

An aerial photograph showing a town nestled in a valley, surrounded by hills. In the foreground, there are large industrial buildings with green and white roofs. The town features a church with a tall spire. The background shows rolling hills under a clear blue sky.

2025

Sustainability Report

aidro

A.I.D.R.O. SRL

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Introduction

Company Profile

aidro

Company name

A.I.D.R.O. SRL

Category

Industry

Headquarters

Registered office Via Camperio, 9 Milano 20123 - Headquarters Via Prati Bassi, 36 Taino (VA), 21020

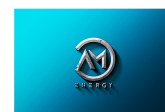
Tax code

06405490159

Product sector

Aidro specializes in the design, manufacturing, and commercialization of high-quality components for hydraulic and fluid management solutions, produced using both traditional manufacturing technologies and additive manufacturing (metal 3D printing)

Other brands



Cluster Aerospace – Assofluid

Women in 3D Printing – Valve Campus

AM Energy – Federtec

Products and Services

- Product development
- Design and engineering
- Fluid power component manufacturing
- Assembly
- Inspection and testing
- Metal 3D printing
- Feasibility analysis
- Rapid prototyping
- Product and process qualification
- LCA (Life Cycle Assessment) analysis

Our History



1982 Foundation

Aidro Srl is founded by Paolo Tirelli as a specialist in hydraulic systems

2008-2009 New general manager and new Headquarters

Alberto Tacconelli joined the Company as General Manager. Production and office operations are relocated to a new facility in Taino (VA)

2017 Introduction of 3D printing

A new Additive Manufacturing department was established, equipped with new 3D printers, post-processing capabilities, and a dedicated design engineering office

2019 Digitalization and sustainability

SAP Business One was implemented to improve business processes. In addition, a new Sustainability Policy was introduced

2023 Additive Manufacturing qualification

Aidro received the qualification as an Additive Manufacturing Manufacturer, becoming the first Company to achieve this recognition for both Powder Bed Fusion and Binder Jetting technologies

2006 ISO 9001 certification

Aidro obtained ISO 9001 certification for the design, manufacturing, and commercial activities related to valves and hydraulic system components

2012 Generational transition

The founder's daughter, Valeria Tirelli, took over as CEO

2018 AS/EN 9100 certification

Aidro achieved AS/EN 9100 certification, introducing a new quality management system for both hydraulic systems and 3D printing activities

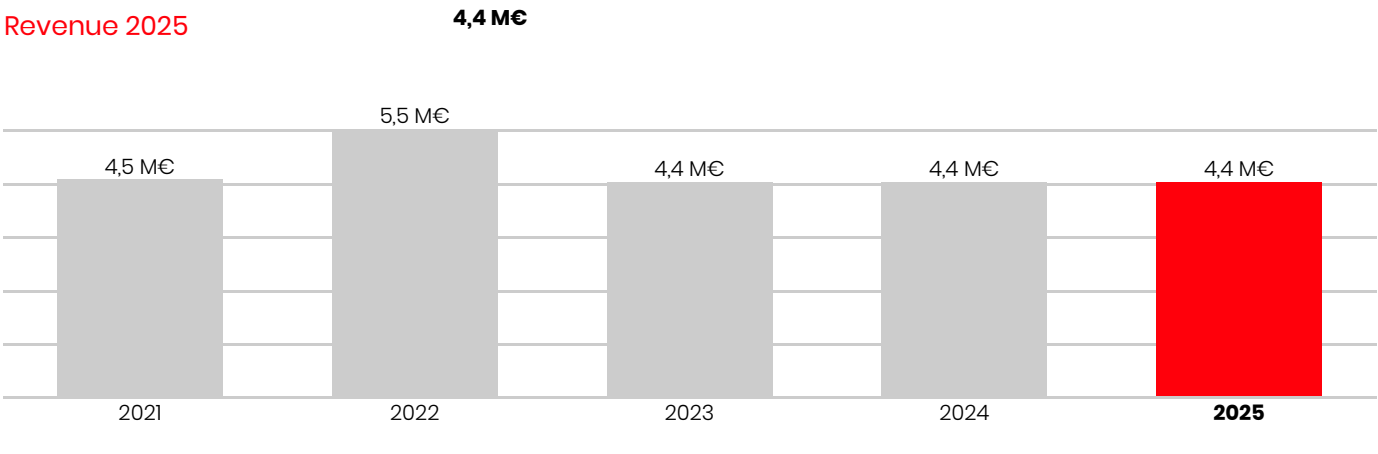
2020-2021 Business development and aerospace

The founder's son, Tommaso Tirelli, joined the Company as a Board Member and Aerospace Division Manager and Specialist. During this period, Aidro became an official supplier to Leonardo Helicopters

Our Data



Revenue 2025



No. of products or services provided in 2025

Approximately 126,000 products or services

Aidro offers a wide range of valves suitable for complex hydraulic systems, customized metal 3D printing solutions, and design and engineering services

No. of customers (local, national, international) in the 2025

124 customers of which 28% are national customers and are 72% international customers

Aidro serves local, national, and international customers, including companies operating in the mobile machinery, aerospace, oil & gas, energy, university, research center, and motorsport sectors

No. of collaborators in the 2025

20 17 employees and 3 Board Members

Type of contracts collaborators in the 2025

Permanent employment contracts, apprenticeship contracts, and collaboration agreements

Employees: 15 full-time and 2 part-time;
12 men and 5 women;
Board Members: 2 men and 1 woman

Our Sustainability Report

Sustainability



Energy-efficient products

For Aidro, **sustainability represents a guiding principle that directs technological development**, industrial choices, and the management of activities throughout the entire product life cycle. Operating in the field of hydraulic valves and metal components produced through additive manufacturing, the Company interprets sustainability as the balance between technical performance, efficient use of resources, and responsibility toward the environment and people.

Optimization of resources

A first key area concerns the **design of energy-efficient products**. In fluid management systems, component efficiency has a direct impact on the overall energy consumption of the machines and systems in which they are installed. For this reason, the Company designs solutions aimed at reducing pressure losses, optimizing flow management, and limiting energy dissipation within hydraulic circuits. Through the use of advanced design tools, computational fluid dynamics simulations, and experimental testing, the internal geometries of components are analyzed and improved with the aim of increasing system efficiency. Components designed according to these principles allow customers to achieve **higher performance with lower energy consumption**, thereby helping to reduce environmental impact in the industrial, mobile, energy, aerospace, racing applications.

High product durability, reliability, and safety

Sustainability is also expressed through the commitment to ensuring **high standards for product durability, reliability, and safety**. Components designed to withstand over time and maintain stable performance throughout their life cycle reduce the need for replacements and maintenance interventions, with both economic and environmental benefits. A more **durable product** requires fewer resources to be replaced and generates lower impacts related to production, transport, and disposal of components. For this reason, the Company continuously invests in the selection of high-performance materials, the development of controlled production processes, and the verification of product performance through laboratory tests and application testing. The reliability of components is not only a fundamental technical requirement but also a key element for the safety of the machines and systems in which they are installed.

Human capital as a central element for sustainable development

A central element of the sustainability strategy concerns **the optimization of material use, also thanks to metal additive manufacturing technologies**. Unlike traditional subtractive processes, additive manufacturing enables the production of components by building material layer by layer, using only the necessary amount and reducing manufacturing waste. In addition, these technologies allow greater design freedom, making it possible to lighten components, integrate multiple functions into a single part, and create complex geometries. This contributes both to reducing material consumption and to improving the efficiency of the systems in which the products are used.

Finally, **human capital represents a central element for the Company's sustainable development**. In a high-technology industrial context such as hydraulics and metal additive manufacturing, the quality of processes and products largely depends on people's skills and expertise. For this reason, the Company promotes specialized technical training and continuous staff development, with particular attention to advanced production technologies, materials, and design methodologies. The Company also invests in attracting and developing advanced engineering skills, including collaborations with universities and research centers. The enhancement of people, together with the promotion of a strong safety and quality culture, therefore represents a fundamental factor in supporting innovation, ensuring product reliability, and enabling responsible and long-term business growth.

Governance

Operational
headquarters in
Taino, registered
office in Milan

Code of Conduct,
Quality Policy

ISO 9001, AS/EN
9100, DNV-ST-
B203 and DNV-SE-
0568
certifications

Environment and
Sustainability

Aidro Company has its operational headquarters in **Taino**, in the province of Varese. At the top of the organization is the Board of Directors, composed of two executive members and one non-executive member. The Board is responsible for defining **strategic guidelines**, overseeing management, and evaluating results, promoting continuous alignment between entrepreneurial vision and operational management. The Executive Management, composed of the two Directors and the General Manager, aims to ensure effective coordination among the different Company functions. The management approach is based on collaborative leadership, oriented toward value creation and innovation.

The Company operates under an **ISO 9001** and **AS/EN 9100**-certified management system. In addition, Aidro holds **DNV-ST-B203** and **DNV-SE-0568** certifications for Additive Manufacturing technology, reflecting its commitment to maintaining the highest standards of quality, process control, and technical excellence across its operations.

These certifications support a robust Quality Management System that is actively promoted and implemented throughout the organization. Management continuously fosters a culture of quality through communication, training, and the sharing of operational best practices.

A key element in fostering a fair, transparent, and truly inclusive working environment is the adoption of a Code of Conduct and a dedicated Quality Policy. These documents clearly define Aidro's mission, core values, and operating principles, guiding the Company in pursuing its business objectives while respecting people and the broader context in which it operates.

Sustainability and social responsibility are considered fundamental pillars of the Company's long-term growth strategy. By adopting a forward-looking approach mindful of future generations, Aidro integrates ESG (Environmental, Social and Governance) principles into its decision-making processes, ensuring that they guide both strategic planning and day-to-day operations.

Consistent with these principles, the Company encourages the adoption of innovative technologies and resource-efficient production methods designed to minimize energy consumption, reduce material waste, and lower environmental impacts.

Additive manufacturing represents a key example of this commitment. By enabling material optimization, enhanced design freedom, and improved production efficiency, the technology supports the reduction of resource consumption and environmental impacts across the product lifecycle, reinforcing Aidro's commitment to sustainable innovation.

Corporate governance is based on a **constant** and structured **dialogue** with all stakeholders, including employees, customers, partners, and local communities, with the aim of establishing and consolidating long-lasting relationships built on mutual respect. This ongoing dialogue fosters strong relationships based on trust, transparency, and shared principles and values. Through this inclusive and participatory approach, the organization is able to operate in a **responsible, ethical, and reliable** manner, ensuring consistency between strategic choices and stakeholder expectations, as well as a proper balance between economic development and attention to the social context in which the Company operates.



Governance: Best Practices



Participatory
approach:
informed and
engaged
employees

The Company's **governance** is based on a **participatory**, inclusive, and sustainability-oriented **management model**. The objective is to create a conscious, trained, and informed working environment in which each employee can actively contribute to the development of the Company.

This year, for the first time, Aidro published a **Sustainability Report**, with the support of the Varese Chamber of Commerce. This choice stems from the desire to transparently measure the Company's commitment to the environment, people, and the community, and to make visible the progress achieved along the path of integrating ESG principles into our activities. The preparation of this document allows for a deeper analysis of the effectiveness of Company practices, defines more ambitious objectives, and structures a reporting model that will accompany Aidro in the coming years, fostering increasingly responsible growth oriented toward the creation of sustainable value.

The Company's governance best practices reflect **ESG principles**, enhancing people and supporting a corporate culture based on responsibility, quality, and continuous improvement. An ESG operational team has been established, which continuously meets to monitor the progress of the "key points" defined by Management as fundamental for pursuing a model based on sustainable development.

The Company continuously promotes internal initiatives dedicated to raising employees' awareness of **environmental, safety, and quality topics**, with the aim of spreading responsible and conscious behaviors and strengthening a corporate culture focused on continuous improvement. These meetings represent an opportunity to share knowledge, analyze critical issues, and promote a shared vision of ESG principles applied to daily operations.

Alongside thematic training, governance includes **quarterly Company meetings** that provide all employees with a clear and up-to-date overview of the Company's performance. During these meetings, results achieved, ongoing projects presented directly by department managers, future prospects, and strategic objectives are illustrated, contributing to strengthening information sharing and employee engagement. This approach enables a continuous flow of information, increases awareness of each individual's role in the organization's growth, and fosters genuine participation in Company processes.

Governance also supports the dissemination of ESG values through the organization of events dedicated to major **national and international initiatives related to sustainability**, safety, ethics, and social responsibility. These events aim to strengthen the connection between the Company and global sustainability topics, promoting a cultural environment in which attention to the environment, social well-being, and good governance becomes an integral part of the corporate identity.

A further key element of governance practices is the decision to grant employees a **welfare benefit at the end of the year**, as a concrete sign of gratitude for their commitment and contribution to achieving results. In addition, all employees are given the opportunity to receive **meal vouchers** for each working day, an initiative that expresses the Company's intention to provide tangible support in daily management and improve the quality of working life.

Overall, these practices define a governance model that places people at the center, promotes continuous dialogue, and builds a shared path toward a more sustainable, ethical, and responsible future.

For the first time,
Aidro published a
Sustainability
Report

Information
meetings for
everyone on
Environment,
Quality, and
Safety topics

Structured
Welfare plan

Market

Precision engineering and digital innovation

Advanced technical consulting services

Versatile Product Solutions

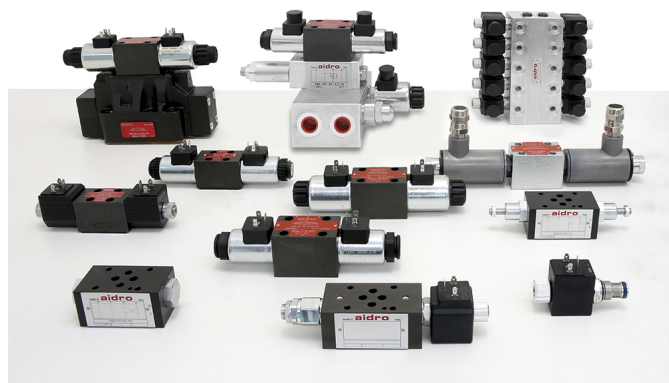
Local, national, and international clients

Aidro's offering is divided into two main business lines that combine precision engineering and digital innovation:

- Production and assembly of fluid power components.
- **Metal 3D printing products:** components featuring innovative geometries that cannot be manufactured using conventional methods; lightweight-optimized parts achieving weight reductions of up to 70% compared to traditional components; and customized solutions developed according to specific customer requirements.

In addition to supplying finished products, Aidro provides customers with a range of advanced engineering and technical consulting services, including:

- **Product development:** management of the entire creative and technical process, transforming an idea or specific requirement into a market-ready solution.
- **Design engineering:** direct support in the redesign and optimization of existing components for additive manufacturing.
- **Feasibility analysis:** preliminary technical and economic assessments aimed at evaluating project viability and reducing investment risks for customers.
- **Rapid prototyping:** production of functional prototypes within short lead times, enabling customers to perform testing and validation under real operating conditions.
- **Testing:** execution of rigorous pressure, burst, and leak tests, including certified testing procedures to ensure the highest safety and performance standards.
- **Product qualification:** management of the testing and certification processes required to verify compliance with applicable regulatory, quality, and industry-specific standards.
- **Life Cycle Assessment (LCA):** evaluation of a product's environmental impacts throughout its entire life, supporting customers in measuring and improving the sustainability performance of their products and processes.



Thanks to the versatility of its products and solutions, Aidro serves local, national, and international customers across a wide range of industries and applications. Key customer segments include:

- Large industrial groups operating in the **oil & gas, energy, and aerospace sectors**.
- Manufacturers of **agricultural machinery and construction equipment**, supplied with valves and hydraulic control manifolds.
- **Shipyards and marine industry operators** requiring compact, lightweight, and corrosion-resistant solutions.
- Specialized distributors supplying standard components to the aftermarket.
- Teams competing in various **motorsport disciplines**.
- **Research centers, universities, and academic institutions**.

Aidro relies on a network of suppliers primarily operating in the following categories:

- **Raw material suppliers:** providers of metal bars, cast iron castings, and, most importantly, certified metal powders (including stainless steel, Inconel, and aluminum alloys) used in additive manufacturing processes.
- **Machining service providers:** partners delivering complementary precision machining operations, as well as heat treatment and surface finishing services.
- **Ancillary component suppliers:** providers of seals, springs, and electrical components used in solenoid valve assemblies.

Market: Best Practices

Responsible and transparent sourcing policy

Assessment of raw material origins, standards based on sustainability and a preference for local suppliers

Shared responsibility in customer relationships

Aidro adopts a responsible and transparent procurement policy based on three core pillars that combine technical requirements with ethical principles:

Raw material traceability and origin verification

Every material purchased, from steel bars to metal powders used in additive manufacturing (such as Inconel and aluminum alloys), is subject to a rigorous verification process. Aidro systematically requires certificates of origin and material analysis certificates to ensure full traceability and compliance with applicable international quality and safety standards.

Sustainability-driven supplier selection

The selection of business partners extends beyond technical and economic considerations. Aidro also evaluates suppliers based on environmental performance, waste management practices, labor standards, and ethical conduct throughout the supply chain. To support this process, suppliers are required to complete self-assessment questionnaires incorporating ESG-related criteria, and are encouraged to provide information on environmental certifications and codes of conduct. This approach helps ensure alignment with Aidro's sustainability and corporate responsibility commitments.

Preference for local suppliers

The Company promotes a short and resilient supply chain by prioritizing suppliers located within Northern Italy's manufacturing districts. This approach supports local industrial excellence while reducing transportation-related environmental impacts and strengthening the reliability and quality of the supply chain.

With regard to customer relationships, Aidro extends its commitment to sustainability beyond its own operations by actively engaging stakeholders in a shared responsibility approach. Through transparent, fair, and collaborative relationships, the Company promotes awareness of the environmental, social, and ethical impacts associated with its activities and value chain.



To support this approach, **Aidro's General Terms and Conditions of Sale** explicitly reference compliance with the Company's Code of Conduct, ensuring that the principles and values guiding Aidro are shared across its commercial relationships. This helps foster business partnerships built on trust, transparency, and mutual accountability.

Through these contractual provisions, Aidro not only delivers advanced technological solutions but also actively promotes **transparent and sustainable business practices** throughout its value chain.

This approach ensures that the entire product lifecycle, from the selection of traceable raw materials to final delivery, is governed by principles of ethical business conduct, resource efficiency, and the continuous reduction of environmental impacts.

Among the best practices offered to the market, Aidro provides customers with the opportunity to perform **Life Cycle Assessment (LCA)** analyses on products in order to evaluate their environmental impacts throughout their entire lifecycle. This service supports customers in implementing their sustainability strategies by providing objective data to inform design and manufacturing decisions and to reduce the overall environmental footprint of the systems in which the components are used. Partnering with Aidro therefore means becoming part of an industrial ecosystem that places environmental stewardship, ethical conduct, and social responsibility at the core of its operations, transforming every business relationship into a contribution toward a more sustainable future.

Human Resources



Team: 17
employees and 3
Board members

Human resources represent the Company's most valuable asset, contributing significantly to its growth and the development of its technical and managerial know-how. The team is composed by **17 employees**, supported by a Board of Directors consisting of three members, two executive and one non-executive member.

Technical
training,
meetings on
environment,
quality, and
safety; ESG team

The Company combines long-term employment opportunities with apprenticeship and collaboration arrangements, fostering both workforce stability and the continuous development of new skills and talent. From a gender diversity perspective, the workforce consists of 12 men and 5 women, while the Board of Directors is composed of two men and one woman. This reflects the Company's commitment to maintaining **an inclusive governance structure**.

Employees are
granted flexible
working hours
and smart
working

The Company's approach to people management is focused on **employee development and well-being**, creating a safe, inclusive, and collaborative workplace while supporting professional growth aligned with business needs and strategic priorities. Aidro continuously invests in **technical and cross-functional training**, promotes a strong culture of quality, and encourages awareness of environmental, health, and safety issues. During 2025, employees received a total of 361 training hours, averaging 21 hours per employee.

Welfare Plan:
individual
sessions with a
psychologist and
team building

In 2024, the Company established a **dedicated ESG team**, responsible for driving sustainability initiatives and monitoring the Company's performance across key ESG areas. For this reason, team members received specialized training through targeted courses and webinars.

During 2025, the Company attended webinars and training initiatives dedicated to the requirements and guidelines of the **Gender Equality Certification (UNI/PdR 125:2022)**. These activities enabled the Company to further explore best practices in gender equality and assess the implementation of a structured approach consistent with nationally and internationally recognized standards.

The well-being of employees is a key priority for the Company and is promoted through a variety of initiatives aimed at fostering a positive and supportive work environment.

To support its workforce, the Company provides **meal vouchers** for each working day, a benefit that goes beyond the requirements of the applicable collective bargaining agreement.

Furthermore, an **annual welfare bonus** is granted in recognition of employees' contributions and commitment throughout the year. This practice reflects the Company's dedication to valuing its people and nurturing a culture of respect, engagement, and shared success.

The Company promotes a flexible work environment that supports employee well-being and work-life balance. Subject to managerial approval, employees can benefit from **flexible working hours**. In addition, **smart working** is available for all roles compatible with remote work and is currently utilized by 67% of eligible employees. This approach enhances employee well-being, optimizes time management, and reduces commuting-related impacts, while also contributing to the Company's environmental sustainability objectives.

This organizational approach helps improve quality of life, optimize time, and reduce the impacts associated with commuting.

In 2025, the Company further enhanced its welfare program by introducing a series of **four individual sessions with a professional psychologist**.

Designed to support personal development and greater self-awareness, the initiative provided employees with a dedicated space for reflection, dialogue, and the management of everyday challenges.

The program concluded with a feedback session and a team-building activity aimed at strengthening collaboration and recognizing the unique strengths and contributions of each individual within the workplace.

The Company's people management approach is founded on the belief that **human capital** is a strategic asset and a key driver of long-term success. By investing in employee well-being, personal development, and engagement, Aidro seeks to foster a workplace culture that supports innovation, sustainability, quality, and the continuous growth of its people.

Human Resources: Best Practices



Technical and soft skills training programs

The Company considers its people a strategic asset and a cornerstone of long-term value creation. To support their development, it invests continuously in **training and awareness initiatives**, designed to strengthen technical, operational, and soft skills, supporting both individual development and organizational performance. Aidro provides access to **additional learning opportunities** aimed at developing technical, operational, and transversal skills.

Training courses for fire safety personnel, first aid, and Workers' Safety (AED)

During 2025, internal training activities covered quality, business processes, operating procedures, and all aspects related to occupational health and safety, as well as training dedicated to the use of Company tools and systems. At the same time, employees could participate in **external learning programs**, including English language courses, advanced training on Microsoft Office applications, initiatives dedicated to artificial intelligence, and activities involving platforms such as LinkedIn or SAP Business One. The Company also provided training on cybersecurity topics, enhanced employees' soft skills through experiential learning approaches, and promoted webinars and training courses on ESG-related matters in collaboration with institutional organizations.

On-site Company garden cultivated by staff and enjoyed by all

Management encourages staff participation in all these training initiatives, convinced that the development of skills is important for both individual and collective growth.

Cozy open-space and fully equipped coffee room

All training activities, including participants, course content, instructors, and related operational details, are recorded and regularly updated in a dedicated internal database.

At the beginning of each year, the Company develops an **Annual Training Plan** to structure and guide training activities throughout the year, ensuring their continuous monitoring and periodic update.

Alongside its broader training programs, the Company provides dedicated instruction for Workers' Safety Representatives (RLS), fire safety officers, and first aid attendants through qualified trainers. In addition, all employees are trained in the use of Automated External Defibrillator (AED), with certification renewed every two years in compliance with Regional Emergency and Urgency Agency (AREU) regulations.

Workers well-being is also promoted through initiatives focused on health and quality of life. The **Company vegetables garden**, voluntarily cultivated by employees even during working hours, represents a concrete example of attention to environmental sustainability and healthy nutrition, providing fresh, locally sourced produce to the entire team. Training, prevention, well-being, and awareness are fundamental pillars of the corporate sustainability vision, which sees human capital as an essential element for solid, innovative, and long-term-oriented growth.

To complement this commitment, Aidro also takes care to provide its employees with a **welcoming workplace** that supports their everyday well-being. The spaces are designed to ensure comfort, functionality, and a calm atmosphere that encourages social interaction and collaboration.

A **dedicated coffee-break area** is available, equipped with a refrigerator, microwave, drinking water filter, and a coffee machine accessible to all staff, creating a convivial environment while also respecting individual needs. The offices are arranged in a **bright and functional open-space** layout that supports the spontaneous internal exchange of ideas, while maintaining an orderly and professional atmosphere.

There is also a dedicated area for **restrooms and changing rooms**, separated for men and women, organized to ensure comfort, privacy, and functionality. These areas are maintained with particular care and equipped with additional amenities such as personal towels provided to all staff, thereby contributing to the creation of a tidy, welcoming workplace that respects everyone's needs.

Community Relations



Sponsorship of the Politecnico di Milano Formula Student Team

The Company actively supports the **Dynamis PRC Team of Politecnico di Milano**, a student organization dedicated to the development of high-efficiency electric racing vehicles. Through this collaboration, Aidro contributes to the advancement of technological innovation while fostering the education and professional growth of future engineers.

Support to Young Manufacturing Leaders

The Company's contribution extends beyond financial support and includes the supply of a custom-designed heat exchanger for the inverter cooling system of the electric vehicle developed by the team. Leveraging the design flexibility of metal additive manufacturing and the opportunities offered by topology optimization, the component was engineered to enhance heat transfer performance, minimize pressure losses, and reduce overall weight. These features contribute directly to improved vehicle efficiency, performance, and energy optimization.

Concrete commitment to the Women in 3D Printing community

Established in 2022, this collaboration represents a tangible example of technology transfer between industry and academia. Through this partnership, students have the opportunity to engage with advanced industrial solutions and gain insight into the principles of Design for Additive Manufacturing (DfAM), multiphysics optimization, and functional integration of components.

At the same time, the Company strengthens its active role in the development of human capital and in fostering an industrial ecosystem driven by responsible innovation.

This initiative reflects the Company's commitment to investing in talent and applied research, contributing to the growth of the local social and economic fabric while generating positive impacts that extend beyond the boundaries of its core business activities.

The Company also supports initiatives aimed at promoting technological innovation and inclusion within the advanced manufacturing sector. **Since 2022**, it has supported **YML (Young Manufacturing Leaders)**, an international network of students, professionals, and young entrepreneurs aged between 18 and 30 who share a strong commitment to advancing innovative and sustainable manufacturing practices.

The Company's support was provided through the design and production of awards for the winners of the "Sustainable Technologies for the Future" Contest, using metal 3D printing to showcase the potential of this technology and foster innovation among younger generations.

Since the launch of the Italian chapter in **2020**, the Company has collaborated with **Women in 3D Printing**, a global organization committed to advancing diversity and inclusion in additive manufacturing. With approximately 13,000 members worldwide, the network works to create opportunities, increase visibility, and strengthen the presence of women across the 3D printing ecosystem.

The group also aims to inspire students and emerging talent by reducing barriers to entry, promoting mentorship opportunities, and providing resources dedicated to the additive manufacturing sector.

Aidro actively supports this Community through the organization of networking events, as well as by providing promotional materials and branded items to support various initiatives.

These activities reflect the Company's commitment to fostering skills development, innovation, and diversity within the industry.

Community Relations: Best Practices



Active dialogue with local communities

The Company promotes **active dialogue with the local communities**, contributing to the dissemination of technical skills and the development of human capital. In this context, training and guest lecture activities have been carried out at the **Politecnico di Milano**, within the Mechanical Engineering department, with the aim of sharing know-how related to additive manufacturing technologies.

Collaboration with schools and universities

Similarly, the Company takes part in **training courses** in collaboration with associations such as Federtec Assofluid, Valve Campus, Cluster Aerospace Lombardia, and AM Energy, hosting training sessions directly at its facility and actively participating in informational webinars.

Partnership with industrial associations

Particular attention is devoted to young people through the activation of **curricular internships** with students from secondary schools, ITS institutes, and universities, designing for each participant a training project that fosters the development of skills related to the industrial sector. In addition, the Company is committed to collaborating on and supporting the preparation of university theses, including those focused on environmental topics. In this regard, the Company hosted a university student for the completion of her Bachelor's thesis, which analyzed the **Life Cycle Assessment (LCA)** of the Company's solutions related to the 3D printing sector.

Promotion of HSE initiatives

The project, developed with Company support and based on scientific and transparency criteria, received official recognition through an **award by AMGTA** (Additive Manufacturer Green Trade Association), an organization particularly focused on sustainability and resource efficiency in additive manufacturing.

The Company's commitment to the community is also reflected in sponsorship and donation activities benefiting organizations engaged in environmental protection. A concrete example is the collaboration with **Legambiente** during a day dedicated to environmental conservation and the enhancement of the local area.

On this occasion, all employees contributed to the creation of an informational **notice board within a woodland area** (photo above), designed to provide visitors with interesting facts and insights about the fauna and flora that characterize the area. The team transported and assembled the materials on-site, making the project not only a tangible act of environmental responsibility but also a valuable team-building opportunity. This initiative is part of the Company's broader commitment to promoting responsible behavior, supporting biodiversity, and helping make the local area more welcoming and informative.

Furthermore, the Company promotes initiatives in support of public health and safety through the installation of an **Automated External Defibrillator (AED)** on-site and the organization of training courses for all employees on its proper use. This training was conducted with the support of volunteers from the Italian "Croce rossa", to which a donation was subsequently made.

In addition, the Company actively supports the local community through the purchase of products made by local associations and through donations, for example in support of a local choir, contributing to the promotion of the community's cultural and social initiatives.

These initiatives reflect Aidro's commitment to creating shared value and strengthening its role as a responsible member of the broader community.

Environmental Protection



Monitoring of water, electricity, and gas consumption

The Company adopts a structured and systematic approach **to monitoring water, natural gas, and electricity consumption**, recognizing the efficient use of resources as a fundamental component of its environmental sustainability commitments. Consumption data are collected on a regular basis from supplier invoices and utility records, then verified and consolidated into dedicated internal reports. This process provides a comprehensive and historical view of resource usage, enabling the Company to monitor performance over time.

This approach allows for an immediate and effective interpretation of performance data, supporting informed decision-making and fostering a more conscious and efficient use of resources across the organization.

Solutions aimed at limiting the consumption of single-use materials

The monitoring system enables the Company to regularly evaluate the efficiency of its resource use, identify areas for improvement, and support the optimization of production processes and facilities.

Regular consumption analyses also provide a valuable information base for defining corrective actions and targeted initiatives aimed at reducing waste, preventing operational inefficiencies, and promoting the responsible use of natural resources. Through this ongoing process of monitoring and analysis, the Company strengthens its commitment **to minimizing environmental impacts** and continuously improving its energy and water performance, in line with its medium- and long-term sustainability objectives.

To support a more efficient and conscious use of resources, the Company has adopted several measures **to minimize the use of single-use materials** in everyday business activities.

These measures are part of a broader commitment to reducing environmental impacts and fostering a culture of responsible resource use across the organization.

To minimize waste generation, the Company has introduced several practical initiatives, including the use of **reusable towels** in restroom facilities and **washable cleaning cloths** in production areas, replacing disposable alternatives without compromising hygiene, safety, or operational efficiency. Furthermore, all employees have been provided with **personalized reusable water bottles**, complemented by the installation of a **water purification system**, helping to reduce the consumption of single-use plastic bottles and cups. The Company also offers **free coffee facilities** using compostable pods and encourages the use of ceramic cups, reinforcing its commitment to reducing plastic waste and promoting sustainable behaviors in day-to-day operations.

In addition, the Company invests in **employee engagement and sustainability awareness initiatives**. Through internal communications and the sharing of best practices, employees are encouraged to adopt a responsible approach to resource use and materials management, both in the workplace and in their daily lives. This commitment helps foster a shared corporate culture centered on environmental sustainability and collective responsibility.

Team awareness and engagement

"Sustainable" coffee for everyone



Environmental Protection: Best Practices

Annual calendar of sustainability initiatives

The Company actively promotes a culture of sustainability, for example through the sharing of an **annual calendar of initiatives**, selected from the main proposals at national, European and global levels. This tool, accessible to all workers, aims to raise awareness throughout the organization about environmental, social, and governance issues, fostering informed and inclusive participation.

Taking advantage of the anniversaries and campaigns identified in the calendar, **meeting and sharing sessions are periodically organized**, open to all staff. These events represent an opportunity to explore sustainability issues, promote internal dialogue, strengthen corporate culture, and stimulate constructive discussion.

Turning sustainability commitments into action

Monitoring of indirect emissions related to daily home-to-work

Promotion of sustainable mobility

The Company **proposes concrete activities and good practices**, on voluntary base participation for the employees. Here some examples:

- In occasion of the "M'illumino di Meno" day were distributed some tags to remember turning off the light switch, that were attached on every light switch on-site. Some employees enjoyed this activity and brought it home.
- For the "Spreco Zero" day was launched the challenge to reorganize the house fridge, using containers and organize based on the expiration of the foods. Has been a well accepted challenge and given way to know and assimilate the good practices for a good conservation and the use of the food.
- In november, during the "Settimana Europea per la riduzione dei rifiuti" week it was decided to bring new life to some pallets, that were transformed to bike rack, big trash cans, today high tables for break room of the company, and to packagings of big machines, that today are big external tables.

The Company also monitors the indirect emissions associated to the **daily commuting**, with the goal to evaluate and understand the environmental impact linked to the mobility of the staff. This activity come back to the effort of the organisation towards a responsible management of the greenhouse gas emissions, included those related to the habits of daily movements.

For that purpose, a poll aims to collect information on the means of transport used by employees to reach the work place. The questionnaire allows to detect data such as distances traveled, the frequency of movements and the prevalent means of transport to elaborate the CO2 emissions associated to daily commuting.

By sharing results and best practices, the Company encourages active employee engagement and makes a tangible contribution to reducing the overall environmental impact of its operations.

Next Steps



Advancing ESG journey

Responsible choices regarding partners, suppliers and innovation

Monitoring energy and water consumption, commitment to recycling and reuse

Skill development, promotion of well-being, strengthening the Code of Conduct

The publication of the Company's first Sustainability Report marks a significant milestone. For the first time, Aidro has chosen to formalize and structure its commitment to ESG matters in a comprehensive and transparent way. This process has provided an opportunity to assess the Company's current position and define a clearer roadmap for the future. This first Report is not merely a reporting exercise; it is intended to become a true guiding document for the Company. The systematic collection of data, the analysis of performance, and the identification of areas for improvement will help shape strategic decisions and operational initiatives in the years ahead. The Report will serve as an ongoing reference point for monitoring progress against established objectives, ensuring alignment between actions and commitments, and fostering greater awareness of ESG issues across the organization. In this way, sustainability will progressively become an integral part of the way Aidro operates, promoting continuity, transparency, and continuous improvement. As part of its journey toward increasingly responsible and long-term oriented management, the Company aims to further strengthen its commitment to sustainability through a range of initiatives encompassing the economic, environmental, and social dimensions of ESG.

Economic Area

In the coming years, the Company intends to further strengthen its approach to economic sustainability by **continuously enhancing its governance** framework through the adoption of more transparent and structured decision-making processes. This commitment will be supported by **targeted investments in innovation**, aimed at advancing technologies and improving internal processes to increase efficiency, competitiveness, and product and service quality. In addition, the Company seeks to **strengthen its relationships with partners and suppliers** by increasingly promoting responsible sourcing practices and implementing periodic assessments of their sustainability performance and commitment.

Environmental Area

The Company is committed to reducing its environmental impact through initiatives aimed at improving energy performance, lowering emissions, and promoting the responsible use of resources. In particular, it will maintain its commitment to the **continuous monitoring of energy and water consumption**, as well as the **assessment of emissions associated with employees' commuting activities**, while encouraging the adoption of more sustainable modes of transport. The Company is also committed to continuing to promote opportunities for information sharing, discussion, and the exchange of ideas and experiences on key environmental awareness topics addressed at national, European, and global levels. Another objective the Company aims to pursue is increasing the **recycling and reuse** of materials and packaging wherever possible, in line with circular economy principles and responsible resource management.

Social Area

In the social sphere, the Company aims to enhance the value of its human capital and strengthen its relationships with the wider community. In particular, increasing emphasis will be placed on **developing internal skills and capabilities** through continuous training and professional development programs, while also **promoting employee well-being, health, and safety** through dedicated initiatives and ongoing updates. The Company will continue to uphold and promote values such as **inclusion and equity**, implementing policies that foster a fair, respectful, and supportive working environment. A concrete objective is the further **strengthening of the Company's Code of Conduct** through the more explicit and consistent integration of sustainability principles. The aim is to align corporate values with the environmental, social, and economic issues that are becoming increasingly central to the way businesses operate. This process will enable Aidro to foster a stronger ESG culture across the organization and ensure that sustainability is recognized as an integral part of the Company's identity and everyday decision-making.

Summary

Methodological Sheet

Document Preparation Date	This document was drafted on 28.07.2026
Data Reference Period	The data collected refer to the period from 01.01.2025 until 31.12.2025
Reference Site Scope	The reference location is A.I.D.R.O. SRL
Contact Reference	A.I.D.R.O. SRL aidro@aidro.it phone 0331-960250
Contact Person	Tirelli Valeria

CSR Criteria

Score

Economic Indicators

1. Does your company prepare a sustainability report? 
2. Do you communicate your commitment to sustainability? 
3. Does your company have a code of conduct/ethics/charter of values? 
4. Does your company have certifications? 
5. Do you recognize wages above the minimum level of the CCNL? 
6. Do you use raw materials or products from certified sources? 
7. Do you consider social and environmental criteria when selecting your suppliers? 
8. Do you prioritize local suppliers for the company's purchases whenever possible? 

Social Indicators

9. Do your employees have the option of flexible working hours? 
10. Do your employees have the option of smart working? 
11. Do your employees have additional insurance coverage for illness, accidents, or old age? 
12. Do your employees have access to parental leave beyond legal obligations? 
13. Do you have a corporate welfare plan? 
14. Do you have a presence of both genders in managerial roles or on the Board of Directors (BoD)? 
15. Do you have initiatives for employee health and safety beyond legal obligations? 
16. Do you offer training programs to employees that are not legally required? 
17. Do you conduct training activities for students through internships/school-work alternation? 
18. Do you employ individuals from disadvantaged categories? 
19. Do you sponsor local associations or organizations? 
20. Do you support collaboration projects with local entities or associations? 

Environmental Indicators

21. Have you made structural improvements to buildings in the last 8 years? 
22. Have you modernized infrastructures, furniture, or machinery in the last 5 years, improving environmental and employee impact? 
23. Do you monitor energy consumption to improve your impact? 
24. Do you use energy from renewable sources? 
25. Do you monitor water consumption with the aim of improving it? 
26. Do you have specific processes for waste reduction or recycling? 
27. Do you use sustainable company vehicles or have a mobility plan in place? 
28. Do you use logistics services that provide data on the environmental impact of transportation? 
29. Do you have CO2 emission reduction plans? 
30. Do you have plans to reduce packaging materials or single-use plastics? 

Score: 23/30



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