows:

- Quality Manual (2003)
- Risk Assessment Document (2014)
- Group Policy (2015)
- Internal Context Analysis (2017)
- Waste Management (2021)
- Code of Ethics (2021)
- Charter of Values (2022)
- Mission and Vision (2022)
- Whistleblowing Procedure (2023)
- 231/2001 Organisational model (2024)



Certifications/Declarations

The Group was among the first in its sector to obtain ISO 9000 certification in 1995, which is indicative of the fact that Silvio Bonomi and subsequently his sons, Sandro and Giuliano Bonomi, were proponents and in some ways forerunners of behaviour that has become indispensable on today's market.

The Group's certifications and declarations (available for download on the website):

- ISO 9001:2015 product and service quality certification (for Bonomi Industries, Hadron Srl and RuB, Incorporated)
- ISO 14001:2015 environmental management certification (for Bonomi Industries and Hadron Srl)
- ISO 45001:2018 health and safety certification (for Bonomi Industries and Hadron Srl)
- A.E.O. (Authorised Economic Operator) certificate, a status issued by the Customs and Monopolies Agency of Brescia as economic operators that meet certain quality, reliability and solvency standards
- SCIP (Substances of Concern In articles as such or in complex objects (Products)) notification for placing products containing substances of concern on the European market
- REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) declaration of conformity
- Declaration of Conformity with Directive 2011/65/EC (RoHS III)
- Declaration of Conformity with WEEE Directive 2012/19/EU ("Waste of Electric and Electronic Equipment")
- PED certification (EU 2014/68) for pressure equipment compliant with European legislation and, in particular, the EU type examination certificate for valve models S60, S64, S82, S84 and S95 up to category III (Module B – Production type)
- Declaration 111-203 -DODD-FRANK WALL STREET REFORM AND CONSUMER PROTECTION ACT, concerning the absence in products of so-called conflict mineral resources ("conflict minerals"), i.e. from conflict zones.
- Declaration of conformity 2012/19/EU - WEEE
- EAC Declaration of Conformity

Product type approvals

- Deutsche Vereinigung des Gas und Wasserfaches e.V. Technisch-wissenschaftlicher Verein
- Deutsche Vereinigung des Gas und Wasserfaches
- Deutsche Vereinigung des Gas und Wasserfaches Hygiene
- Schweizerischer Verein des Gas und Wasserfaches
- Attestation de Conformitè Sanitarie
- ARGB-KVBG
- Water Regulations Advisory Scheme
- British Standards Institution
- Kiwa KUKreg4
- Ri.se. / Boverket
- Kiwa - Swedcert
- The Australian Gas Association
- OSHA Compliant
- Factory Mutual Research Corporation
- Underwriter Laboratories Inc.
- CRN-TSSA
- CSA International for Drinking Water to NSF/ANSI 61- NSF/ANSI 372
- CSA - Canadian Standards Association
- KSFD -Kuwait Fire Service Directorate
- LIA - L.P Gas Instruments Inspections Association
- General Directorate of Civil Defence

Compliances

- ROHS
- Reach declaration
- PED 2014/68/UE by ICIM (0425)
- Декларация соответствия



Customers

The peculiarities and excellence of Bonomi Industries products, as well as the values and ethics with which the company is conducted, make the group one of the best international market players. In fact, over 98% of total production this year was destined for foreign countries.

Bonomi Industries Srl' main customers are Original Equipment Manufacturers (OEMs). In particular, the company operates in 57 of **the world's most industrialised countries, and this is only possible thanks to the quality of Bonomi Industries Srl products**.

The most active sales sectors for the Group in 2025 were plumbing and industrial applications, and heating and ventilation (HVAC). The group also serves the fire-protection, gas, pneumatic and drinking water pipe sectors. As a guarantee of quality and transparency, instruction manuals and information sheets can be downloaded in English from the company website for each product, as well as the product catalogue for each application area.



The Group periodically sends satisfaction questionnaires to its customers, and again in the last edition, an overall high level of satisfaction emerged for Bonomi Industries Srl products, customer care and product delivery times, which are key elements for the type of business the company focuses on.



05

Economic performance

Value generated and value distributed

Over the course of its history, Hadron Group has undergone a significant growth and development process, especially at an international level, which has enabled it to establish itself as a benchmark in the production and design of high-quality brass ball valves and actuators that meet customers' needs through standard and custom innovative solutions.

The Group works continuously to improve the efficiency of its production facilities through innovative investment, which in turn enables its customers to optimise their own processes through the use of high-quality ball valves.

As a result, value creation is closely linked to customer satisfaction, which is ensured through careful management at all stages of design and production, as well as by offering a high standard of service together with the product.

Generation of this value is strongly correlated to the dynamics of the engineering market, and national and international macroeconomic trends. During 2025, the Group did not make use of any safety net measures.

The market was weighed down by severe geopolitical tensions in exporting countries and along the main transit routes, combined with the ongoing Russia-Ukraine conflict. These factors, combined with US trade barriers and the uncertainty caused by inflation, have led to a further rise in commodity prices and erratic market growth. The lack of dynamism in domestic and foreign demand was also reflected in the stagnation throughout the Eurozone.

In regulatory terms, 2025 marked a crucial turning point. When Italian Legislative Decree No. 102/2025 (implementing the European Drinking Water Directive EU 2020/2184) entered into force, it introduced extremely strict restrictions on materials suitable for contact with drinking water, with stringent deadlines that will come into force by the end of 2026. This legislation is bringing about substantial and urgent changes across the entire valve and tap manufacturing industry. For our sector, this is a complex challenge and a source of serious concern, linked to the need to identify and test, in record time, alternative alloys and materials that are simultaneously safe, certified and economically viable.



Economic value analysis

Economic value generation measures an organisation's ability to produce goods and services, while optimising the stock level management across different financial years. Its distribution, on the other hand, reflects the management's strategic decisions regarding created wealth allocation: from staff remuneration and raw material purchasing, up to investment in new technologies. In short, the difference between the value generated and the value distributed represents the wealth retained by the company.

The economic value generated at the Group level in 2025 reached €60,756,939, marking a 25% increase on the previous year. A similar upward trend is seen in the economic value distributed, which stands at €51,015,770 (+36%). Looking specifically at Bonomi Industries Srl, the value generated in 2025 stood at €55,274,237 (up 31% on the previous year), compared with a distributed value of €48,246,315, up 37.15%.

The distributed value calculation includes operating costs, which for Bonomi Industries Srl rose by 40% compared with 2024 (the increase at Group level was 38.6%). This trend is attributable to the rise in variable operating costs (raw materials, outsourced work, transport and energy), driven by the growth in turnover and stock levels, as well as to the sharp rise in duties on exports to the US subsidiary, which rose from around 4% to 15% from April 2025.

Throughout 2025, the Group continued to implement its strategic investment plan aimed at technological innovation of its installed machinery, with the goal of increasing operational efficiency and reducing the environmental impact of the production cycle. Specifically, the project involved adding the third of the four planned trans-bar machines, designed for simultaneous multi-axis

“Our sector has successfully adapted to the challenges of improving energy efficiency and conserving water, while continuing to grow and thereby contribute to a more sustainable future. To tackle the challenges posed by international markets, we need a European industrial strategy that encourages investment in production processes capable of incorporating ESG criteria and ensuring that businesses are competitive.”

Sandro Bonomi
Chairman of AVR Association

machining of brass bars. These machines are equipped with numerical control, and are directly linked to the company's management systems. This architecture simplifies production control for operators, raises safety standards, and optimises the human-machine interface, with the ultimate aim of replacing an entire department of obsolete lathes. The investment required in 2025 to commission and certify this specific machine amounts to approximately 1.3 million Euro.

Determining the economic value directly generated and distributed therefore represents a central element for the group, through which it can express and realise the wealth produced and distributed locally in monetary terms, and thus inform its stakeholders of the value that the Group represents not only locally, but also nationally. The Group uses this indicator to provide a different interpretation of the values expressed in the annual report, embracing a multi-stakeholder perspective as opposed to the traditional single-stakeholder logic.

While creating value is clearly necessary to ensure the company's long-term economic sustainability, distributing this value, determined by the indicator "direct economic value generated and distributed" (201-1) of the GRI standards (2016), represents the economic impact of the activities that benefit the main stakeholder categories (employees, shareholders, community).

In conclusion, in the face of a major innovation process, dictated also by the need to make production processes more sustainable, the Group implements constant monitoring of its facilities and machinery in order to guarantee the best outcome. This is done by means of technological improvements, compliance with occupational safety and environmental protection regulations, monitored through regular internal audits carried out by the Internal Safety Manager and third parties such as LRQA.

Creating value for the community

The deep connection with the local area has always been a defining feature and a cornerstone of the Bonomi family's business model and, consequently, of the entire Group. Despite its strong focus on overseas markets, the organisation keeps all its production in Italy, and adheres to a rigorous supplier selection policy, with particular emphasis on sourcing strategic raw materials such as brass, polymers and steel. These deep roots translate into a concrete commitment to the local economy, with the aim of generating widespread value, promoting new employment opportunities, and fostering development of professional skills in the local area.

At the same time, the Group actively promotes corporate wellbeing by organising dedicated initiatives and events, intended to encourage dialogue and reflection amongst personnel and their families on issues of significant social importance. For the past six years, every September, staff have come together to take part in the "Race for the Cure", a sporting and charity event aimed at raising funds for Komen Italia, an organisation at the forefront of the fight against breast cancer. This initiative is complemented by the annual company party, intended to be an opportunity for staff to come together to strengthen team spirit and interpersonal relationships. Finally, among the projects with the greatest social impact, one that stands out is the internal awareness-raising campaign launched on 25 November to mark the International Day for the Elimination of Violence against Women, as it was aimed at all employees throughout the Group.

In 2025, the Group reaffirmed its support for various projects with a strong social impact in the local area. Among its main charitable activities, the following stand out: a contribution to the "Mazzano Ambulance Festival", support for the Casa delle Donne (a women's refuge in Brescia), and funding for the first-aid course organised by COSP in Mazzano. In addition to these, there are donations to the Benedetto Castelli Technical Institute Foundation and contributions to the "I Bambini delle Fate" Association.





In terms of business development and market positioning, 2025 saw the Group make strategic appearances at leading international trade fairs:

- **AHR Expo (10–12 February, Orlando, Florida):** A leading event for the HVAC+R sector in North America, focusing on the latest innovations in air conditioning, heating and refrigeration.
- **ISH (17–21 March, Frankfurt am Main):** A global showcase where the HVAC+R sector, renewable energy sector and water sector engage with industrial, residential and commercial system designers and installers.
- **Gastech (9–12 September, Milan):** An international hub dedicated to the natural gas, LNG and hydrogen sectors, and to energy transition technologies.
- **Domani Lavoro (6–8 November, Brescia):** A regional careers fair designed to bring together employers and emerging talent.

As evidence of the strategic importance it attaches to the growth and professional development of its workforce, the Group has established partnerships with leading educational, scientific and institutional bodies. Specifically, the organisation is among:

- The founding members of the **Castelli Foundation**: an organisation established to foster tangible synergies and ensure continuity between the education system and the world of industry.
- The members of the **Vantini School in Rezzato**: A vocational training institute specialising in the metalworking and stone working sectors, where Giuliano Bonomi has been a member of the Board of Directors since 2024.
- The members of **AQM**: A state-of-the-art service centre and technology laboratory specialising in metallurgy.
- The members of the **CSMT** (Multisectoral Technology Services Centre): An innovation hub established as a spin-off from the Faculty of Engineering at the University of Brescia.
- Ordinary members of **UNI**: The Italian standardisation body that sets national technical standards.

This active and ongoing involvement in such diverse social and educational spheres demonstrates the Group's commitment to acting as a proactive force within the community, with a focus on creating shared value and fostering local skills development.

“A focus on quality Italian raw materials and technological innovation makes the Hadron Group an international excellence in the low-pressure valve market. In fact, the Group works continuously to improve the efficiency of its production facilities through innovative investment, which in turn enables its customers to optimise their own processes through the use of high-quality ball valves.”

Sandro and Giuliano Bonomi

06
Social Performance

Human resource management and development

The Group regards its people as its most valuable asset, placing occupational health and safety at the heart of its business strategy. At the same time, the organisation promotes development and training programmes aimed at nurturing individual talent and broadening professional skills, offering ongoing opportunities tailored to individual aptitudes. Strategic human resource management plays a pivotal role, as it is human capital that consolidates business success.

The corporate culture is based on an internal policy and on values that are widely shared with staff right from the recruitment and induction stages: a vision for the future, collaboration, a customer-centred approach, proactivity, respect and responsibility. In line with this approach, senior management is continuing the process of making the organisational structure more managerial, which involved initiating the recruitment process for a new CFO in 2025. The primary goal remains to create an inclusive working environment, based on mutual trust and sharing.

With regard to compliance, the Group has voluntarily adopted a Code of Ethics that applies, without exception, to all its subsidiaries. This document is intended for all stakeholders: shareholders, employees, suppliers, business partners, customers and the public administration (including the Customs Agency, police and the bodies responsible for customs and tax controls). The Group makes all contractual and other relationships subject to knowing and complying with the ethical principles set out in the Code, which governs the guidelines on conduct, communication and training protocols, and the corresponding disciplinary measures in the event of a breach.

The **guiding principles** applied to all roles within the Group are:

- Respect for laws and regulations;
- Respect for human and labour rights;
- Health and safety protection;
- Integrity (commitment against corruption);
- Transparency and clarity in communication;
- Confidentiality and security of information and personal data;
- Quality and conformity of the products supplied;
- Fairness in contractual relations.

Our workers

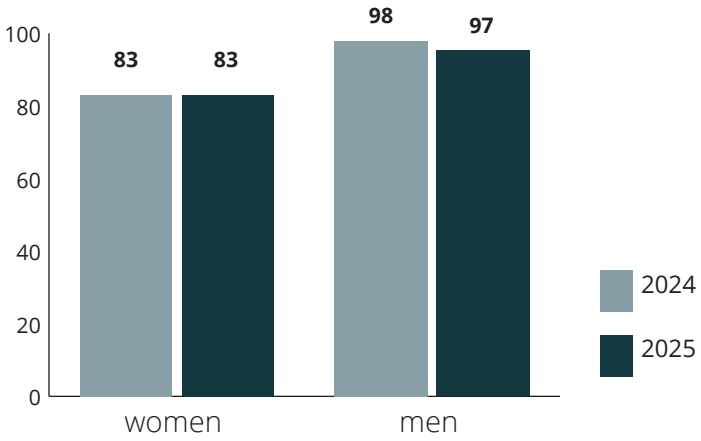
As of 31 December 2025, the total number employees of the Group was **180, of which 83 were women and 97 men**. Specifically:

- **Bonomi Industries Srl:** 26 temporary + 127 employees
- **Hadron:** 16
- **Shedstone:** 0
- **RuB, Inc:** 11
- **RuB K.K.:** 0

Of these, 6% are under 25, 19% are between 26 and 35, 59% are between 36 and 55, and 16% are over 55. The average age of these employees is therefore 46.

Number of employees by gender

Hadron Group



In 2025, there were a total of 25 recruitments, of which 17 were blue collar workers and 8 white collar workers. The number of recruitments (25) resulted in 15 women and 10 men joining, 4 of whom were under 25. Finally, the company has 7 employees in a protected category, 6 of which are women and 1 is a man.

White-collar employees*	2024	2025	Variation
Total number	75	**75**	0.0%
of which men	49	51	4.08%
of which women	26	24	-7.69%
under 25	4	5	25.0%
between 26 and 35	17	15	-11.76%
between 36 and 55	44	43	-2.27%
over 55	10	12	20.0%
of which Protected categories	1	1	0.0%

*in the table above, employees also include the middle manager and executive categories

Blue-collar workers	2024	2025	Variation
Total number	106	**105**	0.94%
of which men	49	47	-4.08%
of which women	57	58	1.75%
under 25	3	4	33.33%
between 26 and 35	21	19	-9.52%
between 36 and 55	70	66	-5.71%
over 55	12	16	33.33%
of which Protected categories	6	6	0.0%

Employees by professional category, gender, age group

	<25			26-35			36-55			>55		
	Man	Woman	TOT	Man	Woman	TOT	Man	Woman	TOT	Man	Woman	TOT
Top managers	0	0	0	0	0	0	0	0	0	2	0	2
Middle managers	0	0	0	0	0	0	2	0	0	0	0	0
White-collar employees	4	1	5	5	10	15	31	10	43	8	2	10
Blue-collar workers	3	1	4	5	14	19	29	37	66	10	6	16
Total	**7**	**2**	**9**	**10**	**24**	**34**	**62**	**47**	**109**	**20**	**8**	**28**

Of the total number of employees, **171** have **full-time** contracts, of which 75 are women, while there are **9 part-time** workers, of which 8 are women and 1 man.

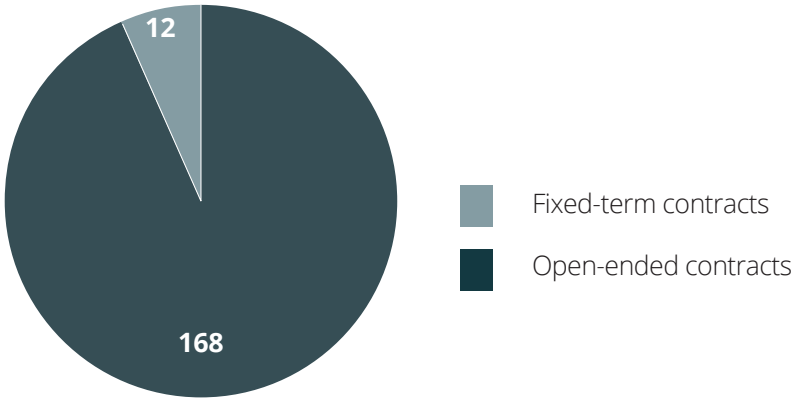
Regarding the contract type, 168 employees - 76 of which are women - are hired on an **open-ended** basis and only 12 on a fixed-term basis. This demonstrates the importance and value the Group places on its most important resource, its employees, as well as knowing that open-ended contracts build employee loyalty and bring value to both employees and the company.

In support of this vision, the Group has signed a second level collective agreement, which involves introducing a bonus upon achieving certain targets, as well as an additional seniority-related increase over and above those provided for in the collective agreement (up to 5 periodic increases can be accrued every two years). The company also has a scheme in place to award bonuses upon achieving individual performance targets.

As proof of this, the anniversaries of five workers (of whom four were women) who had reached **25 years of service** were celebrated in 2025, ensuring that they received well-deserved recognition.

WORKERS BY CONTRACT TYPE

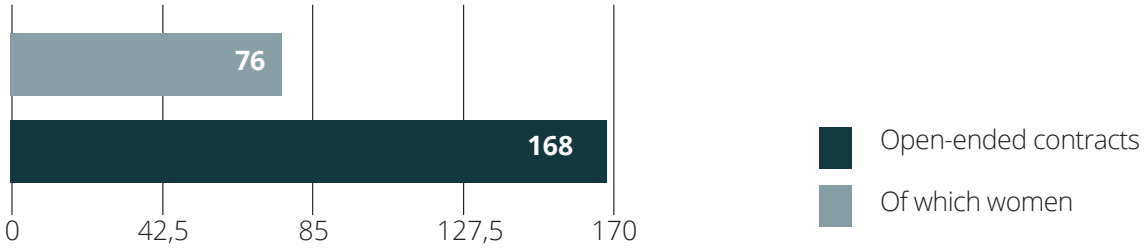
Bonomi Industries Srl



On a contractual level, all employees at the Italian site are covered by the Confapi metalworkers' collective agreement for small and medium enterprises (SME).

OPEN-ENDED CONTRACTS

Hadron Group



Recruitment rate

In 2025, the Group recruited 25 new staff members, of whom 4 were under 25, 14 were aged between 26 and 35, and 7 were aged between 36 and 55.

Total employees of the Group	**< 25 years**	**26-35 years**	**36–55 years**	**> 55 years**
	9	**34**	**109**	**28**
Recruitment 2025	4	14	7	0
Terminations 2025	2	9	13	2
Turnover	**2**	**5**	**(6)**	**(2)**

In North America, RuB Incorporated had a total of 11 employees, of which 5 in manufacturing, 4 office employees and 2 executive employees.

No new recruitment was recorded in 2025.



Occupational health and safety

Compliance with current occupational health and safety regulations, combined with the decision to integrate the national regulations with the health and safety management system certified according to the ISO 45001 standard by Lloyd's Register, has allowed the Group to keep workplace accidents low in terms of frequency and severity.

Specifically, **in 2025**, there were 3 accidents (plus two involving temporary agency workers) and 0 fatalities at the production site in Italy. In terms of accidents, the total number of days lost due to work-related accidents arising from the incidents mentioned above amounts to 158.

No incidents were reported at the sites in North America and Japan.

As further evidence of the Group's global excellence in the field of HSE (Health, Safety and Environment), on 21 February 2024, its subsidiary RuB Inc. was awarded the MNSTAR certification by the Minnesota Occupational Safety and Health Administration (MNOSHA). This award represents the highest level of excellence given to companies that stand out for their best practices in occupational safety. The certification was awarded following a rigorous audit by MNOSHA, which positively assessed the effectiveness of the prevention programmes, the quality of in-house training, the accident rate trend, and the management's overall commitment to health and safety.

Finally, all data and information on injuries and accidents or other events that could have caused injuries or harm to employees' health is shared with employees at a Group level on a quarterly basis. The aim is to increase their sensitivity and awareness of the risks to which they are exposed, to enable them to avoid hazardous situations in the futures, and to take measures to eliminate the risk.

In this regard, on 28 April 2025, on the occasion of the World Day for Health and Safety at Work called by the International Labour Organisation (ILO), the Group's employees took part in an internal awareness-raising event during which the importance and attention to the principles of safety at work in every daily activity and especially in production, was shared once again, given also the increase in technological innovations. The company undertakes to offer moments of sharing with employees every year at this world event, using different communication methods. In 2025, attention was focused on the effects of alcohol consumption, highlighting the risks in the workplace, where a strict zero-tolerance policy is in place, and the wider impact on personal health.

Risk management

Considering the type of business directly carried out by the Group, the issue of risk management and of personal safety and security protection stands out as a crucial and particularly important foundation.

That is why the Group has drawn up and constantly updates its own Risk Assessment Document (RAD) for Bonomi Industries Srl and Hadron Srl, as required by the Consolidated Safety Act (Art. 17, 18, 29 of Italian Legislative Decree 81/08); a document that indicates and assesses all risks to which workers are, even potentially, exposed during their work. Moreover, in order to ensure that working conditions, as well as equipment, machinery and facilities, comply with legal requirements, the Group regularly carries out specific investigations, such as phonometric, whole-body and hand/arm vibration surveys, and microclimate and industrial work environment analysis, in order to reduce the risks identified previously.

In this context, risk assessment is closely linked both to the specific tasks carried out in the production unit and to systemic factors such as the working environment, infrastructure, systems and materials used in the processes.

Bonomi Industries Srl and Hadron Srl's Risk Assessment Document (RAD) examines the following aspects:

- **Specific risks:** Chemical, noise, electromagnetic fields, ergonomics, repetitive movements and work-related stress.
- **Stochastic and injury risks:** Impacts, compressions, shearing, cuts, inhalation of dust, projection of foreign bodies, falling, slipping, and being hit by moving vehicles.

Risk quantification is determined by the product of the probability of occurrence and the severity of the potential damage ($R = P \times S$), and guides the subsequent planning of mitigation measures. To safeguard this process, the Group has appointed a Protection and Prevention Service Manager (PPSM). In addition to overseeing the aforementioned assessments, the PPSM carries out internal audits and periodic site inspections to promptly identify critical issues or hazardous situations in the departments. The findings are shared immediately with the Department Managers, and analysed at management level during regular meetings, with a view to identifying the corrective actions required to ensure a safe and healthy working environment.

To maximise staff involvement in workplace safety, employees can submit reports or requests through the chain of command via direct discussion, or in writing (including anonymously) using forms compliant with the ISO 45001 standard, which should be placed in the designated "Sicurbox" boxes, a tool designed to encourage communication and break down relational barriers.

As will be explained better in the corporate welfare section, a listening desk is available on a weekly rotating basis. It is run by an external psychologist-coach, who overtly or anonymously, depending on the employee's indications, gathers any reports and shares them with Human Resources and Management.

Moreover, in order to protect workers who report breaches within the company and ensure they are adequately protected, the Group has adopted its own **whistleblowing procedure** with which it implements Italian Legislative Decree No. 24/2023 and Directive (EU) 2019/1937 "on the protection of persons who report breaches of Union law". Whistleblowing is a powerful mechanism through which anyone in a public or private organisation can report legal violations or misconduct. The whistleblower is the person who, by virtue of his or her employment or professional relationship, has knowledge of such wrongdoing. In fact, by adopting this procedure, the Group strives to guarantee a safe and transparent professional environment on two fronts: on the one hand, with a guarantee of confidentiality during the reporting stage, and on the other with protection aimed at avoiding any form of repercussion for employees.

In 2024, the Group adopted the Organisational Model pursuant to Italian Legislative Decree 231/2001, i.e. the document that describes how the company organises and controls its activities, especially those most exposed to the risk of wrongdoing. Model 231 serves to prevent the commission of offences and to demonstrate the company's fairness and transparency. Consequently, the Group has appointed a Supervisory Body pursuant to Italian Legislative Decree 231/2001, which is a body with autonomous powers of initiative and control, with the task of ensuring that senior figures in the organisation do not engage in fraudulent conduct. Pursuant to the regulation on information flows, all employees, managers, directors or external consultants are required to inform the Supervisory Body of any breaches of the regulations and procedures in force, as well as any difficulties in applying the procedures and protocols, or doubts regarding how to apply them correctly. Adopting Model 231 formalises the Group's goal of pursuing a corporate policy based on the principles of fairness and legality. In 2025, the model became fully operational, allowing the group to consolidate its control mechanisms, effectively mitigate operational risks and ensure maximum regulatory compliance at every stage of its business processes.

Finally, pursuant to the sector's National Collective Labour Agreement, there is an agreement with E.B.M. (Ente Bilaterale Metalmeccanici), which provides all employees with access to healthcare services on particularly favourable terms through the UniSalute Supplementary Health Insurance scheme, including those not related to conditions arising in the workplace.

There is also a Group's doctor, who performs pre-employment examinations to issue certificates of suitability for work and absence of health-related contraindications, periodic medical examinations to check workers' state of health, and expresses an opinion on suitability for a specific task (annual, for production workers, and biannual/ five-yearly, for office staff). In addition, in the event of a change in an employee's state of health, they may request the company doctor for a re-assessment examination.

Staff training and development

The existing national contractual framework (Unionmeccanica Confapi national collective bargaining agreement) regulates the right to continuous training by assigning the task of identifying and planning training courses (**at least 24 hours of continuous training**) for all workers **over a three-year** period.

In 2025, The number of training hours provided to all employees of the Group amounted to 3,205, equivalent to approximately 18 hours per capita, of which 67% were for blue-collar workers.

In fact, an average of about 20 hours of training was allocated to workers in 2025, of which 27 hours to women and 12 hours to men. The number of training hours allocated to women is higher than that for men, as the new recruits to the department were almost exclusively female.

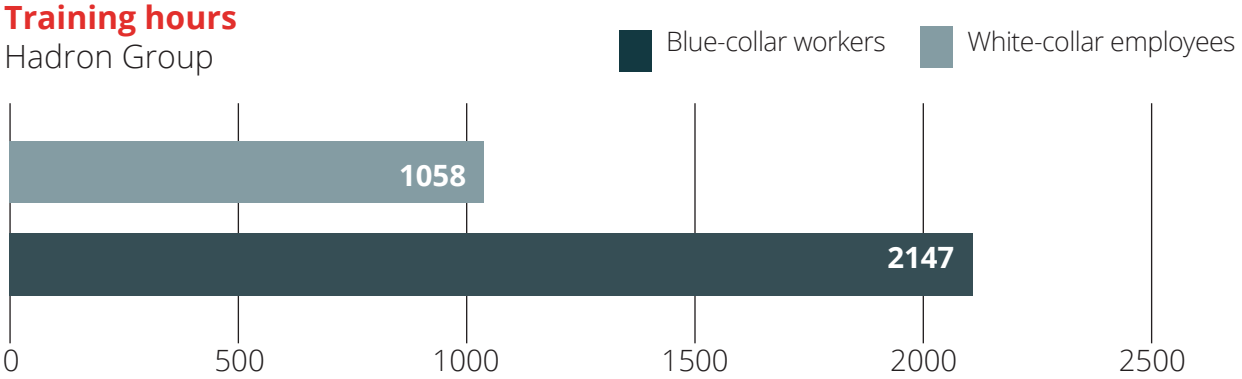
Investment in training within the production department remained a priority throughout 2025, as the process initiated in the previous two-year period to increase operators' level of autonomy in order to make system use increasingly flexible and versatile is now nearing completion.

In December 2025, led by our occupational psychologist, we launched a new training programme on "Communication and Teamwork", involving 6 department managers and 9 team leaders. The programme will provide an important opportunity to strengthen management and communication skills, building on the "Awareness and Knowledge" programme started in the previous two-year period. During the course, participants will be able to reflect on their roles within the company and develop greater awareness of their responsibilities. Key topics such as problem solving, time management, assertiveness, and stress and conflict management will be explored. Another key aspect to be addressed is strengthening communication, which is crucial to improve collaboration and management of working relationships.

Regarding office staff, the average of 14 training hours per resource was maintained.

With respect to the proactive role of employees on the subject of occupational health and safety, pursuant to Article 35 of Italian Legislative Decree 81/08, employees must undergo specific training depending on their role in the company, both at the time of recruitment and throughout their employment period.

Training hours
Hadron Group



The main topics of training courses for the Group's workers are:

- Risks of injury, explosion, chemical, carcinogenic, biological and physical hazards;
- Noise;
- Vibration;
- Video terminals;
- Radiation Falls from height;
- General mechanical and electrical work;
- Machinery and systems
- Tooling;
- Mists - Oils - Fumes - Vapours - Dusts;
- Microclimate and lighting;
- PPE and work organisation;
- Working environments;
- Work-related stress;
- Manual load handling;
- Goods handling (lifting equipment, transport equipment);
- Signage;
- Emergencies;
- Safety procedures with reference to a specific risk profile;
- Escape and fire procedures;
- Organisational procedures for first aid;
- Near-miss accidents and injuries
- PLE
- Labelling;
- NIS2;
- CAD design;
- Onboarding new recruits;
- Use of measuring instruments for quality control;
- Prometeo maintenance software management;
- Communication and role awareness;
- Management control and cost analysis in SMEs
- Arxivar next web;
- Compliance Management

In the foreign location, in North America, training courses are also provided on a regular basis as required by the respective regulations.

Throughout the year, the Group has organised a number of work experience schemes, offering students the opportunity to gain practical experience and develop skills in a workplace setting. This initiative reaffirms the organisation's commitment to aiding entry into the world of work by contributing to the professional development of the younger generation and strengthening ties with the local community. In particular, we would like to thank the institutions with which we have collaborated: Istituto Piamarta, Amministrazione Finanza e Marketing, I.I.S. "Astolfo Lunardi", the Brescia Job Centre, the University of Padua and the "Rodolfo Vantini" School of Arts and Vocational Training.

Diversity and Inclusion

For the Group, it is essential to respect the diversity and capabilities of each employee.

The portion of women in the reporting period corresponds to 46% of the total (83 employees), which is slightly higher than in 2024.

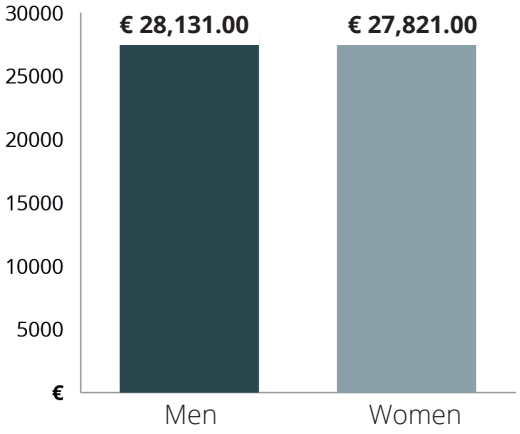
The top management, on the other hand, consists of only two people, both men (Sandro Bonomi e Giuliano Bonomi) and company shareholders who are over 60 years old.

As a confirmation of inclusion and respect for diversity, the Group employs a considerable variety of people of different nationalities. In order of numbers: Italian (126), Romanian (12), American (11), Albanian (9), Moroccan (8), Burkinabe (3), Moldovan (2), Senegalese (2), Argentine (1), Cameroonian (1), Sri Lankan (1), Egyptian (1), Pakistani (1), Polish (1), German (1).

At the pay level, an analysis of the workforce shows that 64 out of 105 male and female blue-collar workers with equivalent qualifications (3rd level) have a roughly equal average pay.

Average remuneration of 3rd level workers by gender

Hadron group



Regarding the US subsidiary RuB Inc., the minimum wage received by male employees (10) is approximately $47,579.00.



Corporate wellbeing

For the Group, the loyalty of its employees is relevant. It is therefore in its interest to promote actions that improve working conditions and create an inclusive and rewarding corporate environment, where employees' work and commitment is recognised and valued.

In addition to those enumerated so far, these include free support in filling out tax returns for several years, and an almost free canteen service for all employees.

Still active are partnerships with a number of businesses, an integrated welfare system and the free listening desk with an occupational psychologist for all employees, a service that contributes to creating a more serene and relaxed working environment. In fact, the psychologist's role is to help employees express thoughts and states of mind in order to focus on small discomforts that, if not caught in time, could amplify and create uneasy situations. This service is highly appreciated by all employees, who feel listened to and valued.

Following the success and deep emotion surrounding the first and second scholarships named after the founder, Silvio Bonomi, we are proud to have renewed this funding again in 2025. In fact, the awards ceremony took place on 30 October, with 14 students in attendance: the award winners also included some of the winners from the first and second editions, demonstrating consistency in their studies. For us, recognising the achievements of our employees' children means breathing new life into the younger generations and further strengthening the bond between the Bonomi family and the wider company community.

In recent years, improvements have also been made to ensure the workers' wellbeing in the working environment: natural lighting was favoured by means of sheds and LEDs, underfloor heating, the changing rooms were expanded, and the accessories needed for personal care were provided, including a wooden backrest and footboard to be used for specific postural exercises dedicated to prevention. Moreover, an area next to the canteen has been fitted out with a table football table to ensure that refreshment is not just physical, but also mental.

In addition to the provisions of the Confapi National Collective Labour Agreement for the metalworking sector, which provides for paying employees of an annual welfare allowance accessible via a dedicated portal available to the workforce, the Group grants its employees a further annual financial bonus. Moreover, during the Christmas period, staff receive a Christmas hamper to share with their families, and an invitation to attend the company Christmas dinner, which features games, entertainment and music to foster conviviality.

All new recruits are welcomed into our organisation with a generous welcome pack, and all employees are celebrated with a special gift on their birthday. Finally, we would like to thank all employees who achieve significant length of service milestones and reach retirement age for their commitment, with a personalised gift that expresses our gratitude and appreciation.

07

Environmental Performance

Sustainable production

Safeguarding the ecosystem and protecting the environment are pivotal values for the Group's operations. With the active involvement of all staff, the organisation is committed to minimising its impact on the planet by optimising both industrial processes and product life cycle through the systematic waste reduction.

In recent years, the Group has invested millions of Euros in technological renewal of its production processes, in particular in machinery that guarantees a high safety level while improving process ergonomics to safeguard the workplace and workers, and in energy efficiency to limit environmental impact. The warehouses in which Bonomi Industries Srl conducts its production activities feature state-of-the-art and sustainable technologies, such as photovoltaic panels, thermal insulation, state-of-the-art roofing, underfloor heating, etc.

Products made by Bonomi Industries Srl are designed with sustainability in mind: **100% of the brass ball valves are made without silicone to ensure maximum recyclability**. The items produced are designed to stand the test of time and, in order to discourage premature and often unnecessary replacement, some come with a lifetime warranty. They also comply with the latest version of the RoHS (*Restriction of Hazardous Substances*) Directive 2015/863/EU and the REACH (*Registration, Evaluation, Authorisation of Chemicals*) Regulation 1907/2006/EC.

The following table shows the quantities of raw materials and substances purchased in 2024 and 2025:

Main raw materials purchased[1]

Material	UdM	2024	2025	var %
Brass	kg	1,635,518	2,634,285	61 %
(PTFE and rubber) Seals	kg	16,263	40,215	147 %
Glues	kg	737	2,230	203 %
(Oils and greases) Lubricants	kg	14,984	14,427	-4 %
(PVC-coated steel and aluminium) Levers and butterflies	kg	182,775	427,500	134 %
(Aluminium and steel) Actuators	kg	10,169	10,700	5 %
Plastic packaging	kg	4,548	6,830	50 %
Paper and cardboard for packaging	kg	73,754	102,750	39 %
Total	**kg**	**1,938,748**	**3,238,937**	**67 %**

[1] The data refers to Bonomi Industries Srl alone









In 2025, there was a 67% increase in the amount of raw materials used compared to 2024, returning in line with the values of 2023. Brass accounts for 81% by weight of the total materials Bonomi Industries uses in the production process. **Scrap brass is recovered** by the drawing mills that supply Bonomi Industries Srl and reused as a raw material, without any reduction in quality. Over the coming years, the Group plans to improve the methods used for storing and containing recovered substances, by introducing collection solutions designed to minimise the presence of oily residues on floors, and by implementing preventative measures such as containment trays and regular inspection schedules.

Despite the fact that most of the materials used by the company do not come from renewable sources, Bonomi Industries Srl still manages to measure up to other circular economy principles thanks to the **use of a large amount of recycled raw materials**, more than 80% of the total.

To further enhance environmental sustainability and the quality of the products it offers, **Bonomi Industries Srl selects and prioritises suppliers that are committed to ESG topics**. In fact, from 2025 onwards, Bonomi Industries Srl will only use suppliers that hold environmental certifications, as well as those located within a certain distance of the production plant. In particular, as many as 34 out of 40 raw material suppliers, accounting for 98% of the company's total purchases, are located within a radius of just 50 km from the site in Mazzano (BS), while the remaining 6 suppliers are 50 to 150 km away from the production site, thus significantly limiting greenhouse gas emissions resulting from material transport.

The diligence with which the Group strives to make its process and products less impactful on the environment is confirmed by the certifications awarded to the Group by international bodies, in particular ISO 14001:2018.

The Group's commitment to protecting the planet continues in the form of its partnership with the Italian "**Treedom**" **platform with the aim of planting 1,000 trees by 2026 to offset CO_2 emissions** arising from its production activities, and to support the economic and social development of local communities. By the end of 2025, the Group owned a forest in Kenya, planted as many as 800 trees and achieved 191.25 tonnes of CO_2 absorbed[2].

[2] Source of the calculation: GlobAllomeTree

Energy consumption and atmospheric emissions

Bonomi Industries Srl' energy consumption is needed to power production and general services (electricity) as well as to heat the working environment (thermal energy). The only fossil fuel used for this latter purpose is natural gas, the fuel with the lowest environmental impact: in fact, using natural gas to produce thermal energy results in lower greenhouse gas emissions than with other fossil fuels. Since thermal energy is used exclusively for heating spaces, its consumption in 2025 only amounts to 7% of the total, with the remaining 93% being accounted for entirely by electricity.

A heat recovery system was constructed for the heat emitted by the main processing machinery; this heat will be used for heating water and the new environments (with underfloor heating), while the gas boiler will only be used to supplement it. Plans are also in place to incorporate heat recovery from the air compressors by 2026.

The Bonomi Industries Srl plant accounts for most of the energy requirement[3], as it is the only location where the production process, the core of the business, takes place. In 2025, 3,745 MWh of electricity was drawn from the grid, an increase of 27% compared to the previous year, and 271 MWh of natural gas was used, 14% less than in the previous year.

Aggregate energy consumption

Resource	UdM	2024	2025	var %
Electricity from the grid*	**MWh**	**2,949**	**3,745**	**27 %**
Thermal energy	**MWh**	**314**	**271**	**-14 %**
from natural gas [4]	MWh	314	271	-14 %
Totale	**MWh**	**3,263**	**4,016**	**23 %**

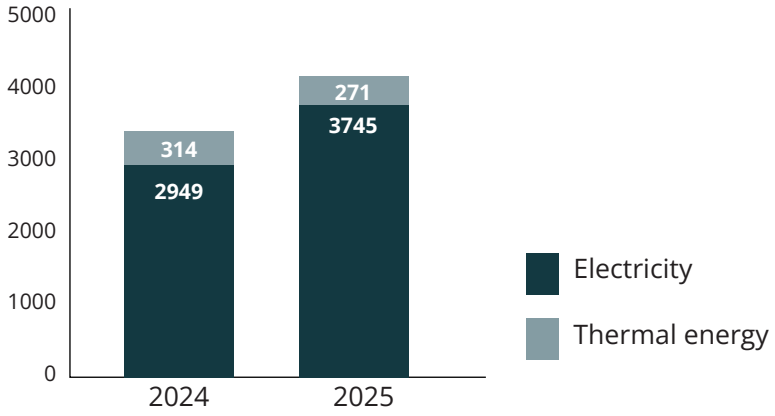
(*) This figure does not take account of the energy fed into the grid

Such an achievement is the result of the Group's significant investments in smart and efficient energy technologies. In fact, the decrease in natural gas use was mainly due to installing an insulated cover on the roof at the Bonomi Industries Srl plant, which reduced the consumption related to heating during the winter. The entire roof of the Bonomi Industries Srl plant was used to **install solar panels with a total installed power of 1.7 MWh**, which produced around 1,472.350 MWh of clean energy in 2025, 9% less than the previous year. In fact, it is a completely marginal change. The Group's internal self-consumption totalled 1,018,731 MWh, a slight decrease compared to the previous year, with a self-consumption rate of 69%.

[3] The tables in the Appendix also give details of RuB Inc's consumption figures

[4] Lower Calorific Value: 35.1 MJ/Smc; source: Ecoinvent 3.6

Energy consumption (MWh)



Bonomi Industries Srl[5] 2025 energy requirements resulted in the release of 1,226 tonnes of CO_2 equivalent into the atmosphere, a slight increase compared to 2024. This value is given by the sum of Scope 1 emissions, i.e. emissions generated by energy sources managed directly by the company and powered by fossil fuels – only natural gas in this case – and *location-based* Scope 2 emissions, indirect emissions caused by production of electricity purchased from the grid and calculated with an average emission factor relative to the specific national energy mix. In contrast, *market-based* Scope 2 emissions, the last type mapped in this document, are counted on the basis of an emission factor defined in the contract with the electricity supplier; in the absence of specific contractual agreements, as in this case, the emission factor for the national "residual mix" is used.



[5] The tables in the Appendix also give details of RuB Inc's consumption figures

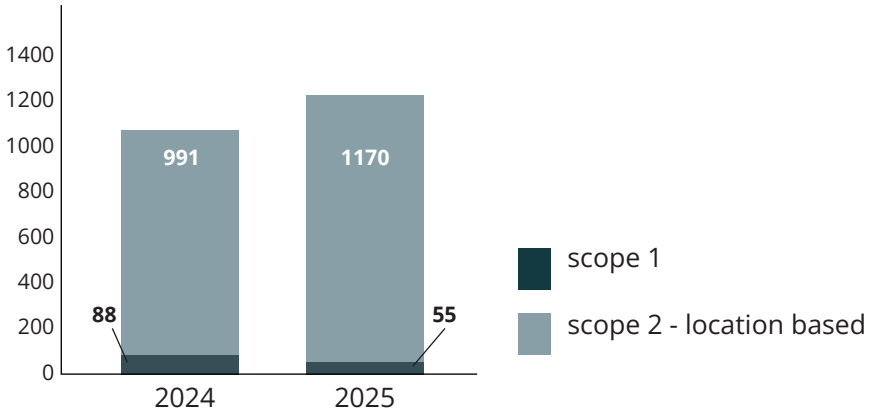
Total emissions

Emissions	UdM	2024	2025	var %
Scope 1	**tCO_2e**	**88**	**55**	**-38 %**
from natural gas combustion[6]	tCO_2e	88	55	-38 %
Scope 2 – location based[7]	**tCO_2e**	**991**	**1,170**	**18 %**
Scope 2 – market based[8]	**tCO_2e**	**1,374**	**1,875**	**36 %**
Totale (1 + 2 location based)	**tCO_2e**	**1,079**	**1,226**	**14 %**
Totale (1 + 2 market based)	**tCO_2e**	**1,462**	**1,930**	**32 %**

The data refers to Bonomi Industries Srl alone

As electricity consumption is predominant in the total requirement, the related Scope 2 emissions (1,170 tCO_2e *location-based* and 1,875 tCO_2e *market-based*) account for 98% of the total. This is an increase of 18% and 36% respectively compared to 2024, mainly due to the rise in production activity, as well as the fact that the furlough scheme was not exploited. Scope 1 emissions also dropped, in this case by 38% from 88 to 55 tCO_2e, reflecting the company's reduction in natural gas consumption

Pollutant emissions (tCO_2e)



The Group is also committed to reducing atmospheric emissions related to its production activities: there are three emission points at the production plant, which are protected by relevant filtering technology.

During 2025, the modification to the production cycle in the multi-spindle department was completed, eliminating two of the three atmospheric emission points at the plant. The benefits achieved as a result of this change include removing the solvent-based washing machine and the corresponding emission point, phasing out the chemicals used for degreasing, phasing out the lubricating

[6] Emission factor: CO_2 78.7 kg/GJ; NOx 29, g/GJ; SOx 49.8 g/GJ; CO 7.98 g/GJ; PM<2.5 0.53 g/GJ; source: Ecoinvent 3.6

[7] Emission factor: 336 t CO_2e per GWh; source: "International Comparisons 2018", Terna

[8] Emission factor: 466 t CO_2e per GWh; source: "European Residual Mixes 2020", AIB - Association of Issuing Bodies

oil used in the machines and the corresponding point, eliminating manual handling for loading the bars, as well as reducing the noise and heat emitted by the multi-spindle machines. Moreover, a new, fully automated cap marking machine (M134) was introduced, which has eliminated the need for repetitive movements to position the cap to be marked, as well as the use of all associated chemicals.

As another practice undertaken to reduce emissions, in this case related to product transport, which is an outsourced service, the Group is committed to ensuring that freight containers always leave full to capacity, in order to optimise fuel consumption and reduce emissions per unit load, especially when it comes to overseas cargo.

Intensity of electricity consumed by Bonomi Industries Srl and emission intensity

	UdM	2024	2025	var %
sold by weight[9]	t	2,099	2,347	12 %
electricity consumed[9]	MWh	2,949	3,745	27 %
Energy intensity	**MWh/t**	**1.40**	**1.60**	**14 %**
location-based Scope 2 emissions	tCO_2e	991	1,170	18%
Emission intensity	**tCO_2e/t**	**0.47**	**0.50**	**6 %**

Considering only the electricity consumed by Bonomi Industries Srl[10], a source that directly supplies production activities, there is an increase in energy intensity of 14% in relation to the product units sold in tonnes. Furthermore, the company emitted 0.50 tonnes of CO_2 equivalent into the atmosphere to manufacture 1 tonne of its products in 2025, compared to 0.47 tonnes in the previous year. These slight increases are justified by the fixed component of the company's energy consumption, associated with auxiliary plant services (compressed air production, central machine cooling units and lighting).

Intensity of total energy consumed by Bonomi Industries Srl and emission intensity

	UdM	2024	2025	var %
sold by weight	t	2,099	2,347	12 %
energy consumed (electrical and thermal)	MWh	3,263	4,016	23 %
Energy intensity	**MWh/t**	**1.55**	**1.71**	**10 %**
Scope 1 + location-based Scope 2 emissions	tCO_2e	1,079	1,226	14 %
Emission intensity	**tCO_2e/t**	**0.51**	**0.52**	**2 %**

If natural gas consumption is also included in the energy intensity calculation, i.e. an indirect energy source for production activities as it is used exclusively for heating working environments, there is a 10% decrease compared to 2024. The CO_2e emission per tonne of product sold amounts to 0.52 tonnes compared to 0.51 tonnes in the previous year. The reason for this slight increase is a rise in production volumes in 2025, as well as the return to full production plant operation (as already mentioned, the furlough scheme was exploited in 2024).



[9] For the energy and emission intensity calculation, it was chosen to consider the weight of the goods sold (and not its monetary value) as 2025 was a year characterised by fluctuations in the cost of raw materials, which affected the company's revenue

[10] The data refers only to Bonomi Industries Srl as the company's only production site



Use of water resources

Bonomi Industries Srl uses water mainly for sanitary purposes, and also for industrial activities at the Italian site. In particular, after an osmosis process to eliminate hardness, the water resource is used to wash the parts produced and to generate the water and oil emulsion needed for machining. As of November 2023, in order to limit its impact, the company started to draw water from wells instead of using mains drinking water to make the aforementioned emulsion and to irrigate green areas. This source became better established during 2024, while in 2025 the overall annual figures show a further reduction of almost 50% in drinking water use compared to the previous year.

The well excavation did not go as far down as the drinking water aquifer, but was limited to water suitable for industrial processes and irrigation.

Use of water resources

Resource	UdM	2024	2025
Water drawn from the mains	m³	6,638	3,353
Water drawn from a well*	m³	2,909	4,060
Total	**m³**	**9,547**	**7,413**

* Use of water resources

100% of cooling and process water is recovered and reused exclusively within the production cycle. For this reason, the company does not require industrial water drainage. Only if the necessary specifications for internal reuse cannot be met, the water is disposed of as waste (as it contains traces of oil), which happened for 46 m^3 of water/oil in 2024. Bonomi Industries Srl carried out, and carries out whenever necessary, characterisation analyses to ascertain that there are no hazardous substances in the discharge, assimilated to urban waste, from the reverse osmosis treatment.

The analytical results showed that there was no danger to the environment.

Waste management

The waste created by Bonomi Industries Srl is due to production and maintenance activities and, only to a small extent, by the administration offices. The company manages and monitors waste production data through the loading and unloading register, the FIR (Formulario di Identificazione - Identification Form) and the MUD (Modello Unico di Dichiarazione ambientale - Single Environmental Declaration Form) as required by current legislation.

In accordance with the Environmental Management System Bonomi Industries Srl has adopted (ISO 14001), it produces a document defining the operating methods, tasks and responsibilities of the various company roles involved in waste management – from production to transport for consignment to third parties that will take care of its recovery or disposal.

Bonomi Industries Srl classifies waste, i.e. the procedure by which the properties of the waste generated are identified and described, by analysing the process from which the waste originates and, for hazardous waste, also the hazardous components that characterise it. In the event of significant changes in the production process or updates to current regulations, the company subjects the classification process to review. If, on the other hand, "new waste" is produced, it is identified on the basis of the processing from which it originates and the material safety data sheets (MSDS) for the raw materials upstream of the production process, and therefore of the waste, or on the basis of laboratory analyses, after which it is added to the waste list.

Main waste categories[11]

1st level EWC code	Description	UdM	2024	2025
12	Wastes from shaping and physical and mechanical surface treatment of metals and plastics	t	39	25
13	Oil wastes and wastes of liquid fuels	t	0	0
14	Waste organic solvents, refrigerants and propellants	t	0.4	0.7
15	Waste packaging; absorbents, wiping cloths, filter materials and protective clothing	t	53	53
16	Wastes not otherwise specified in the list	t	15	9
17	Construction and demolition wastes	t	20	19
20	Municipal wastes	t	0	0
	Total	**t**	**127**	**106**

[11] The data refers to Bonomi Industries Srl alone



In 2025, Bonomi Industries produced approximately 106 tonnes of waste, 16% less than in the previous year, in particular waste from product processing. 98% of the waste produced is recovered, i.e. it is treated in such a way as to acquire materials or energy: this solution makes it possible to reduce the environmental impact linked to waste production, in particular the pollution resulting from specific disposal procedures and the amount of natural resources consumed, and promoting circular economy practices in their place. Only 2% of the waste produced by Bonomi Industries Srl is disposed of: this is hazardous waste for which it is technically impossible to perform recovery.

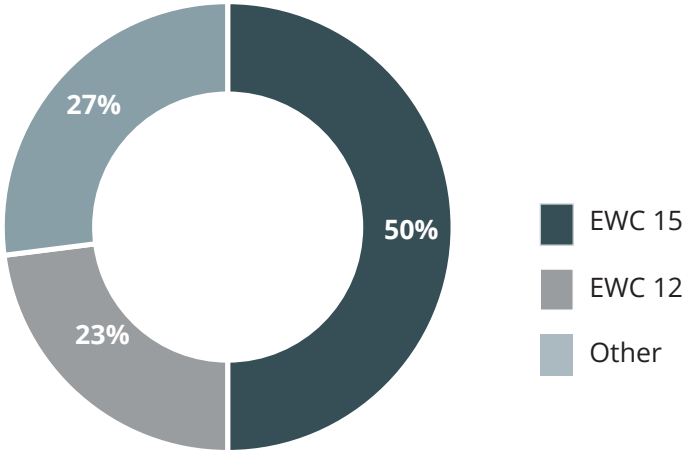
The main raw materials used that can lead to significant waste-related impacts are:

- brass from turning, which is handled as a by-product, and brass in parts that do not meet the company's quality standards;
- paper for packaging finished products;
- solvent used for degreasing valve hardware;
- glues used primarily for closing valves and packaging;
- lubricants that facilitate valve movements;
- mineral oils and emulsifiable oil used in production machines and as a cutting fluid in workpiece machining.

With the exception of glues and solvents, the waste listed above is sent for recovery; for the reasons explained above, the remainder undergoes disposal procedures.

To prevent upstream waste production, Bonomi Industries Srl has standardised its company processes. This allows efficient use of raw materials, thus limiting overuse. In addition, the change in the production process of the multi-spindle department mentioned above resulted in eliminating a large part of the solvent used, i.e. that dedicated to washing and degreasing the parts produced by the department.

Main wastes by EWC code (%)



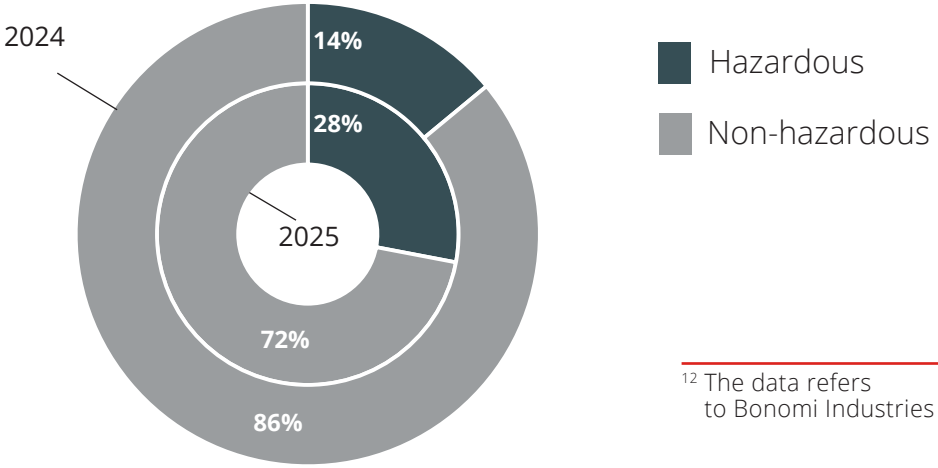
Packaging (EWC 15), in particular paper and cardboard, plastics, wood and mixed materials, as well as packaging containing residues of or contaminated with hazardous substances and absorbents, filter materials, rags and protective clothing contaminated with hazardous substances classified as hazardous waste, account for 50% of the waste generated in 2025. Together with waste produced from processing and physical and mechanical surface treatment of metals and plastics (EWC 12), which account for 23% of the total, these two types account for 73% of the total waste generated by Bonomi Industries.

Waste by type and disposal method[12]

Waste type	UdM	2024	% 2024	2025	% 2025
Hazardous	t	35	28%	15	14%
Non-hazardous	t	92	72%	91	86%
Total	**t**	**127**	**100%**	**106**	**100%**

In 2025, there was a 16% decrease in the amount of waste generated, with non-hazardous waste accounting for 86% of the total, and hazardous waste for 57%. For hazardous waste, the company complies with the regulations in force for the transport of dangerous goods (ADR) in order to ensure that those responsible for transporting it are informed and adequately trained in case accidents occur.

Waste produced (%)



[12] The data refers to Bonomi Industries Srl alone

08
Appendix

Energy consumption

Resource	UdM	2024	2025	Variation %
Electricity from the grid	MWh	**3,063**	**3,853**	26 %
Bonomi Industries Srl	MWh	2,949	3,745	27 %
RuB Inc. USA	MWh	114	108	-5 %
Thermal energy [13]	MWh	**749**	**751**	0,3 %
from natural gas use - Bonomi Industries Srl	MWh	314	271	-14 %
from natural gas use – RuB Inc. USA	MWh	435	480	10 %
Total	**MWh**	**3,812**	**4,604**	**21 %**

Emissions

Resource	UdM	2024	2025	Variation %
Scope 1 [14]	tCO_2e	**210**	**191**	-9 %
from natural gas use – Bonomi Industries Srl	tCO_2e	88	55	-38 %
from natural gas use – RuB Inc. USA	tCO_2e	122	136	11 %
Scope 2 – location based [15]	tCO_2e	**1,029**	**1,206**	17 %
Bonomi Industries Srl	tCO_2e	991	1,170	18 %
RuB Inc. USA	tCO_2e	38	36	-5 %
Scope 2 – market based [16]	tCO_2e	**1,427**	**1,925**	35 %
Bonomi Industries Srl	tCO_2e	1,374	1,875	36 %
RuB Inc. USA	tCO_2e	53	50	-6 %
Total (1 + 2 location based)	**tCO_2e**	**1,239**	**1,397**	**13 %**
Total (1 + 2 market based)	**tCO_2e**	**1,637**	**2,116**	**29 %**

Water resources

Resource	UdM	2024	2025
Water drawn from the mains	m^3	**9,624**	**5,586**
Bonomi Industries Srl	m^3	6,638	3,353
RuB Inc. USA	m^3	2,986	2,233
Water drawn from a well	m^3	**2,909**	**4,060**
Bonomi Industries Srl	m^3	2,909	4,060
RuB Inc. USA	m^3	NA	NA
Total	**m^3**	**12,533**	**9,646**

[13] Lower calorific value of natural gas: 35.1 MJ/Smc; source: Ecoinvent 3.6

[14] Natural gas emission factor: CO_2 78.7 kg/GJ; NOx 29, g/GJ; SOx 49.8 g/GJ; CO 7.98 g/GJ; PM<2.5 0.53 g/GJ; source: Ecoinvent 3.66

[15] Emission factor: 336 tCO_2e per GWh; source: "International Comparisons 2018", Terna

[16] Emission factor: 466 tCO_2e per GWh; source: "European Residual Mixes 2020", AIB - Association of Issuing Bodies

09

Sustainable development goals and GRI Index

SUSTAINABLE DEVELOPMENT GOALS (Agenda 2030)

	End poverty in all its forms everywhere
	End hunger, achieve food security and improved nutrition and promote sustainable agriculture
	Ensure healthy lives and promote well-being for all at all ages
	Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
	Achieve gender equality and empower all women and girls
	Ensure availability and sustainable management of water and sanitation for all
	Ensure access to affordable, reliable, sustainable and modern energy for all
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
	Reduce inequality within and among countries
	Make cities and human settlements inclusive, safe, resilient and sustainable
	Ensure sustainable consumption and production patterns
	Take urgent action to combat climate change and its impacts
	Conserve and sustainably use the oceans, seas and marine resources for sustainable development
	Protect, restore and promote sustainable use of terrestrial ecosystems
	Peace, justice and strong institutions
	Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

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