



# COMPANY PROFILE



*We engineer dreams*

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## 1

# A GLOBAL FAMILY COMPANY



BONFIGLIOLI  
RIDUTTORI

## message from our chairwoman

*“We reach where we now are after a deeply challenging period: health issues and the economic and political situations of recent years have threatened us, but we have stayed calm by keeping our focus and our values in mind and, above all, thanks to our people.*

*Innovation and engineering have always been dominant in our DNA. Engineering is a magical concept that transmits the sense of passing from a dream to an idea and then to reality.*

*Dreams are ambitious and to become true they need skills, talent and commitment: i.e. people. That's what we mean by **We Engineer Dreams**.*

*Today our key goals are enabled by digitization. Continuous digital and technical training of our people, which is also a way to guarantee gender equity; digitizing our production processes and products; integrating IIOT with mechatronics; expanding our e-mobility competence center, are our main development streams. E-commerce, another step into digital sales, has allowed us to offer our customers an innovative and digital shopping experience, firstly in the United States and then in Italy, and we aim to extend it to other countries. Innovation for us means all this but carried out in a sustainable way.*

*Our care for people extends to the territories surrounding us, and we support worldwide social initiatives based on three pillars: young people, STEM, technical education and territory development, designed to create value for local communities. We have boldly moved to new work sites and regenerated existing operative plants, applying latest generation solutions on efficiency and renewable energy. Our commitment to human and environmental sustainability constantly stimulates us to create new products: promoting energy efficiency, energy recovery, natural resources, and the spread of wind-powered and electric industries.*

*We engineer dreams in a daringly innovative and sustainable way!*

”

## our heritage

**Avanti, Avanti a tutta forza!**

**Forward, full steam ahead!** Is

the famous motto of our founder Clementino Bonfiglioli which has been our former tagline, **Forever Forward**, and continues to guide our Group.

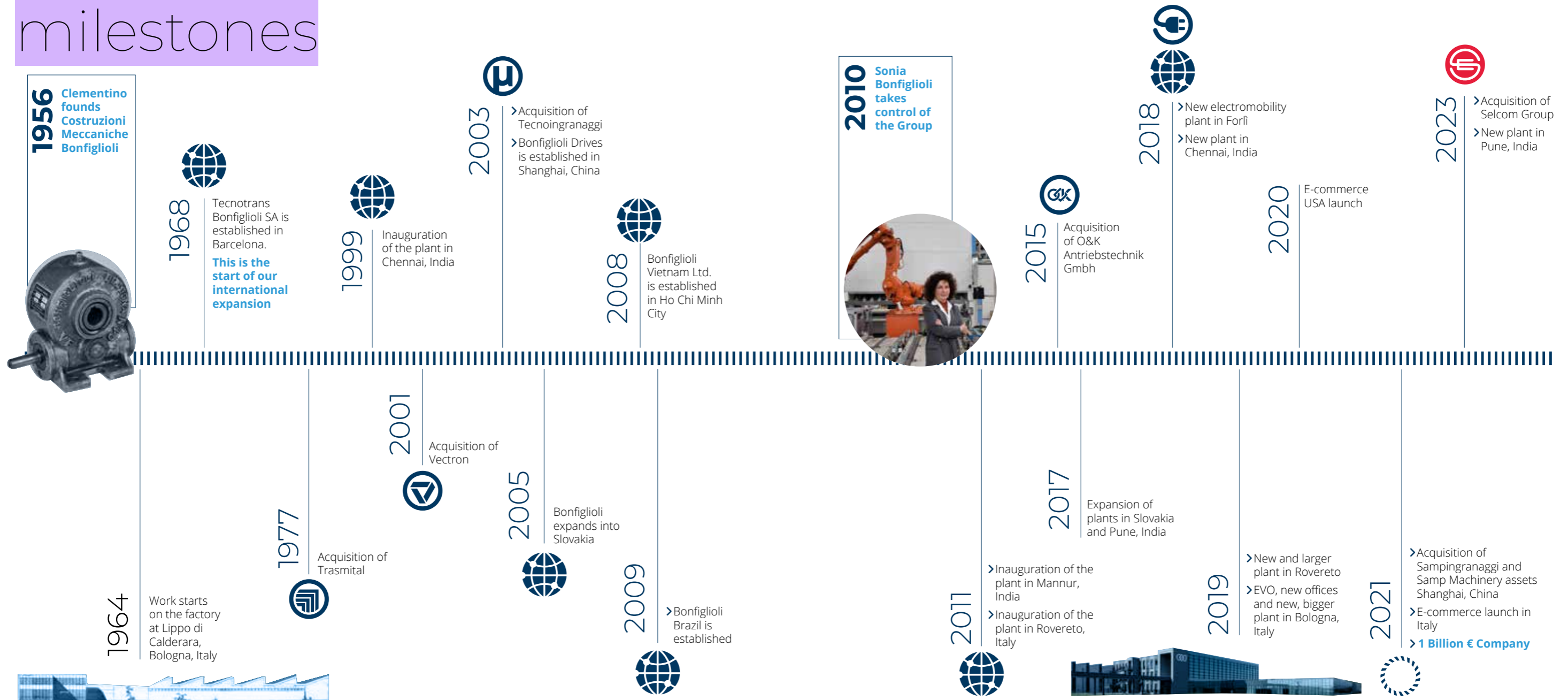
This approach has evolved and Sonia Bonfiglioli keeps to foster it. It represents an open window into the future with the support of a passionate, closely-knit team that remains focused on a common goal on a global scale.



*Sonia Bonfiglioli*



# milestones



## our mission



*We have a relentless commitment to **excellence, innovation** and **sustainability**. Our team creates, distributes and supports **power transmission and control solutions** to **keep the world moving**.*

## our values

We have four main values – challenge, respect, accountability, winning together – that daily guide us towards the ambitious goals we aim for.



### CHALLENGE

We search for limits, then overcome them through innovative ideas, cutting-edge products, and unrivaled performance.



### RESPECT

We explore different cultures, religions, and experiences to turn diversity into a resource and pursue sustainable economic growth in harmony with the environment.



### ACCOUNTABILITY

We put our heart into everything we do, to improve ourselves and set an example for others, because the efficiency of a team begins with that of the individuals in it.



### WINNING TOGETHER

We foster talent to generate and share the knowledge that leads to success.

# our global presence

Thanks to an international network of closely interconnected commercial and production sites, we can guarantee the same high standards of Bonfiglioli quality anywhere at any given time. We know that our direct presence in local markets is the key to long-lasting success, so our family includes 20 production sites, 26 commercial sites and more than 550 distributors around the world.

Our organization is always close by, offering complete and efficient solutions and supporting our customers with dedicated services, co-engineering and after-sales assistance.

- ★ HEADQUARTERS
- 🏭 PRODUCTION SITES
- 🏢 COMMERCIAL SITES
- 🏢🏢 SELCOM GROUP



# R&D centers



## ITALY

### Bologna

Light duty industrial gearboxes, heavy duty industrial gearboxes, electric motors, IOT, electronic boards, electrical cabinets.

### Rovereto

Planetary precision gearboxes, servomotors, motion control, IOT, robotics.

### Forlì

Planetary gearboxes, hydraulic motors, electric motors.



## GERMANY

### Hattingen

Large planetary gearboxes.

### Krefeld

Inverters.



## INDIA

### Chennai

Planetary gearboxes, light duty industrial gearboxes, heavy duty industrial gearboxes, hydraulic motors, electric motors.



## CHINA

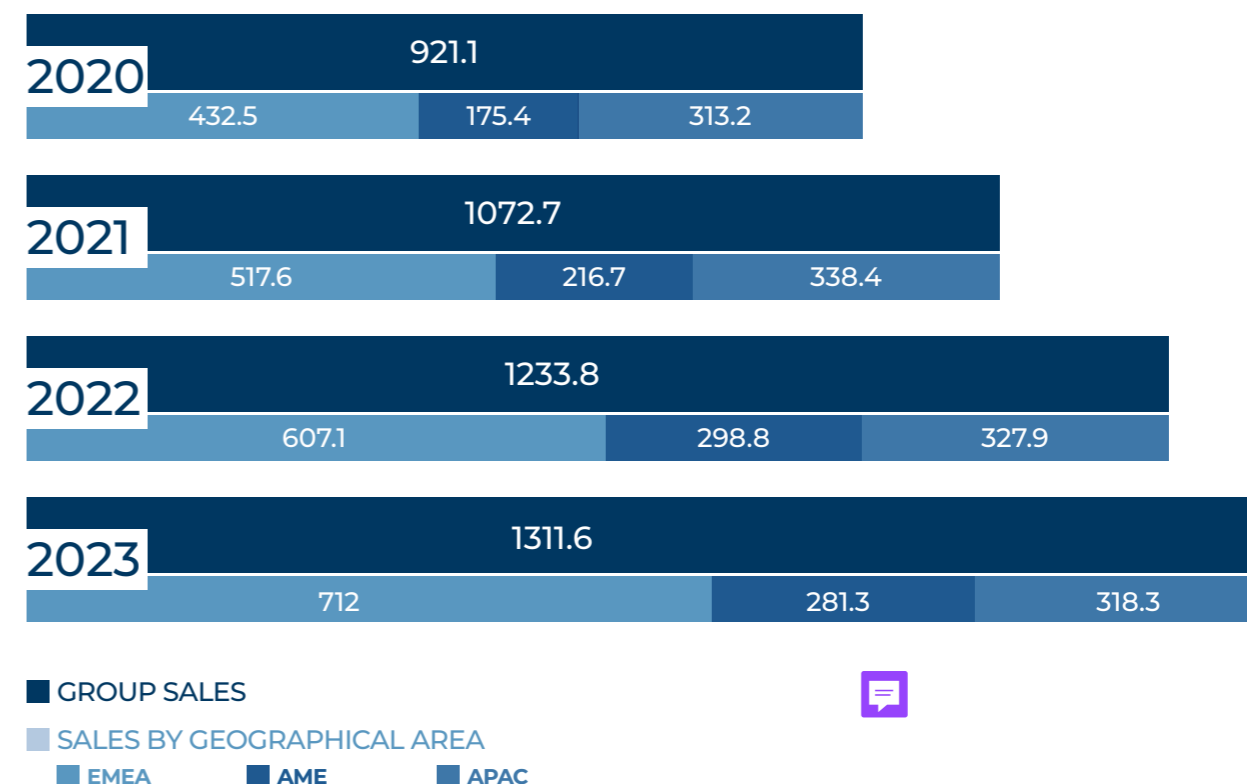
### Shangai

Planetary gearboxes, hydraulic motors.



# financial highlights

(IN MILLION EUROS)



2

# OUR BUSINESS AREAS

The company's **leadership** is based on a deep knowledge of the different needs demanded by the market. That's why each of our **business areas** has the specific **know-how** to support the **growth of customers** in each specific sector.



INDUSTRY &  
AUTOMATION  
SOLUTIONS



MOBILITY &  
WIND  
INDUSTRIES

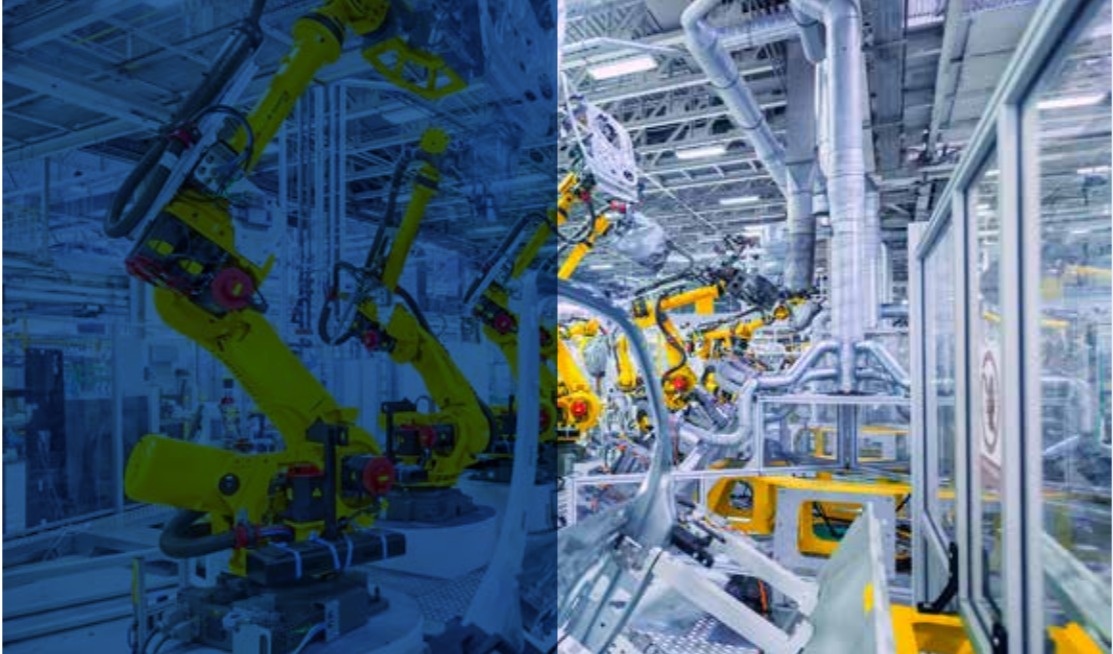


SELCOM  
GROUP



# INDUSTRY & AUTOMATION SOLUTIONS

Industry & Automation Solutions business unit meets the evolving needs of industrial processes and automation. With a focus on innovation and sustainability, we operate advanced Industry 4.0 facilities to serve over 20 industries. From material handling and logistics to food and beverage processing, metalworking, mining, recycling and sustainable energy technologies, our international teams deliver a personalized and exceptional customer experience. Our commitment is to provide dynamic solutions that address today's complex challenges while driving progress and creating enduring value for customers.



MATERIALS  
HANDLING



AGGREGATES  
BUILDING &  
CONSTRUCTION



LOGISTICS &  
STOCKING SYSTEMS



BIOGAS



FOOD &  
BEVERAGE



SUGAR CANE



RECYCLING &  
ENVIRONMENTAL  
SUSTAINABILITY



TEXTILE



CONVEYING



MATERIAL  
WORKING



MINING



PACKAGING &  
LABELLING



CRANES &  
WINCHES



ONE-STOP SHOP  
AUTOMATION PARTNER



EXPERTISE FOR  
CUSTOMIZED SOLUTIONS



ENSURING HIGH DYNAMICS  
AND PRECISION



MEET OUR  
CUSTOMERS' NEEDS



GLOBAL DISTRIBUTION  
NETWORK



IMPROVE APPLICATION  
PERFORMANCE

# MOBILITY & WIND INDUSTRIES

The Mobility & Wind Industries Business Unit offers the widest range of gearboxes currently available on the market. Its portfolio includes drives for travel, slew, winch, and other possible applications. All our products are customizable to meet any need.

The Mobility & Wind Industries team is the ideal partner for the implementation of efficient, intelligent, and robust solutions dedicated to the most complex applications in construction, wind energy, logistics, agriculture, and the marine and offshore sector. For over 40 years we have been working with the world's leading OEMs.

## MOBILE SOLUTIONS

By co-engineering wheel, track, slew, winch, concrete mixer and other drives together with our customers, we can meet all market needs for mobile machinery applications.

Bonfiglioli supplies final drives with the widest torque range on the market, from 1,000 to over 3 million Nm.



40 OVER 40 YEARS OF EXPERIENCE

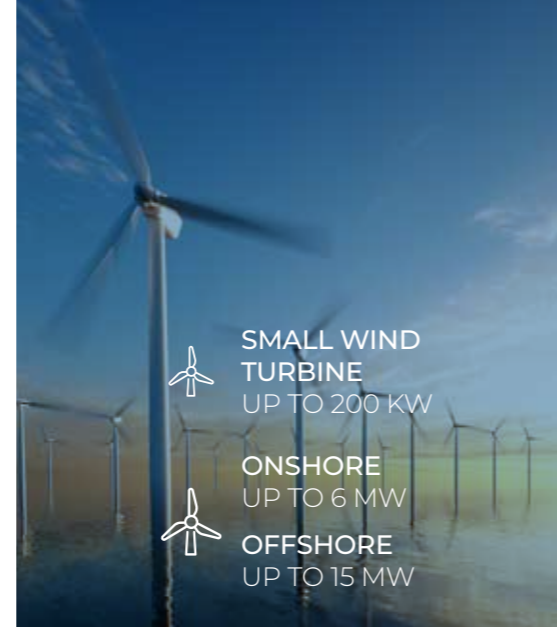
LOCALIZED PRODUCTION

GLOBAL NETWORK

## WIND SOLUTIONS



With a 35% market share for the supply of wind turbine gearboxes to major global players, Bonfiglioli is the undisputed leader in the wind energy sector providing complete solutions including products sensorization and predictive maintenance. Products for wind turbines are assembled in six of the 13 plants (Italy, Germany, India, China Vietnam and Brazil) to better serve local markets and major global players. Our Yaw and Pitch drives are continuously optimized to improve turbine performance for traditional onshore applications, but also for the latest offshore applications, without increasing their weight and size and thus offering the market more competitive products.



SMALL WIND TURBINE  
UP TO 200 KW  
ONSHORE  
UP TO 6 MW  
OFFSHORE  
UP TO 15 MW



## ELECTROMOBILITY SOLUTIONS

Bonfiglioli leads the field in hybrid and electric technologies, providing more energy-efficient solutions, allowing our customers to reduce noise and harmful emissions.

Our pioneering developments have made us one of the leaders in sustainable technology and continue to drive us towards new horizons. In 2018, Bonfiglioli opened a new eco-friendly production line for electromobility in Forlì, covering an area of about 10,000 square meters.



EASIER INSTALLATION



REDUCED TIME TO MARKET



REDUCED EV KNOWLEDGE AND VEHICLE MODIFICATIONS



>80% OF WEIGHT AND VOLUME



EARTH MOVING



ROAD CONSTRUCTION



AGRICULTURE



MINING



MATERIALS HANDLING



COMMERCIAL VEHICLES



CONSTRUCTION



AGRICULTURE



MATERIALS HANDLING

# SELCOM GROUP

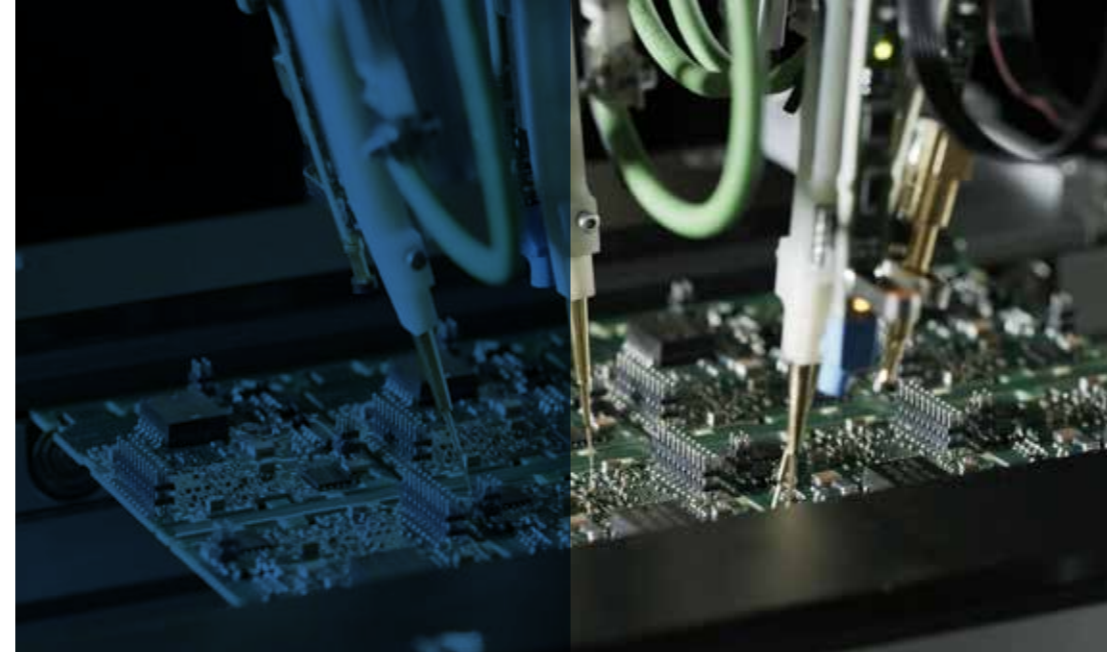
PART OF THE BONFIGLIOLI'S GROUP  
SINCE MARCH 2023

Selcom is a **mechatronic service partner** designing and manufacturing custom high-tech electronic solutions.

## E.M.S. ELECTRONIC MANUFACTURING SERVICES

## O.D.M. ORIGINAL DESIGN MANUFACTURING

 **Selcom**  
A BONFIGLIOLI COMPANY



INDUSTRIAL &  
AUTOMATION



BIOMEDICAL &  
WELLNESS



HOME AND  
PROFESSIONAL  
APPLIANCE



ELECTRIC MOBILITY  
& BATTERY  
MANAGEMENT  
SYSTEMS



EXTENSIVE  
R&D SUPPORT



MANUFACTURING AND  
DEVELOPMENT OF  
CUSTOM SOLUTIONS



TESTING AND  
DIAGNOSTICS



SOURCING  
AND ASSEMBLY



AFTER SALES PRODUCT  
SERVICE AND SUPPORT

# our drivers



reliable  
relationships



strong  
values



enduring  
passion



EXCELLENCE

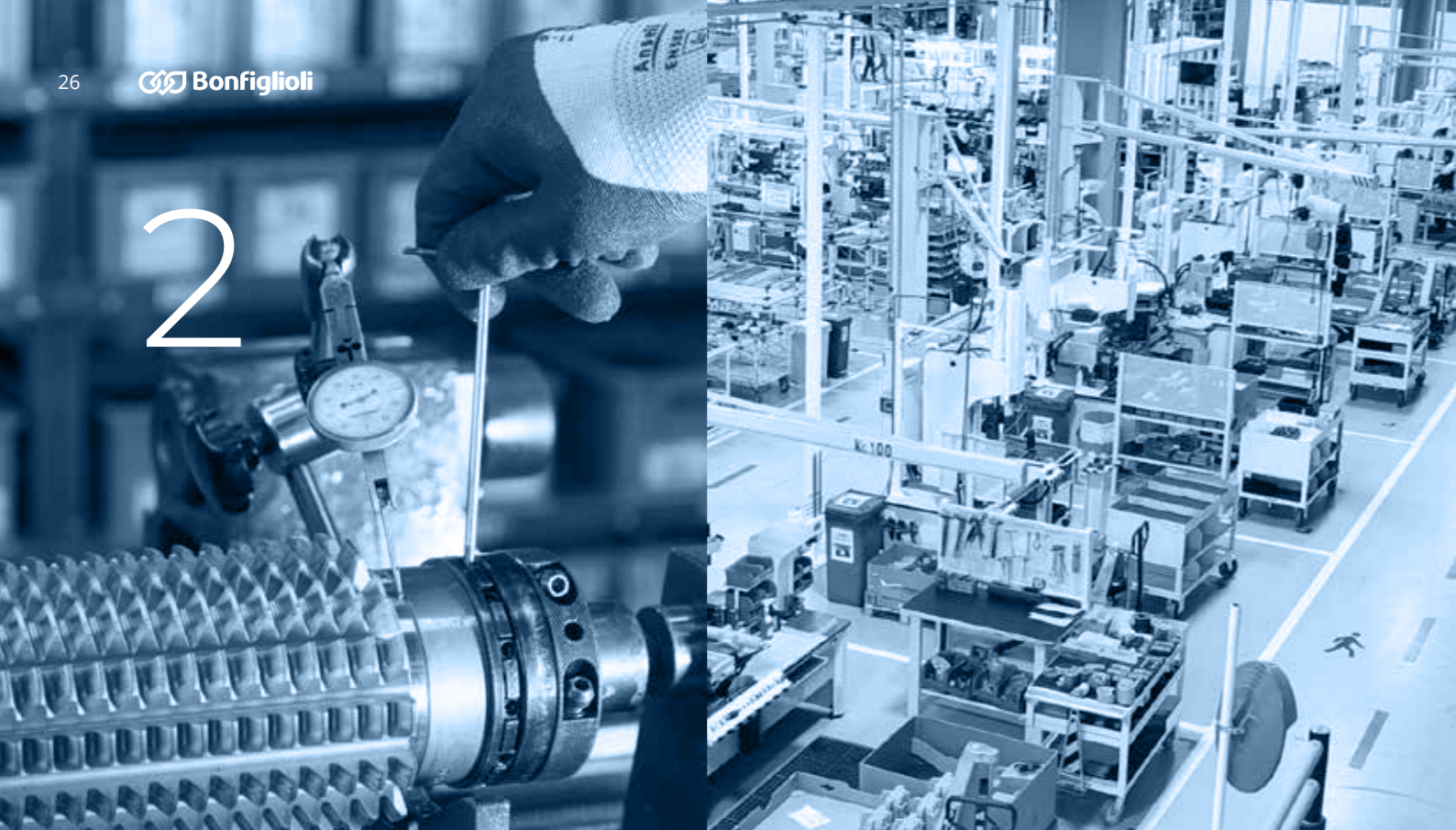


INNOVATION



SUSTAINABILITY

2



# THE WAY TO EXCELLENCE & INNOVATION

*Innovation is key to **growth**, to acquiring and sustaining competitive **advantage**, and to building stakeholder **value** over the long term.*

*Bonfiglioli has the appropriate structures and **company culture** to build a successful **innovation** plan and to benefit from it.*

# our pillars

PEOPLE  
our  
strongest asset

R&D  
our projection  
in the future

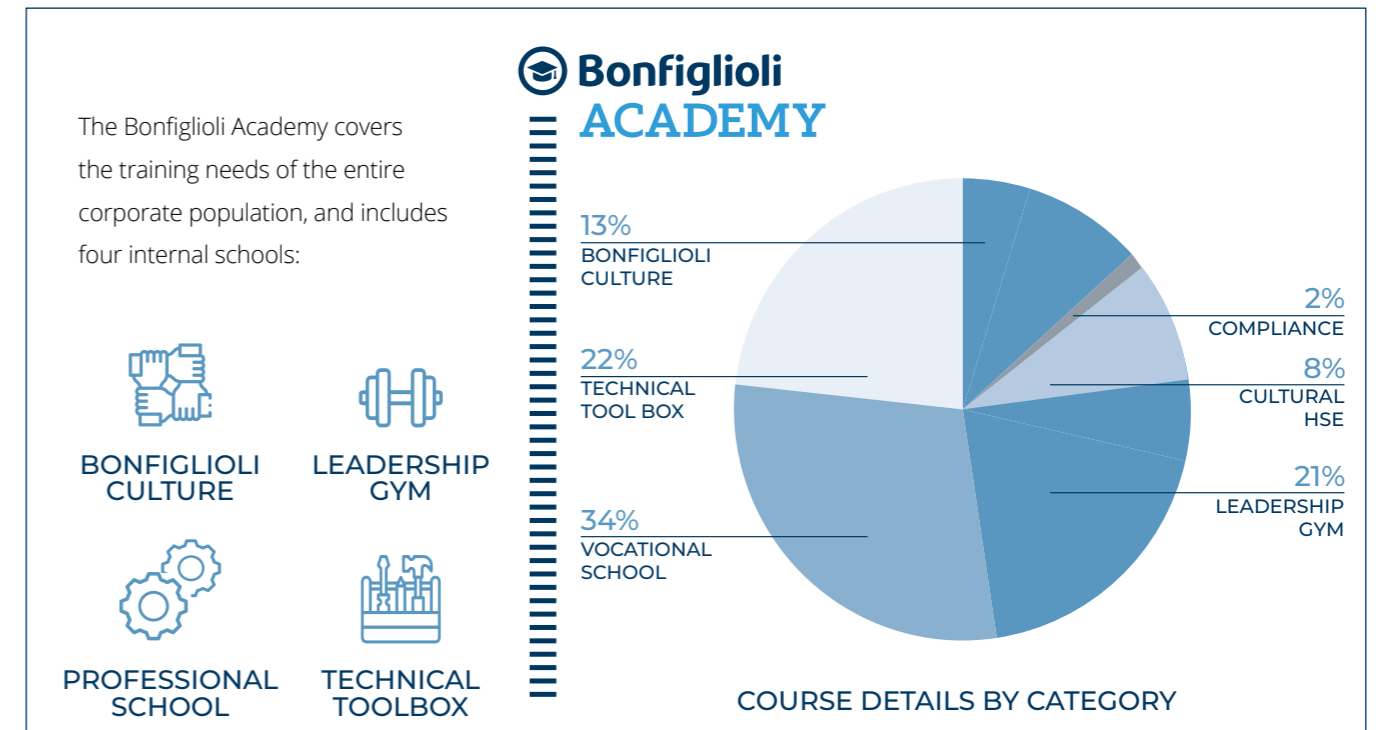
*"To excel, we never stop boosting  
all pillars of our organization."*

QUALITY  
our  
constant ambition

MANUFACTURING  
the heart  
of our company

## PEOPLE OUR STRONGEST ASSET

At Bonfiglioli, we believe that people are at the heart of technology and are the decisive factor behind the digital revolution. We attract, develop, and retain valuable people to make a difference. We empower them to build an effective organization and to fulfill their potential.



In the second half of 2023, Bonfiglioli decided to embark upon the corporate certification process, in accordance with the TOP EMPLOYER standard. As a testament to the commitment to this project, which confirms the high level of development of Human Capital processes, the Group was given the Top Employer Italy 2024 and 2025 awards: more than a prize, it represents a milestone on which to continue building our future.

# R&D

## OUR PROJECTION IN THE FUTURE

More than 350 employees around the world are involved in the group's R&D activities.



### DESIGN SIMULATION

Bonfiglioli has the most advanced virtual simulation techniques that allow to speed up the validation process, thus reducing time to market and providing customers with optimized and efficient solutions.

### CO-ENGINEERING

At Bonfiglioli we work close to our customers to satisfy all their needs and requirements with a true tailor-made solution.



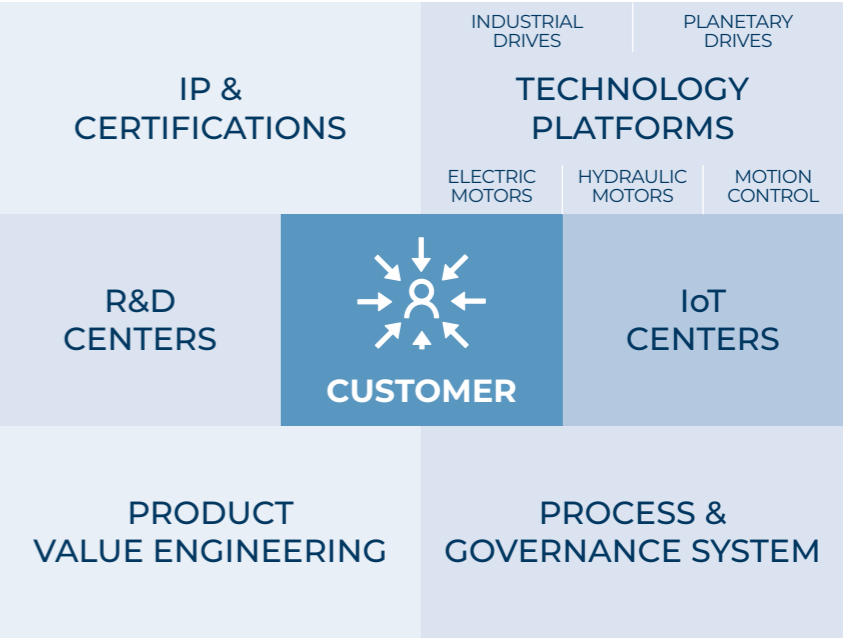
### TEST LABORATORIES

In our R&D department we research, develop, validate and certify all the products and solutions which are engineered and manufactured in our plants across the world.

# R&D CAPABILITIES

Bonfiglioli's global research and development centers create breakthrough solutions that integrate advanced mechanical, electrical and hydraulic technologies to meet the most demanding application requirements, supporting our customers' growth.

Every day we strive to exceed conventional limits and to deliver reliable, efficient solutions while focusing on the short-term development of existing products and on long-term innovation.



## R&D CENTERS

- ITALY**  
**Bologna**  
Light duty industrial gearboxes, heavy duty industrial gearboxes, electric motors, IOT, electronic boards, electrical cabinets.

**Rovereto**  
Planetary precision gearboxes, servomotors, motion control, IOT, robotics.

**Forlì**  
Planetary gearboxes, hydraulic motors, electric motors.
- GERMANY**  
**Hattingen**  
Large planetary gearboxes.

**Krefeld**  
Inverters.
- INDIA**  
**Chennai**  
Planetary gearboxes, light duty industrial gearboxes, heavy duty industrial gearboxes, hydraulic motors, electric motors.
- CHINA**  
**Shanghai**  
Planetary gearboxes, hydraulic motors.



# MANUFACTURING THE HEART OF OUR COMPANY

Manufacturing at Bonfiglioli means advanced production and assembly of customized and standard gearmotors, inverters and motors.

## WORLDWIDE PRESENCE

Our global reach puts us wherever our customers need us. We believe that a thorough understanding of application requirements - both technical and environmental - makes the difference in providing the right products in a timely manner.

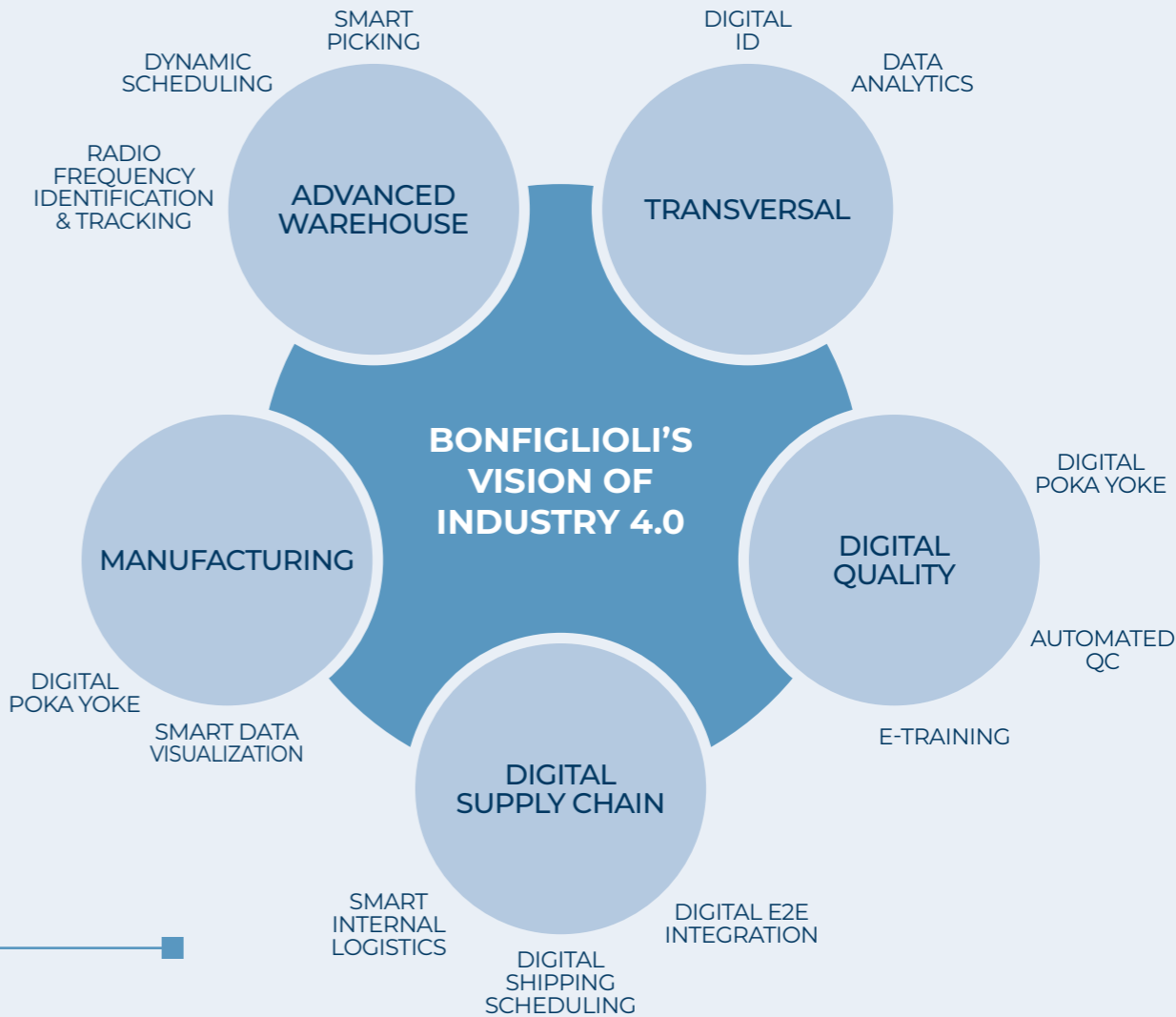
## INDUSTRY 4.0

At Bonfiglioli, we believe that the fourth industrial revolution can bring about the true lean enterprise. Industry 4.0 permits a much richer understanding of customer needs and allows immediate sharing of demand data throughout complex supply chains and networks.

End-to-end digital integration of our suppliers is the key to supporting our operational processes from smart internal logistics to dynamic shipping schedules.

Advanced warehouse processes, including smart picking and dynamic scheduling, help us to promptly deliver customer orders. By connecting the machines directly to the internal IT System, we will be able to monitor precisely and optimize each step of the production and assembly process through interpretation of data.

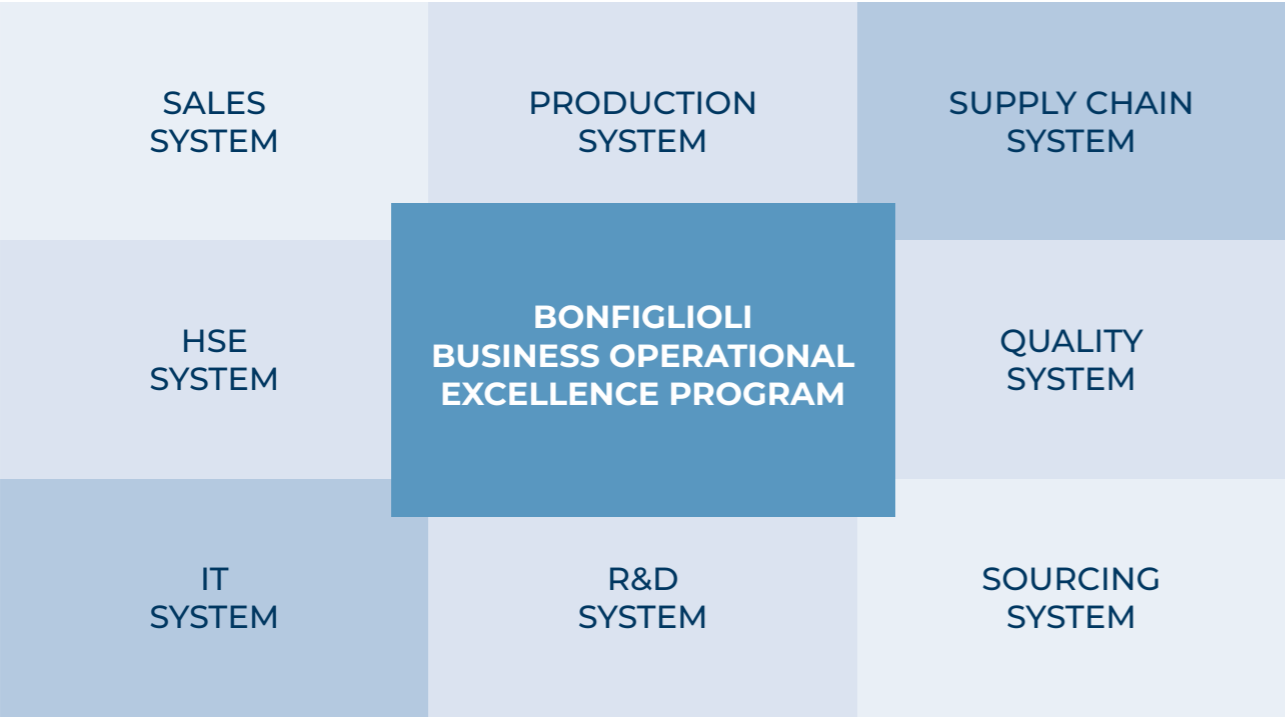
IN OUR VISION, INDUSTRY 4.0 ENABLES A BETTER AND MORE EFFICIENT INTEGRATION OF CUSTOMER NEEDS THROUGH DIGITALIZED PROCESSES.



# DRIVEN BY EXCELLENCE

Digitization of production and assembly processes promises improved production quality, more flexibility, less downtime, lower costs and more efficiency. Interconnectivity between plants lets us increase production capacity through precise monitoring of global operations.

**Bonfiglioli Business Operational Excellence Program** is based on eight main pillars that drive all internal processes to better serve our customers. Continuous improvement in on-time delivery, lead time, component quality, and production loss reduction is our priority every day.



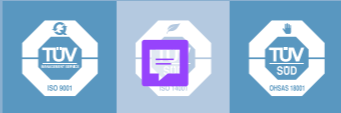
# QUALITY, HEALTH, SAFETY, ENVIRONMENT & ENERGY OUR CONSTANT AMBITION

## QUALITY: WE CARE ABOUT OUR CUSTOMERS

Our team is wholly dedicated to continuous improvement in the quality, safety, environmental and energy spheres throughout the entire value chain, from the smallest supplier to the end client. Bonfiglioli is committed to achieving the highest quality standards, and our products are intended to generate value for our customers while respecting both people and the environment. We design, manufacture and supply effective products and services that set a benchmark for quality in the industry.

Bonfiglioli management systems are certified ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2023 and ISO 50001:2018, while our products are covered by 7 international certifications. Responsibility, excellence and continuous improvement are the basic elements that make us the favored partner of our clients and suppliers.

### SYSTEM CERTIFICATIONS



### PRODUCT CERTIFICATIONS



## HEALTH & SAFETY: SUSTAINABILITY STARTS WITH SAFETY

Prevention of accidents and incidents is a key element of our company's sustainability strategy and an integral part of each one of our business processes. The successful management of risks is essential for protecting our employees and assets, thereby strengthening their contributions.

## ENVIRONMENT & ENERGY: RESPECT THE PRESENT TO BUILD THE FUTURE

At Bonfiglioli, we believe that respect for the present and the adoption of environmental protection and energy efficiency policies are essential if we are to enjoy a better future.

# BONFIGLIOLI’S IOT SOLUTIONS

## ONE IOT SOLUTION FOR TWO SERVICE LEVELS

Today’s marketplace is increasingly competitive. In this environment, complete control and visibility over your machinery is no longer an optional extra, it’s a must.

**BENEFITS**

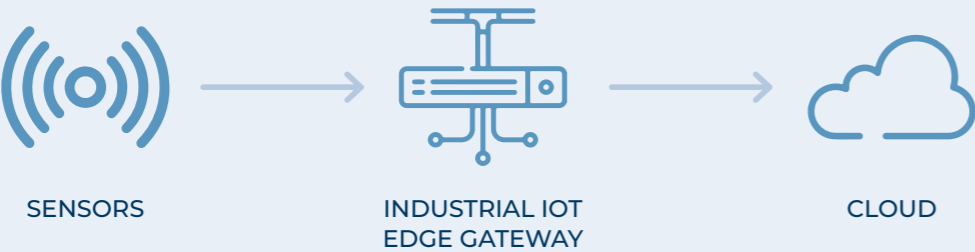
- > overall status of equipment
- > machine uptime
- > real-time performance
- > duty cycle
- > energy consumption

## IOT PLATFORM

### THE GATEWAY TO OUR IOT SOLUTIONS

Bonfiglioli’s IoT platform enables access to **Condition Monitoring** and **Predictive Maintenance services**. Its benefits include:

- > **Modular** components which can be added or removed to give a **fully customisable** solution
- > A **mathematical core** based on statistical models drawing on our **deep product knowledge**
- > **Carefully designed components** that meet all customer use cases
- > The **flexibility** to adapt to different scenarios.



## CONDITION MONITORING

Customers need to know the overall status of their equipment, including machine uptime, real-time performance, the duty cycle and energy consumption. Why? Because it drives increased uptime, eliminates unplanned failures and decreases maintenance costs. Bonfiglioli’s IoT solution delivers this via industry-standard protocols, all wrapped up in our comprehensive **Condition Monitoring** service.

**BENEFITS**

- > drives increased uptime
- > eliminates unplanned failures
- > reduces maintenance costs

Our Condition Monitoring service utilises Bonfiglioli IoT sensors to collect continuous real-time data and identify significant changes in parameters, such as vibrations and temperature, which are indicative of developing faults in gearmotors or other parts.

**WATCH OVER YOUR MACHINERY**

Monitor a wide range of parameters simply and all in one place.

## PREDICTIVE MAINTENANCE

We also help boost efficiency in maintenance practices and management with Bonfiglioli’s **Predictive Maintenance** service which provides you with key information, like when you need to change the oil, when gearmotors need checking and when a machine is about to break down – all before it’s too late.

**BENEFITS**

- > boosts efficiency in maintenance practices
- > provides key information about oil and gearbox maintenance
- > prevents breakdowns

Our Predictive Maintenance service takes Condition Monitoring to the next level. It is underpinned by a broad set of inputs and deep engineering understanding of the component in question to estimate the optimum date for maintenance, saving you money and preserving performance.

**TAKE BACK CONTROL OF MAINTENANCE**

Our data-driven approach tells users exactly when it’s the right time to service their machines.

4

# AIMING FOR SUSTAINABILITY

## we have a plan, our approach

Bonfiglioli commitment to developing a sustainable business model led to the creation of our Sustainability Policy, a real company manifesto that outlines a clear set of carefully defined objectives in line with the ESG pillars: Environmental, Social and Governance.



ENVIRONMENTAL



SOCIAL



GOVERNANCE

### WE ARE COMPLIANT!

To ensure we can accurately measure the Group's impact on the environment, we comply with various international industry frameworks.



### ecovadis SILVER MEDAL

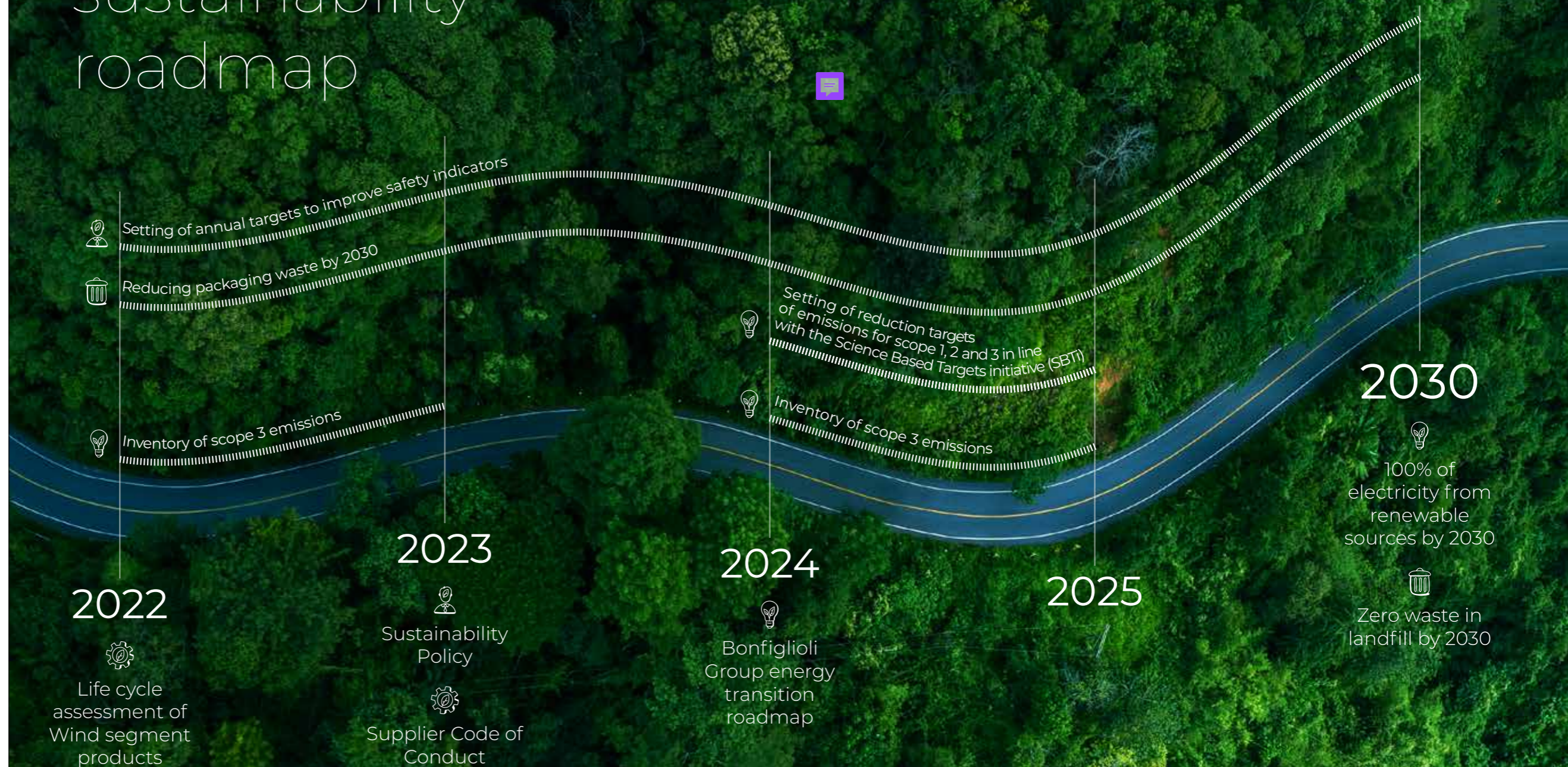
The prestigious EcoVadis Silver Medal serves as a testament of our unwavering commitment to environment, ethical practices, and social responsibility.

This recognition not only highlights the strength of our ongoing initiatives, but also reinforces our position as a reliable partner committed to delivering sustainable economic, social, and environmental value.


While this milestone is significant, it is just one step on our sustainability journey: we remain dedicated to continuous improvement, striving for even greater achievements as we set ambitious goals for the future.

# sustainability roadmap


Ambitious targets without a concrete plan risk remaining mere desires and dreams. This is why we developed our Sustainability Roadmap: an action plan that will guide us, step by step, towards the sustainable, fair future that we hope to build between now and 2030.




# our commitment to the environment





**2,867,927 kWh**  
ENERGY CONSUMPTION FROM RENEWABLE SOURCES

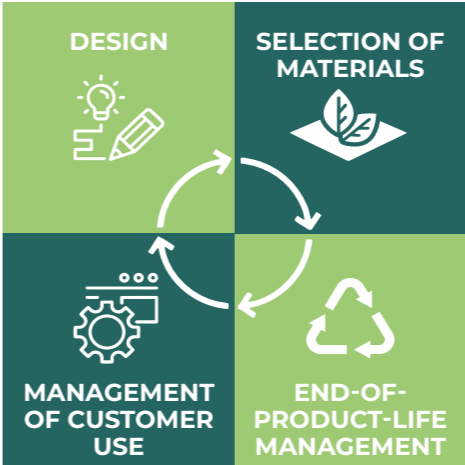


**-13%**  
DIRECT CONSUMPTION FROM NON-RENEWABLE SOURCES (2023 VS 2021)



**+15%**  
SELF-GENERATED ELECTRICITY AND ELECTRICITY ACQUIRED FROM RENEWABLE SOURCES (2023 VS 2021)





## EFFECTIVE SUPPLY CHAIN MANAGEMENT FOR A REDUCED FOOTPRINT

We are committed to implementing specific actions to reduce our environmental footprint along the entire production chain. From sustainable design to the conscious selection of suppliers and raw materials, the use of clean technologies in our plants, and the proper handling of all products through to the end of their life cycle, we are adapting to be able to produce and distribute products that respond to our customers’ needs in a more sustainable way.

Proper waste management is one of our top priorities. In practice, this means reducing our waste production and ensuring any waste we do produce is handled properly across all our sites, actively involving our employees and only selecting business partners who share our commitment.



**12.083 TONS**  
TOTAL DUMPED WASTE



**-30,2%**  
WASTE SENT TO LANDFILL



**30,3%**  
WASTE SENT FOR RECYCLING OR REUSE



**80%**  
NON-HAZARDOUS WASTE



# energy efficiency at our plants

Over the years, we have been working on renovating our production plants and offices across the world to ensure that they are energy-efficient. Because we don't just want to dream about a sustainable future: we want to build it with concrete actions and initiatives.



**THE CLEMENTINO BONFIGLIOLI COMPLEX:**  
A TANGIBLE EXAMPLE OF SUSTAINABILITY  
AND INNOVATION



**A BRAND-NEW  
ULTRA-ENERGY-EFFICIENT SITE**  
PUNE, INDIA



**HIGHER ENVIRONMENTAL  
SUSTAINABILITY STANDARDS IN  
SPAIN**  
CASTELLBISBAL, SPAIN



**HIGH ENERGY  
EFFICIENCY**



**GREEN  
SPACES**



**PHOTOVOLTAIC  
SYSTEMS**



**GEO THERMAL  
ENERGY**

# social responsibility

Today, the Group's mission of social responsibility is pursued by our Chairwoman Sonia Bonfiglioli who, following her father's path and his heritage, supports initiatives and projects worldwide, guided by three main pillars:



young people



development in the  
local area



STEM disciplines

We support initiatives in several countries around the world: we have launched projects with schools in Vietnam, South Africa and Italy, while, in India, we have provided a safe environment to young boys and girls.

Further information about our Social Responsibility activities are available online:  
<https://www.bonfiglioli.com/interpersonal/en/Social-Responsibility>





## a better future for our young people

### INDIA



We provide young people in difficult situations with a safe, comfortable environment in which to live and be educated.



### ITALY



MUS-E Musique Europe, a European multicultural project.

### VIETNAM



We support the school in **Ho Chi Minh City** which provides free education to young students.

## a bridge between school and life



Laboratory for computer science, robotics and 3D design, open to all students in Bologna.



### CLEMENTINO BONFIGLIOLI PRIZE

awarded to students who show interest in the disciplines of robotics and industrial automation, power transmission systems, control systems or mechatronics.



### RAGAZZE DIGITALI ER

A summer camp to introduce girls of high school age to STEM disciplines.



## we support culture and health



### AMICI DEL MUSEO ASSOCIATION

which promotes Bologna's historic industrial heritage.



We contributed to the restoration of the **CINEMA MODERNISSIMO** at Palazzo Ronzani in Bologna.

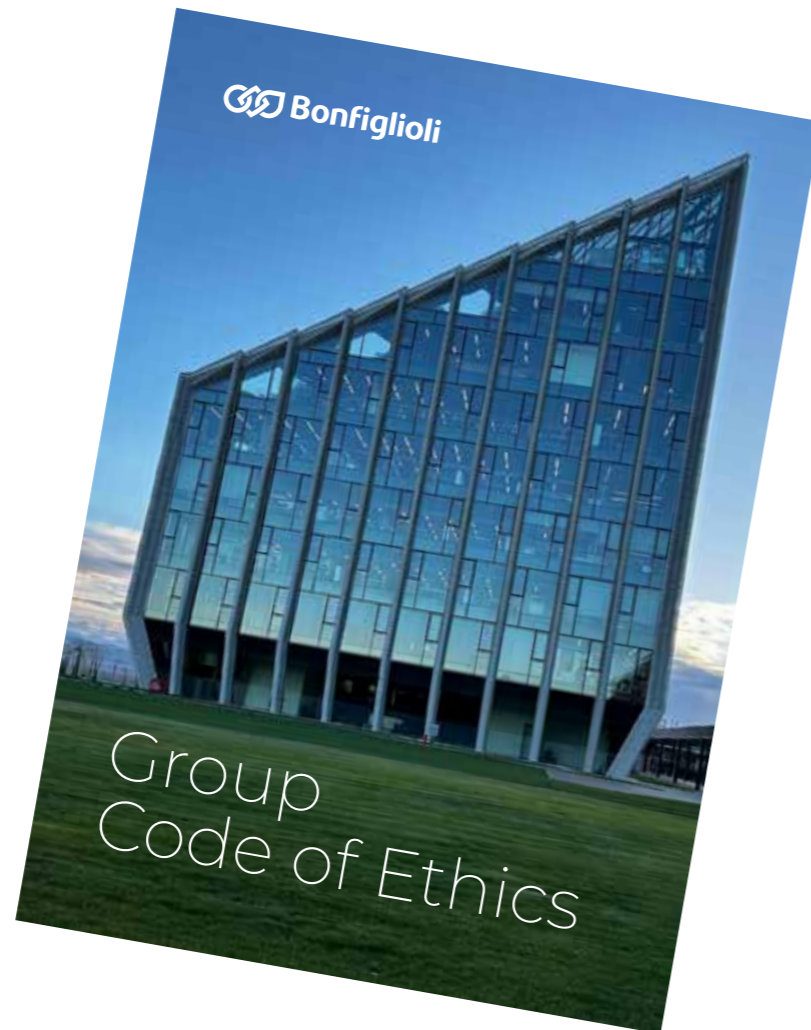
### THE CYCLE PATH

The first stretch of cycle path in the municipality of Calderara di Reno (Bologna), which passes through our headquarters, will be part of the European Eurovelo 7, Ciclovía del Sole route.



# governance and compliance

GROUP CODE OF ETHICS:  
A VISION SHARED WITH  
ALL STAKEHOLDERS



GENERAL  
ETHICAL  
PRINCIPLES



ETHICAL  
PRINCIPLES IN  
RELATION TO THIRD  
PARTIES



ETHICAL  
PRINCIPLES IN  
RELATION TO STAFF



ETHICAL  
PRINCIPLES IN  
CORPORATE  
GOVERNANCE

ANTI-CORRUPTION  
POLICY



SUPPLIER CODE OF  
CONDUCT



WHISTLEBLOWING  
INTEGRITY LINE PORTAL













# Bonfiglioli Global Locations

-  PRODUCTION
-  ASSEMBLY
-  SALES
-  SERVICE

**AUSTRALIA**  
**Bonfiglioli Transmission (Aust.) Pty Ltd**  
2, Cox Place Glendenning NSW 2761  
Locked Bag 1000 Plumpton NSW 2761  
Tel. +61 2 8811 8000






**BRAZIL**  
**Bonfiglioli Redutores do Brasil Ltda**  
Av. Osvaldo Fregonezi, 171, cjs 31 e 44  
CEP 09851-015 - São Bernardo do Campo  
São Paulo  
Tel. +55 11 4344 2322



**CHINA**  
**Bonfiglioli Drives (Shanghai) Co. Ltd.**  
#68, Hui-Lian Road, QingPu District,  
201707 Shanghai  
Tel. +86 21 6700 2000



**Industry & Automation Solutions**  
#568, Longpan Road, Jiading District,  
201707 Shanghai



**Bonfiglioli Trading (Shanghai) Co. Ltd.**  
Room 423, 4<sup>th</sup> Floor, #38, Yinglun Road,  
China (Shanghai) Pilot Free Trade Zone,  
Shanghai



**CHINA**  
**Selcom Electronics (Shanghai) Co., Ltd**  
A7, No.5399, Waiqingsong Road, QingPu  
District,  
201707 Shanghai  
Tel. +86 21 6010 8100



A24, No.5399, Waiqingsong Road, QingPu  
District,  
201707 Shanghai  
Tel. +86 21 6010 8100



**FRANCE**  
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