Omnia Technologies

Enabling Evolution

A new path

Our 2030 Agenda

SUSTAINABILITY
REPORT
OMNIA TECHNOLOGIES
GROUP
2022

OMNIA TECHNOLOGIES GROUP

Sustainability Report

Second edition | year 2022

**Omnia
Technologies**

Enabling Evolution

Table of Contents

Letter to Stakeholders

It is with great pride that I present to you the results of our Group's second sustainability report, which captures our company's progress, highlights, and recent transformation from Gruppo Della Toffola to Omnia Technologies.

The name change has come as the culmination of an extraordinary evolutionary journey encompassing all the key variables of our corporate system that have led us to grow from a predominantly wine-focused entity in the processing domain to a diversified platform operating across multiple market segments: distillation, beverages, dairy, water treatment, chemicals, and the pharmaceutical sector. This expansion has also considerably broadened our coverage of the bottling and packaging markets.

First and foremost, the dimension of our business has changed, achieving a turnover of more than 250 million euros in 2022, with projections of reaching approximately 400 million euros in 2023, including the integration of newly-acquired business later this year. Concurrently, our operational profitability has aligned with the expectations set out in our plan.

We have invested over 10 million euros to renovate infrastructures and equipment across all our companies, enhancing standards and performance in terms of health and safety. We have expanded our product portfolio, enhanced our organization and service policies, and launched a digitization program that is set to be fully implemented in 2023 through the adoption of a new group ERP (SAP), a new payroll management platform (ADP), a new group CRM (Salesforce) and an unified PLM.

We have introduced the new divisional organization, comprising two divisions: Processing and Bottling & Packaging, with all major support functions centralized. During 2023, this structure has expanded further with the creation of a third division, marking our entry into the pharmaceutical segment.

However, most significantly, it has been the year of the launch of our sustainability (ESG) plan. This plan encompasses 90 initiatives across four key areas: people, environment, corporate, and product, all aimed at achieving 20 objectives over the next decade. This remarkable achievement has been made possible through the collective efforts of Omnia Technologies' people and driven by the commitment of our shareholders.

While the report naturally covers the events of 2022, it should be contextualized within the company's evolutionary journey, which continues at a steady pace in 2023, with the goal of making Omnia Technologies an increasingly prominent platform in the automation technology segment for the food, beverage, and pharmaceutical industries, always dedicated to serving our clients, our people, and our communities.

I hope that readers of the report will rediscover the values that inspire and drive Omnia Technologies' growth journey: technology, sustainability, and service.

Enjoy reading our most recent sustainability report.

Andrea Stolfa
CEO Omnia Technologies

Note for the Reader

This document is the result of a voluntary **reporting process now in its second edition**.

Compared to the previous version, we have introduced **some modifications to enhance its usability and understanding**, especially considering the organizational changes that have impacted our Group in 2022 (→ Letter to stakeholders → Governance).

What has changed compared to the Sustainability Report 2021:

- Addition of an initial section **summarizing our key features** and achievements in 2022 (→ Highlights 2022);
- Inclusion of **hyperlinks** referring to notes, in-depth analysis, and explanations;
- Inclusion of **QR codes** linking to online content published on the Omnia Technologies website or other institutional sites;
- Addition of a **correlation table** that highlights the direct connection between the pillars of our **sustainability strategy, our material topics, and the relevant GRI* Standards** (the indicators used);
- Inclusion, in the GRI Content Index, of the ten principles of the Global Compact and the Sustainable Development Goals (SDGs**) of the **UN's Agenda 2030**.

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* The standards defined by the Global Reporting Initiative (GRI) are a reference for organizations around the world and are used to measure and communicate, with the highest level of transparency, performance in terms of sustainability.

** The Sustainable Development Goals (SDGs) are the 2030 goals agreed by UN Member States as part of the Global Agenda for Sustainable Development, approved in September 2015. The objectives are 17 and are divided into 169 targets.
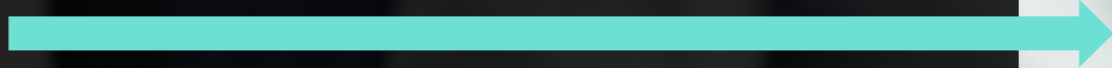
In this second edition of the report, the **material topics - the centerpiece of a sustainability balance sheet** (→ Materiality Analysis) - are highlighted within dedicated sections that provide the following information:

For any **further information** regarding the methodology applied for the preparation of this document, **please refer to the** → Methodological Note **in the Appendix**.

Material topic

Description of the material topic
How we consider it

Center of responsibility
New

Management modality
New

Including procedures, policies, etc.

Involvement type
New

Direct/indirect involvement
of Omnia Technologies in generating impact

ESG Plan goals
New

1   4

GRI Referenced

Correlation between the material topic and the most relevant aspects of GRI Standards (the lens through which we have chosen to present them). See also → Material Themes Correlation Table - GRI standards.

SDGs Related

Correlation between the material topic and the UN's Sustainable Development Goal (SDGs) to which we can contribute or have a higher likelihood of impact. See also → GRI Content Index.

2022 Highlights

The Group*

PRODUCTION

13
Production facilities
in Italy

12
Commercial branches
are added to the structures Sales & Service of each individual manufacturing company
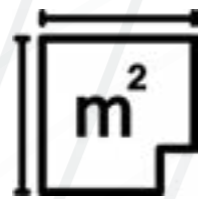
300,000
Operating square meters
internal and external surface, covered and uncovered

1,450
Ton of purchased steel
our main raw material (Stainless Steel)

2,033
Units produced Processing Division
of which **1,006** tanks and autoclaves
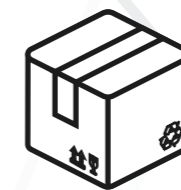
257
Units produced Bottling & Packaging Division

PEOPLE

948
Total employees (FTE)**

755
Employees in Italy (FTE)

193
Employees outside of Italy (FTE)

14.47%
Women out of total employees
100 new hires in the Group
45% women in corporate positions

21%
Employees engaged in R&D activities
+ 160 people***

IMPACTS

27%
Renewable energy sources
variation in 2021 considering the global scope
38% in Italy
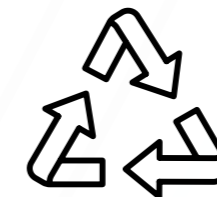
99%
Waste sent for recovery/recycling
(+ 5% compared to 2021, considering only the production plants)

9.78
Average training hours per capita
(+ 518% compared to 2021 employees italy FTE)

2.25%
Employee accident rate (FTE)

Our Roadmap

VISION

the image guiding our growth journey and inspiring every action, both at an individual and Group level.

PEOPLE

IMPACTS REDUCTION

CORPORATE

INNOVATION

Inspired by our Italian heritage and our vocation for sustainability, we serve as technology leaders in the wine, spirits, beverage and dairy industry, always at service of our customers, people and communities.

Technology
Innovation

Promote a digital transition by exploring technologies

Sustainability
Respect

How we want to grow (integration of social and environmental aspects in corporate decision-making processes)

Service
Accessibility

Guide the customer throughout the entire product life cycle

VALUES

What we believe in and what benefits our long-term growth.

STRATEGIC GOALS 2030

How we concretely translate our vision according to the four pillars of our corporate strategy.

CORPORATE

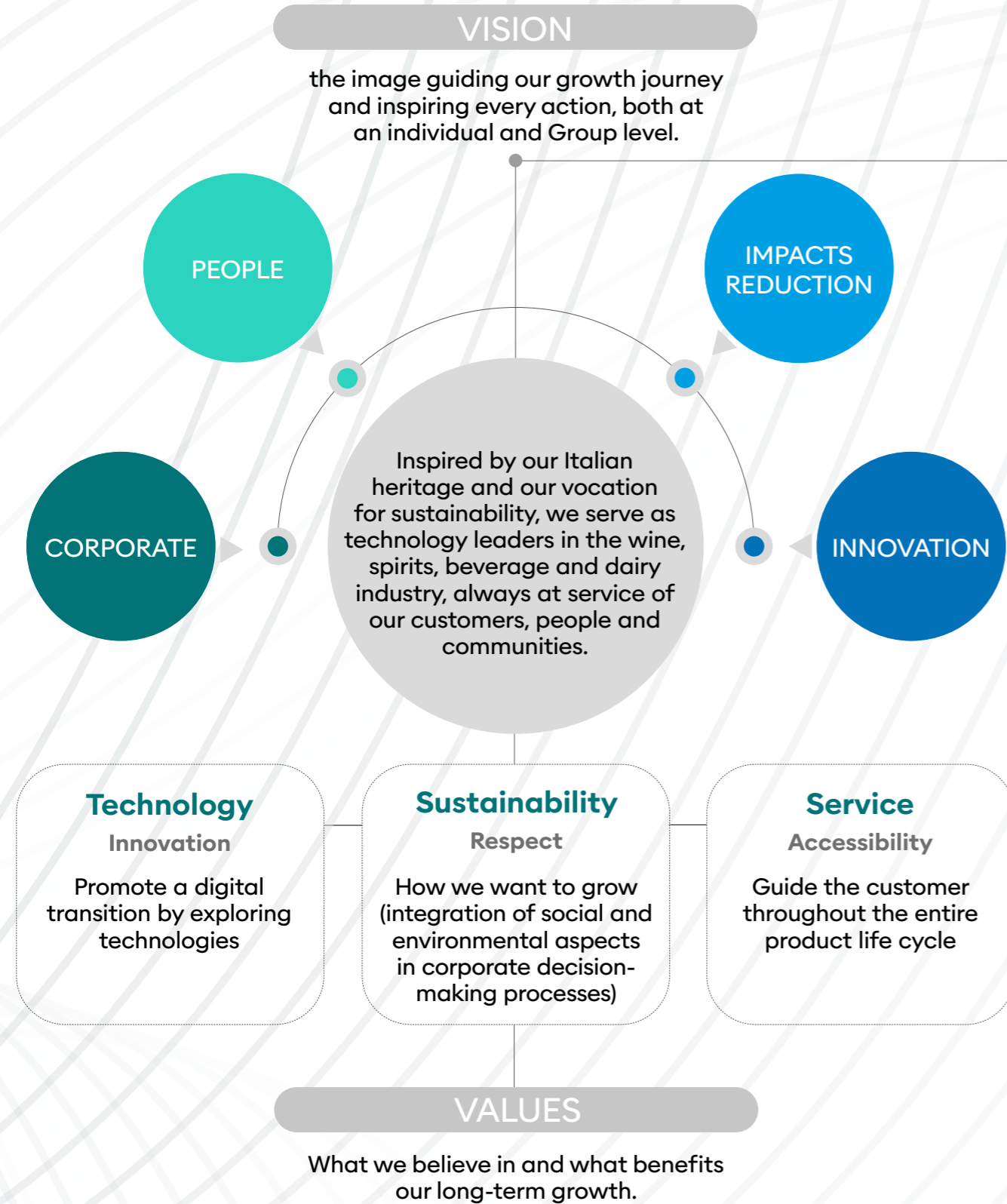1. Becoming an industry benchmark for ethics and integrity
2. Promote a culture of transparency and involvement toward all stakeholders
3. Become the trusted advisor in the reference market
4. Adopt a risk management approach
5. Obtain B-CORP certification

PEOPLE

6. Implementing a safety culture based on the zero-accident mindset
7. Creating a work environment oriented towards people's well-being
8. Create an organisation based on the values of Gender equity and Diversity
9. Invest in the personal and professional growth of all employees
10. Become active players in the territory
11. Become a highly attractive company to new talents

IMPACTS REDUCTION

12. Achieving Group Net Zero Emission by 2030
13. Building a green and circular energy model
14. Develop a circular materials management model
15. Minimise water consumption
16. Implement an Environmental Management System
17. Make working environments ecofriendly

INNOVATION

18. Orient all development product to generate benefits of sustainability (energy/water/space/circularity)
19. Offer our customers a complete and innovative service with integrated and smart products
20. Revisiting product offerings in key of servitization

4 Interdependent Pillars

1. **Corporate**: a mindful and forward-looking corporate governance that, while generating profit, commits to creating a positive impact, both within and beyond the company;
2. **People**: seen as agents of change;
3. **Environmental impact reduction**: aimed at progressive decarbonization of activities and sustainable resource utilization;
4. **Technological and digital innovation**: essential enabling factors for sustainability.

The number by which the objectives are identified is progressive and not in order of priority.

The Development of the Strategy

Our ESG strategy is **integrated** with the **financial growth and internalization** strategy.

Considering **sustainability variables together with context-specific ones** allows us to **mitigate business risks and focus on new market opportunities**, fostering positive synergies and sharing responsibilities.

The definition of the strategy involved **active participation from leadership and all responsible company functions** to gradually engage the entire corporate value chain, following the following stages of development:

2021 - 2022	2022 - 2023	2024 - 2026
PHASE 1 **Definition of the ESG Strategy and its Action Plan**	**PHASE 2** **Consolidation of ESG Governance**	**PHASE 3** **B-Corp Company transitioning to a low carbon economy**
1. **Pre-assessment activities, risk analysis** (mapping of our positioning), **identification of priority themes** at a strategic level, and for our stakeholders (→ Materiality Analysis) 2. Establishment of the ESG governance structure and **internal ESG Committee** 3. **Setting medium to long-term goals**, related **actions, investments, and monitoring indicators** (→ The Sustainability Goals) 4. Implementation of **Corporate Policies and Codes** 5. **Preparation of the first Sustainability Report**	1. Adherence to the United Nations **Global Compact** 2. Initiation and **development of projects** outlined in the ESG Action Plan 3. **Monitoring of our ESG contributions** through specific indicators	1. Seamless integration of **financial and ESG** governance 2. Full involvement of the **supply chain** in the strategy 3. **B-Corp Certification** 4. Commitment to the **Science Based Targets initiative (SBTi)**

The main ESG management tool consists of **the ESG Action Plan** (→ The Sustainability Goals) along with **corporate codes and policies**.

01

Omnia Technologies Group

1.1 Integrated Product and Process Specialists

DT Holding underwent a rebranding in 2022 and is now known as **Omnia Technologies, becoming the world's leading group in the design and implementation of automated technologies for the wine, spirits, beverages, and dairy industry.**
In line with the Latin root of the new name, Omnia Technologies embodies **the multifaceted nature of the Group**, which, led by **Della Toffola** - for the process phase - and **Bertolaso** for bottling, boasts over a **century of experience in engineering processes and products**.

Below there is an overview of the companies that make up the group, divided by business unit and process, along with a description of our most representative products (for additional examples of highly innovative solutions, please refer to the chapter on → Innovation).

Sectors

| ENOLOGY | DISTILLATE | BEVERAGES | DAIRY PRODUCTS | WATER PURIFICATION ECOLOGY | CHEMICAL PHARMACEUTICAL COSMETIC |

We have created divisions organized according to the stages of the production process, aiming for a complete integration of a system that starts with computer systems for winemaking processes - from grape harvesting to filtration to bottling - and extends to distillation and, finally, packaging.

(Andrea Stolfa, CEO Omnia Technologies - *Corriere Vinicolo N. 33 10 October 2022*)

Divisions

Processing

Leading Brand DELLA TOFFOLA

parmeare

SIRIO ALIBERTI

GIMAR

FRILLI

Priamo FOOD TECHNOLOGIES

Progema engineering

Bottling & Packaging

Leading Brand bertolaso

AVF

Zitalia

omb

APE packaging & palletizing

m MAR.CO. MARTINI COSTRUZIONI

Activities

The two main pillars of the Group, led by **Della Toffola** for the **processing** and by **Bertolaso** for **bottling**, are supported by a pool of Made in Italy specialists: **Permeare** - high-end filtration, **Gimar** - winemaking, **Sirio Aliberti** - fermentation, **Frilli** - distillation systems, **Priamo** - technologies for the dairy industry, **Ave Technologies** - bottling, **Z-Italia**, **OMB**, and **Ape Impianti** - labelling and packaging. A comprehensive spectrum of solutions, further expanded with the acquisitions of **Progema Engineering**, a leader in the production of complete plants for processing Parmigiano Reggiano and Grana Padano cheese, and **Mar.Co.,** a company specialized in the bottling sector and historically Bertolaso's long-standing partner in cap feeding technology.

Processing

DELLA TOFFOLA — ⦿ Trevignano (TV)

Della Toffola, along with the other companies in the group, **designs and manufactures complete wineries**: from grape harvesting machines, crushers, pneumatic presses, filters, storage, and refrigeration systems to final bottling and packaging stages. Additionally, it develops technologically advanced solutions for the **beverage industry** (such as juices or beer) and water treatment.

PERMEARE — ⦿ Andorno Micca (BI)

Established in Milan in 1996, Permeare is now an internationally recognized company specializing in **membrane separation technologies and complementary separation techniques** for the food, wine, and industrial sectors (pharmaceutical and process water reuse).

SIRIO ALIBERTI — ⦿ Calamandrana (AT)

The first company to produce an autoclave in Italy in 1946. With a long industrial history, Sirio Aliberti has solid expertise in the production of autoclaves, tanks, horizontal and vertical vinifiers.

GIMAR — ⦿ Occimiano (AL)

For nearly fifty years, Gimar has specialized in the construction of **storage systems and vinification plants**. The flagship of their production is the **vertical Selector vinifiers**: a complete and patented enological system used to produce many of the world's most prestigious red wines.

FRILLI — ⦿ Monteriggioni (SI)

Frilli specializes in the design and supply of **complete distillation plants and/or distilleries**, starting from any sugary and/or starchy raw materials. It was founded in 1912 by the Frilli brothers who that year inaugurated the first copper still with cutting-edge technology for the time. Today, Frilli manufactures a significant portion of the **equipment in steel and copper**.

PRIAMO — ⦿ Nervesa della Battaglia (TV)

Established in 1991, produces **machines and plants for the dairy sector**, particularly distinguished by their ability to provide engineered solutions applicable to the beverage, dairy, and liquid food industries.

PROGEMA ENGINEERING* — ⦿ Romanore di Borgo Virgilio (MN)

Progema Engineering is a leader in the design and construction of complete systems for dairy product processing, particularly in the **Parmigiano Reggiano** and **Grana** categories.

* Company that became part of Omnia Technologies Group in November 2022, not considered in the scope of the 2022 Sustainability Report.

Bottling & Packaging

BERTOLASO — ⊙ Zimella (VR)

Operating since 1880, Bertolaso is a global leader in the **design, production, and installation of automatic systems for bottling still** and sparkling wine, spirits, beer, fruit juices, water, and beverages. It caters to both large and small producers, offering standard or custom-made plants.

Z-ITALIA — ⊙ Castellucchio (MN)

Formed by a team with thirty years of experience in the labeling industry, Z-Italia specializes in the **construction and maintenance of labeling machines**.

AVE TECHNOLOGIES — ⊙ Spinea (VE)

Specializing in the design and manufacture of complete machines and systems for **bottling and packaging** food products such as water and beer, as well as sensitive products like juices, milk, syrups, and oils. With over 50 years of experience, they have completed over three thousand installations and machines.

OMB — ⊙ Calamandrana (AT)

Designs and manufactures **labeling and capping machines** in the heart of a region with a strong winemaking vocation, now recognized worldwide as an eno-mechanical technological hub. Since 2022, it has been absorbed into the Z-Italia company.

MAR.CO.* — ⊙ Calamandrana (AT)

Mar.Co. is a company specialized in the bottling industry, employing cutting-edge **cap feeding technologies**.

APE IMPIANTI — ⊙ Zevio (VR)

Since 1961, APE Impianti has been designing and manufacturing **machines and complete packaging lines** dedicated to the wine & beverage sector, offering a complete range of packaging solutions, from depalletization and carton forming to carton closing and subsequent palletization.

* Company that became part of Omnia Technologies Group in November 2022, not considered in the scope of the 2022 Sustainability Report.

Wine production process

Viticulture and harvesting	Grape reception	Crushing/ Pressing	Fermentation	Decantation and filtration	Bottling	Labeling	Palletization
Cultivation and harvesting of grapes (usually from February to November)	Grapes are received in tanks and destemmed if necessary	Mechanical presses tread grapes into what is called must	Yeast is added to the must to promote fermentation and ensure the results	Filtration is done using a filter to capture the larger particles in the wine	Wash, fill bottles with bulk wine and cork them with closures	Addition of front/ back/top label to capped bottle	Case packer, forming machine of cartons and palletizer
Omnia Technologies	DELLA TOFFOLA	parmeare	GIMAR	SIRIO ALIBERTI	bertolaso AV Zitalia omb		APE packaging & palletising

Bottling and packaging process

PET, GLASS, HDPE	Depalletizer	Rinser / Filler / Tapper Volumetric back pressure, gravity, vacuum, hot filling/electronic		Labeling Roller water system Labeler		Box packer	Palletizer
	Depalletizer based on bottle shape	Glass. PET. HDPE. leavening, sterilization, filling and capping.		Application of front/back/top labels to capped bottles		Case packer, carton former and palletizer	
Omnia Technologies	APE packaging & palletising	bertolaso AV Zitalia omb				APE packaging & palletising	

Distillation process

Raw materials and their processing	Fermentation	Distillation	Preservation and aging	Water treatment	Blending and filtration	Bottling, Labeling, Palletizing	Water treatment
Complete treatment of raw materials to make them fermentable	Conversion of sugars to alcohol	Processes of batch distillation and/or continuous	In stainless steel tanks or barrels	To dilute process water	Dilution to desired degree, refrigeration, filtration	Washing, filling and capping; label adding; case packer and palletizer	Water treatment plants for recovery and utilization
Zilano FRILLI	SIRIO ALIBERTI GIMAR	FRILLI	SIRIO ALIBERTI GIMAR	DELLA TOFFOLA parmeare	DELLA TOFFOLA Zilano	bertolaso AV APE Zitalia	DELLA TOFFOLA FRILLI

Products

Bertolaso: Detail of a sparkling wine corker

Della Toffola: Cross flow filter

Ape: Pliers for wrapping cases

Ave: Cans filler machine

Sirio Aliberti: Autoclaves

Frilli: Valentine Distilling

Deepening

The need for change, the desire to innovate.

The winery described by those who design it.

Avni Bajraktari
MD Processing Division Omnia Technologies

How is a plant designed?

We start with the evaluation and study of the process based on the technical information received from the customer.

In particular, we consider the following aspects:

- **respect and enhancement of the product** to be transformed;
- **plant efficiency**;
- **performance** of production systems and services;
- **reliability** and availability of the facilities;
- **reduction of costs** related to downtime and maintenance.

Any technological system has a **lifecycle** that affects its operation, reliability, and consequently, the proper maintenance cycle. An integrated design optimizes the system's availability parameter, thus minimizing disruptions and inefficiencies.

That's why we also consider **remote supervision and control systems** for all the machines in the process and individual production units.
The high level of automation achieved by our products allows for controlling the systems through a centralized system, capable of governing peripheral systems in the most appropriate way to ensure maximum efficiency according to the required functionalities while optimizing overall consumption.

1.2 Business Model

Omnia Technologies (formerly DT Holding Spa) is an industrial **holding company that integrates metal-mechanical companies** engaged in the **design, production, and commercialization of machines/automation lines for the entire production process in the alcoholic and non-alcoholic beverage, dairy sectors, as well as in the design and production of solutions for bottling, labeling, and packaging**. It also operates, to a lesser extent, in the chemical-pharmaceutical sector.

Omnia Technologies **designs and manufactures integrated and automated technologies** capable of providing complete solutions for every type of need: from raw material treatment to finished product packaging (→ Integrated Product and Process specialists).

Wine	Distillate	Beverages	Beer	Dairy & Cheese	Pharmaceutical

The two centralized corporate functions of the two divisions, *Processing* and *Bottling & Packaging*, are respectively responsible for the operational management of the two business units into which the holding company is divided (→ Governance).

Della Toffola also concentrates the **corporate activities and functions, as well as the managerial direction of the 25 entities within the Group** (→ Governance).

In 2023 the Group will acquire two new companies to enter the **pharmaceutical and medical sectors** and to further enhance its product range. Furthermore, the addition of **TMCI Padovan, F2, Omega Packing and Innotec** will strengthen the leadership of both divisions.

At the end of 2020, Investindustrial acquired the majority of the share capital of Della Toffola, completing the transformation from a family-owned company to a large managerial group, now known as Omnia Technologies.

Following this transition, **the founders reinvested part of the proceeds from the sale into the new group, becoming shareholders of the fund and aligning the long-term interests of all shareholders.**

Everything outlined by the dotted line is not included in the 2022 reporting scope and will be reported in the 2023 Sustainability Report.

1.3 Stages of Growth

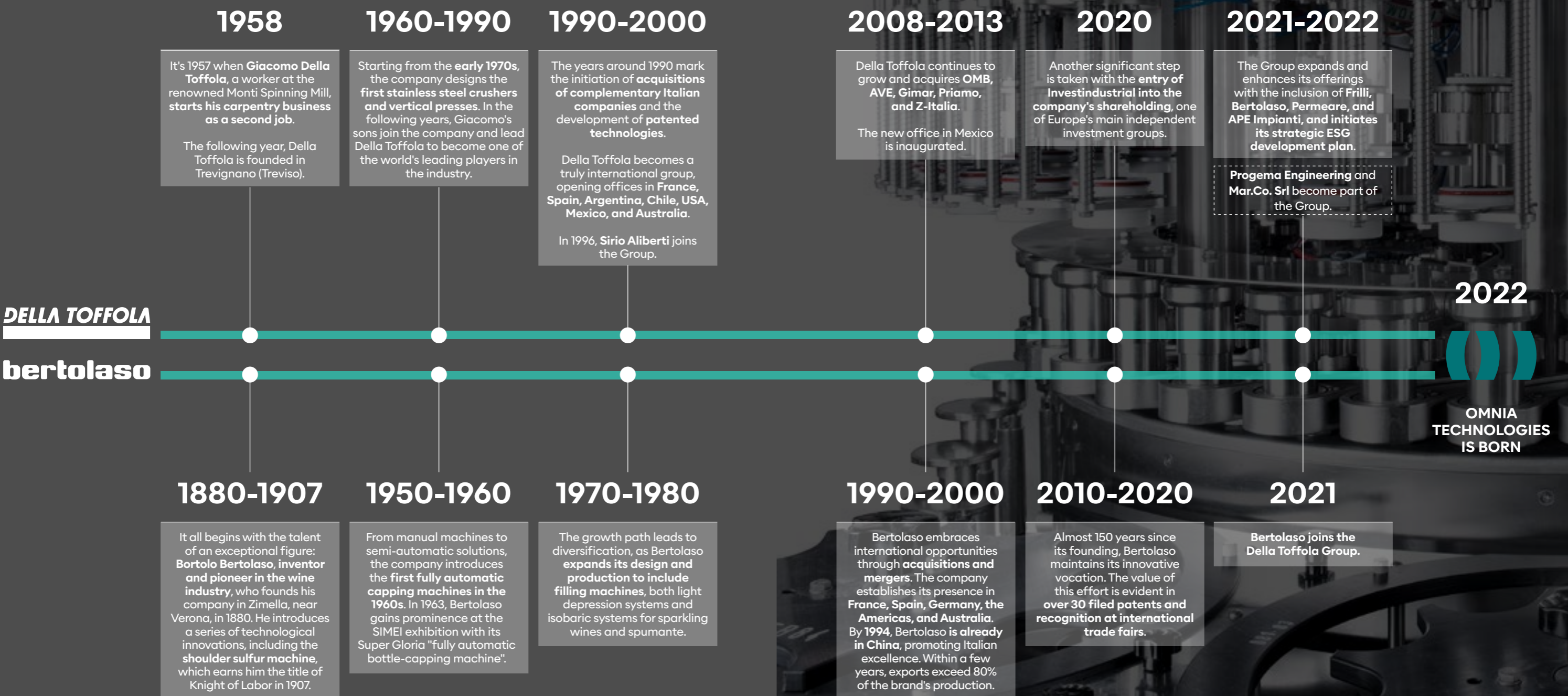In 2022 the **Omnia Technologies Group was formed from the merger of Della Toffola** - a holding company already equipped with a well-established portfolio diversification - and **Bertolaso**, a historic Italian company that is a leader in the design, production, and installation of complete bottling lines. **Della Toffola** and **Bertolaso** are the **two leading brands of Omnia Technologies**.

1958

It's 1957 when **Giacomo Della Toffola**, a worker at the renowned Monti Spinning Mill, **starts his carpentry business as a second job**.

The following year, Della Toffola is founded in Trevignano (Treviso).

1960-1990

Starting from the **early 1970s**, the company designs the **first stainless steel crushers and vertical presses**. In the following years, Giacomo's sons join the company and lead Della Toffola to become one of the world's leading players in the industry.

1990-2000

The years around 1990 mark the initiation of **acquisitions of complementary Italian companies** and the development of **patented technologies**.

Della Toffola becomes a truly international group, opening offices in **France, Spain, Argentina, Chile, USA, Mexico, and Australia**.

In 1996, **Sirio Aliberti** joins the Group.

2008-2013

Della Toffola continues to grow and acquires **OMB, AVE, Gimar, Priamo, and Z-Italia**.

The new office in Mexico is inaugurated.

2020

Another significant step is taken with the **entry of Investindustrial into the company's shareholding**, one of Europe's main independent investment groups.

2021-2022

The Group expands and enhances its offerings with the inclusion of **Frilli, Bertolaso, Permeare, and APE Impianti, and initiates its strategic ESG development plan**.

Progema Engineering and **Mar.Co. Srl** become part of the Group.

DELLA TOFFOLA

bertolaso

2022

OMNIA TECHNOLOGIES IS BORN

1880-1907

It all begins with the talent of an exceptional figure: **Bortolo Bertolaso, inventor and pioneer in the wine industry**, who founds his company in Zimella, near Verona, in 1880. He introduces a series of technological innovations, including the **shoulder sulfur machine**, which earns him the title of Knight of Labor in 1907.

1950-1960

From manual machines to semi-automatic solutions, the company introduces the **first fully automatic capping machines in the 1960s**. In 1963, Bertolaso gains prominence at the SIMEI exhibition with its Super Gloria "fully automatic bottle-capping machine".

1970-1980

The growth path leads to diversification, as Bertolaso **expands its design and production to include filling machines**, both light depression systems and isobaric systems for sparkling wines and spumante.

1990-2000

Bertolaso embraces international opportunities through **acquisitions and mergers**. The company establishes its presence in **France, Spain, Germany, the Americas, and Australia**. By **1994**, Bertolaso **is already in China**, promoting Italian excellence. Within a few years, exports exceed 80% of the brand's production.

2010-2020

Almost 150 years since its founding, Bertolaso maintains its innovative vocation. The value of this effort is evident in **over 30 filed patents and recognition at international trade fairs**.

2021

Bertolaso joins the Della Toffola Group.

🔍 Deepening

The new name - inspired by the Latin root meaning "everything" and the historical Della Toffola filter - expresses the multifaceted nature of our Group, aiming to be an **integrated partner** capable of developing process, bottling, and packaging solutions inspired by the values of **technology, sustainability, and service**.

The Omnia Technologies logo is accompanied by a payoff - **enabling evolution** - and a logo that reflects the focus on continuous evolution through automation and sustainability in an ever-changing ecosystem.

DELLA TOFFOLA GROUP

Omnia Technologies
Enabling Evolution

- The brand was **exclusively associated with the Della Toffola brand**, which **did not highlight the uniqueness of all the other companies** within the Group.

- The brand was **strongly linked to the world of wine**; again, this was a partial and limiting view of the Group's commercial offerings.

- A brand that reflects the **versatility of the Group**, the breadth of its offerings, and the diverse identities of the companies that are part of it.

- A name that emphasizes our main characteristic: **being a unique and global supplier for our customers**.
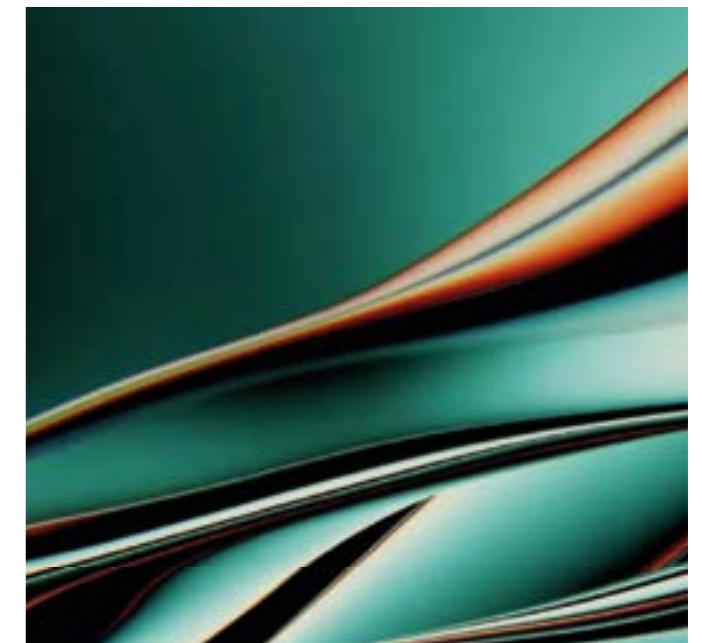
1.4 Our value chain

The wine and beverage sector in Italy is characterized by high expertise and technological innovation, but it suffers from the traditional fragmentation and size deficit of our entrepreneurial fabric.
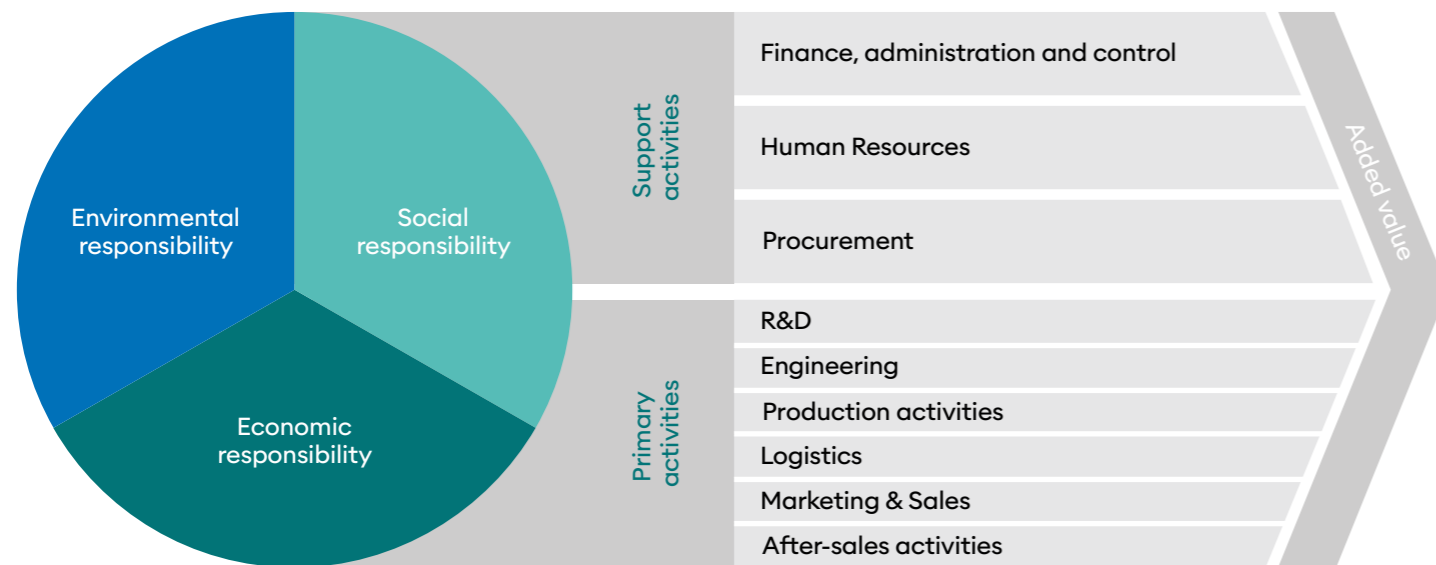
The new organizational structure of Omnia Technologies has strengthened **our competitive advantage: we are completing the transition from being suppliers of individual machines to being technological partners offering integrated solutions, following the *one-stop, one-shop* model**. This applies to all the production processes in the wine and beverage sector.

The companies that make up our group are all Italian entities of **primary industrial and technological relevance**, leaders in their respective sectors.

The strong product expertise gained by each of our entities is supported by a continuous process innovation and a centralized and synergistic organizational structure, which allow us to offer the best commercial proposition, **especially to major international players in the beverage industry (carbonated drinks, water, and spirits)**.

Products developed by Omnia Technologies are **high quality, flexible, customizable, and seamlessly integrable into our customers' production processes**.

For further insights into the two main actors of our value chain, customers, and suppliers, please refer to the chapter → Our approach to customers and suppliers.

Our strategic positioning in our target markets

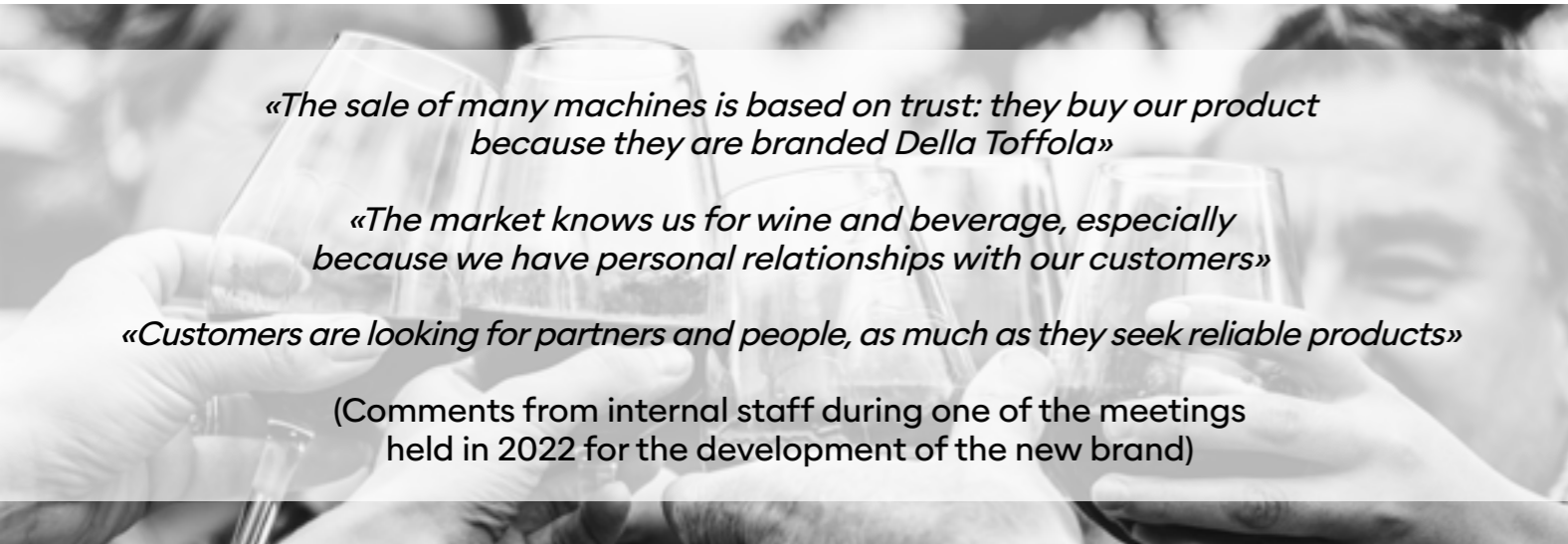|	Leadership Position		Growing presence	
Markets	① **Wine**	② **Distillates**	③ **Beverages**	④ **Dairy**
Processing Division	Grape crusher; Tanks and autoclaves; Complete wineries	Continuous and batch distillation plants; Cross-flow filtration system with ceramic membranes	*Includes soft drinks, beer, cider and water treatment* — Stabilization systems; Beer fermentation; Microfiltration systems	Pasteurizer; Dairy; Milk storage
Bottling, Labelling and Packaging Division	Bottling systems	Labeling machines		Packaging systems
Differentiators Omnia Technologies	Single integrated group model in a fragmented market; turnkey solution provider combining scale and business agility	Highly integrated, focused on cross-cutting capabilities (e.g., filtration) and leadership in the wine and spirits segment, providing complete solutions for wineries and distilleries		Technology Made in Italy - a leader in sustainability and best-in-class service provider

We are working to strengthen our offering. We are looking at the overall beverage industry, where we aim to provide an "Italian way" of machinery and technologies, all integrated within a comprehensive package that works in harmony.

(Andrea Stolfa, CEO Omnia Technologies)

Value chain diagram

Support activities
- Finance, administration and control
- Human Resources
- Procurement

Primary activities
- R&D
- Engineering
- Production activities
- Logistics
- Marketing & Sales
- After-sales activities

Added value

Pie chart:
- Environmental responsibility
- Social responsibility
- Economic responsibility

1.5 Our Approach to Customers and Suppliers

«The sale of many machines is based on trust: they buy our product because they are branded Della Toffola»

«The market knows us for wine and beverage, especially because we have personal relationships with our customers»

«Customers are looking for partners and people, as much as they seek reliable products»

(Comments from internal staff during one of the meetings held in 2022 for the development of the new brand)

The considerable experience gained in the **design, production, and installation of winemaking and agri-food systems** has allowed us, over the years, to meet the growing demand for complete process systems.

Thanks to the multidisciplinary expertise of our technicians and close collaboration with customers, we determine **the optimal production and plant configuration, balancing efficient energy management with a sustainable long-term investment**.

Our approach is modular and structured in design, enabling us to offer **tailor-made solutions** suited to the context and diverse needs of local markets. The goal is **to grow together with our customers**, finding solutions to their problems, no matter how small or large they may be.
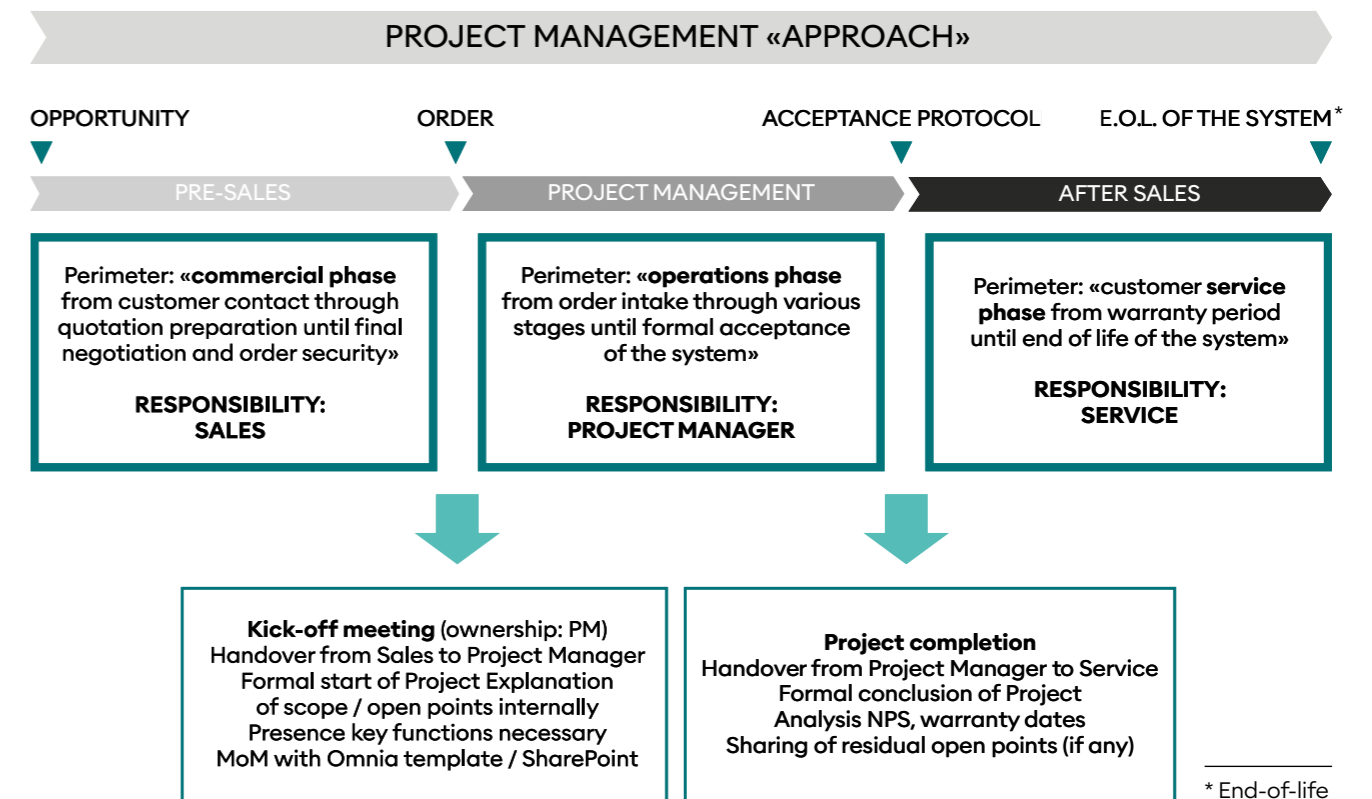
Customized service for every product

- **Project Management** capable of handling, organizing, planning, and controlling various project phases: from concept design to the final setup of plants and equipment.

- **Integrated design** of plants and processes to achieve maximum efficiency and straightforward management throughout all processing stages.

- **General Contractor** our "turnkey" service that allows our customers to have a single responsible contact capable of managing every necessary task to ensure the best long-term performance of the product.

- **Facility Management**, we take care of all periodic maintenance and monitoring activities.

PROJECT MANAGEMENT «APPROACH»

OPPORTUNITY — ORDER — ACCEPTANCE PROTOCOL — E.O.L. OF THE SYSTEM*

PRE-SALES | PROJECT MANAGEMENT | AFTER SALES

Perimeter: «**commercial phase** from customer contact through quotation preparation until final negotiation and order security»

RESPONSIBILITY: SALES

Perimeter: «**operations phase** from order intake through various stages until formal acceptance of the system»

RESPONSIBILITY: PROJECT MANAGER

Perimeter: «customer **service phase** from warranty period until end of life of the system»

RESPONSIBILITY: SERVICE

Kick-off meeting (ownership: PM)
Handover from Sales to Project Manager
Formal start of Project Explanation
of scope / open points internally
Presence key functions necessary
MoM with Omnia template / SharePoint

Project completion
Handover from Project Manager to Service
Formal conclusion of Project
Analysis NPS, warranty dates
Sharing of residual open points (if any)

* End-of-life

Our customer care approach

1. We offer a complete **"turnkey"** product with **installation, commissioning, testing, and personnel training services**.

2. We **design, manufacture, and test every product** we introduce to the market **in our internal laboratories**, ensuring complete control over the finished product and compliance with **the highest quality and safety standards**.

3. We work closely with our customers throughout the project phases, **providing assistance and support throughout the entire lifespan of the machinery (typically 20-25 years)**.

Our approach to customers' environmental impact

1. Resolving the problem doesn't always require building new facilities; sometimes, it involves **revamping or enhancing existing ones**. Efficiency and cost-effectiveness underlie every intervention we make.

2. We develop **disposal plans for decommissioned equipment** to ensure workplace and environmental safety.

Omnia Technologies Group's customer satisfaction

For us, **quality is synonymous, first and foremost, with safety and regulatory compliance**.

100% of the machinery we produce complies with the "Machinery Directive" and specific harmonized standards for quality and safety.

100% of products that have components or sections operating at a relative pressure equal to or greater than 0.5 bar are PED certified (according to the European Directive 2014/68/EU Pressure equipment directive) **issued by an independent third-party entity**.

Each product is accompanied by **informative material ("User and Maintenance Manual")** that includes the following information:

- **safety measures** for the machinery;
- **intended use**;
- **proper handling and usage**;
- **end-of-life** disposal;
- maintenance activity management procedures.

Material topic
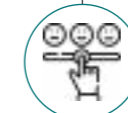
Customer and Partner Satisfaction

Ensuring the **satisfaction of our customers and partners' expectations and needs**, facilitating a **privileged communication channel** to express their opinions, suggestions, and complaints.

Center of responsibility

Service

Management modality

- ISO 9001
- Customer Satisfaction and Identification of Improvement Actions
- Code of Ethics
- Supplier Code of Conduct
- NPS (Net Promoter Score)
- Contract Acquisition-Invoicing-Credit Management

Involvement type

Direct Impact

ESG Plan goals

2 3

GRI Referenced

GRI 416-2: Health and Safety of Customers 2016
GRI 417-1: Marketing and Labeling 2016
GRI 417-2: Marketing and Labeling 2016
GRI 417-3: Marketing and Labeling 2016

SDGs Related

In 2022, **no non-conformity episodes** related to the impacts on the health and safety of products and services were found at the Group level.

During the risk analysis conducted in 2022, a non-conformity was identified in the labeling of some machine models due to the need for integrating certain safety-related information. **Corrective action was promptly implemented**: new compliant labels were created, and the corresponding user manuals and maintenance manuals were updated.

Regarding commercial and marketing communications, no non-compliance cases were identified with respect to regulations and our internal policies.

Customers are among our key partners with **whom we develop our technologies and innovations**. For this reason, **customer service** represents one of the core activities of our business and the **primary channel of communication and listening dedicated to them**.

In the course of 2021, we initiated a pilot **mode of measuring the level of trust, service, and product quality, which focused on Della Toffola Spa**; in 2022, we expanded the assessment to the Bertolaso Group.

Both companies are **ISO 9001:2015** certified, and this assessment is part of the operational practices prescribed by the (→ Innovation).

The evaluation was conducted through the distribution of an evaluation questionnaire that involved all the main areas of the company: **commercial departments, technical/quality development, after-sales service, and emergency assistance. The final score measures the degree of customer satisfaction**.

For ratings lower than "good" and "excellent," **direct contact with the customer was initiated to understand the reasons for the lack of complete satisfaction**.

The data was then shared with the commercial department and after-sales service. **Improvement actions were implemented after direct discussions** with the customers, in order to make them effective in subsequent business actions.

Below are the comparative data of the 2021-2022 evaluations, focused on the following specific points:

- **Company-customer communication**
  (methods, professionalism, response time, and adequacy)

- **Technical project development**
  (adequacy, flexibility, adherence to delivery schedules)

- **Equipment**
  (quality, usability, clarity in user manuals, etc.)

DELLA TOFFOLA

Survey Date: March

Database: 10 out of 32 companies involved in 2021, 13 out of 38 companies involved in 2022, with revenue equal to or greater than 80,000 euros.

Outcome: In 2022, the quality rating given by customers **stands at over 86% for "good" and "excellent" levels; in 2021, it was 89.1%.**

As in the previous biennium, the **slight percentage decline from one year to another** is due to the **lack of raw materials**. This had two main effects:

- Difficulty in meeting delivery times
- Longer response times for after-sales support

In 2022, **the less positive ratings are related to the areas of After-Sales Support (which recorded the lowest satisfaction rate: 73.8%) and Service**; in 2021, they were related to After-Sales Support and Technical-Quality Area, both registering an average of 86%.

Corrective actions implemented:

- Stabilization of material supplies and new inventory level setting (ongoing in 2023)
- New organization of the service team

bertolaso

Survey Date: throughout the year, upon order delivery.

Database: 17 responses out of 50 involved clients with revenue equal to or greater 100,000€.

Outcome:
In 2022, the average rating expressed by customers is as follows:

- Sales: 7.6/10
- Engineering: 7.2/10
- Spare Parts Sales: 7.5/10
- Service: 7.4/10
- Installation and Commissioning Service: 7.0/10
- Maintenance Service: 6.9/10
- Machine Quality: 7.8/10
- Overall Service Quality: 6.9/10

In general, punctuality issues are evaluated negatively, while the machine quality is considered a strong point.

Corrective actions implemented:

- **Differentiation between Spare Parts Sales Area and Service Area**, to prioritize assistance requests fully.
- **Reorganization** of internal groups: spare parts sales, procurement, production, and shipment of spare parts.
- Restructuring of **weekly KPIs** related to spare parts revenue, acquired orders, and total value of offers.

Another system we have adopted to assess the level of trust between us and our customers is the **Net Promoter Score** (→ Corporate), which indicates the customer loyalty level expressed by applying a standardized formula.

Regarding **ESG-related areas of competence, in the last two years, no specific needs or requirements have been highlighted by our customers that have not already been included in our ESG development plan**.

Suppliers are a crucial part of our **value chain** as they are **closely connected to our sustainable development strategy.**

As a metalworking company, our supply chain presents some **specific challenges:**

- **we use materials that cannot be substituted** with alternative materials;

- **suppliers are typically limited in number and serve multiple clients;**

- for electronic components, we often rely on **suppliers from Asia**.

All of this can lead to extended delivery times and costs, impacting the availability of raw materials and components, and ultimately affecting our competitiveness.

To mitigate these challenges and reduce potential business risks and environmental impacts, we take the following actions:

- **we primarily source from Italian companies** (91% of our total suppliers);

- all suppliers, upon contract signing, agree to adhere to and apply **our Code of Ethics** (→ Governance);

- in 2022, we formalized the **Supplier Code of Conduct** (→ Governance).

Work phases

1. Laser cutting

2. Pre-assembly of NF networks

3. Turning

4. Carpentry

5. Washing and Painting

6. Blasting

7. Assembly

8. Loading

9. Warehouse

The **production cycle** is structured as follows:

- arrival of raw materials (steel sheets, strips, pipes, rods, and various profiles)
- plasma cutting, laser cutting
- cold processing
- carpentry and welding operations
- machining with machine tools
- satin finishing
- pickling
- painting of certain components
- assembly
- storage of finished products

In the production of more complex machinery, **equipment not directly manufactured by the company** is also used, but only assembled, such as:

- electric motors and their accessories
- compressors for refrigeration units
- direct expansion batteries
- fans
- plastic plates
- polypropylene filter cloths
- various small parts (bolts, nuts, screws, gaskets)
- components for electrical panels

In our industrial processes, we use **the following materials as raw materials, semi-finished products, or components. None of these represents a criticality that would pose a significant risk to our operations**.

Nevertheless, we are currently implementing a **system to account for and manage material flows within our processes** to determine the relevant calculation basis for investing in low-impact substitute materials and, where possible, those containing a percentage of recycled content. For further information, please refer to the chapter → Environmental Impact Reduction.

List of materials	Origin	% on total (calculated on total turnover 2022)*
Raw Materials: 1. steel (sheet) 2. copper (sheet)	Italy	5.9% 0.4%
Semi-finished products: 1. plastic materials (semi-finished products)	Italy	1.3%
Components: 1. mechanical components (tubes, bars and plates) 2. iron, brass, and bronze components 3. electrical and electronic components 4. engines	Italy	1.6% 0.0% (only includes iron) 10.4% 0.5%

* Considering only suppliers that provide goods (not services) and starting from 100,000€ of annual turnover with Omnia Technologies Group..

1.6 Governance

During 2022, the Group finalized the transition process from four to **two macro-divisions: Processing and Bottling-Packaging**.

In the Processing division, **companies engaged in the design, production, and marketing of automation machines / production lines for the entire manufacturing process in alcoholic beverages, non-alcoholic beverages, dairy, and water treatment sectors were merged**. Meanwhile, **the Bottling & Packaging division includes companies specializing in the design and production of bottling, capping, labeling, and packaging solutions**.

The organizational review, in line with the industrial plan, **pursued the following main goals**:

- **coordinating and monitoring the common action model** to ensure a consistent evolution aligned with the corporate strategy;
- **maximizing synergies** within the divisions concerning **product development, engineering, production, and customer service** (this includes, for example, the ability to distribute workloads evenly among different companies within the Group);
- increasing and improving **cross-selling activities** within the Group.

To further strengthen the **governance structure at the divisional level**, the establishment of the following s**pecialized functions** was implemented to ensure integrated (centralized) and synergistic control of each division's core activities:

- Engineering / R&D
- Operation
- Commercial
- After sales

For instance, in the case of the commercial function, a sales representative was previously responsible only for selling products from a single company. Now, they can offer the entire product catalog of all companies within the division, taking on a more advisory role rather than a simple sales role.

Another cross-functional governance role introduced in 2022 is the **PMO (Project Management Officer)**, responsible for coordinating all activities of the production process (management leadership role) for the Processing division, and for acting as a supervisor and "spreader" of best practices for the B&P division.

Below is the **organizational structure chart, specifying the areas and functions of responsibility**.
It is important to note that members of the corporate bodies do not include individuals belonging to protected categories (→ People).
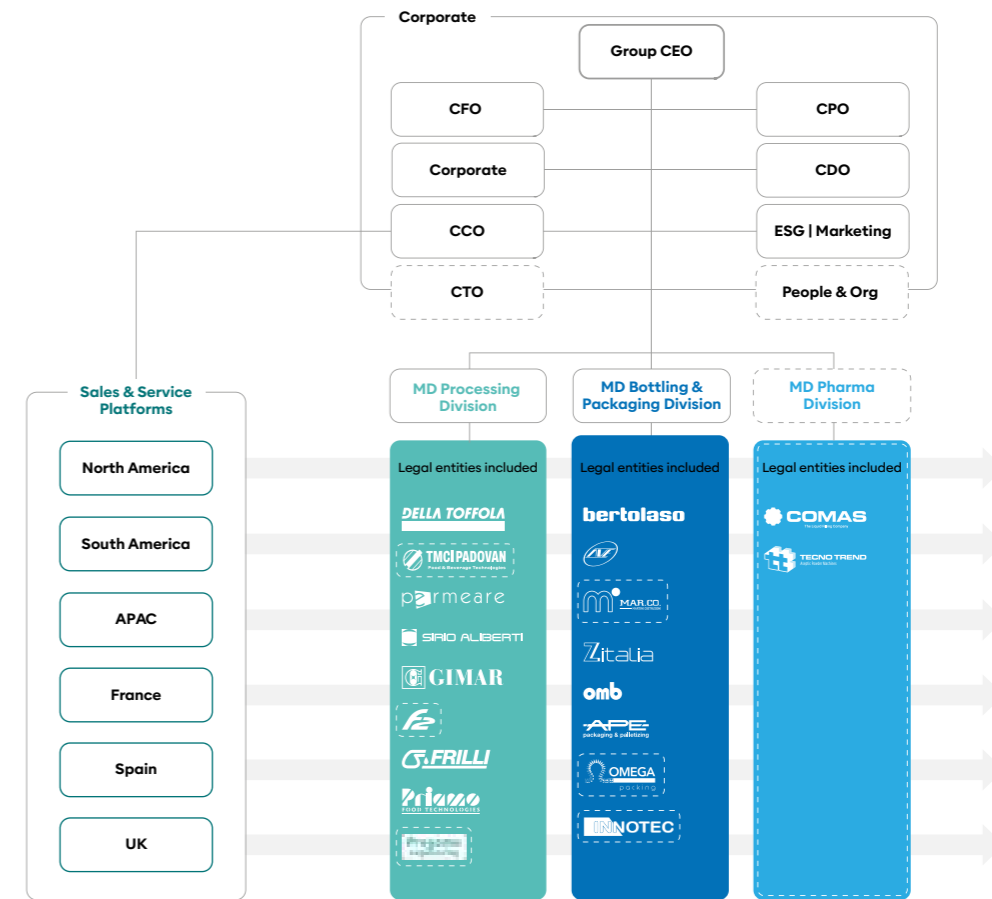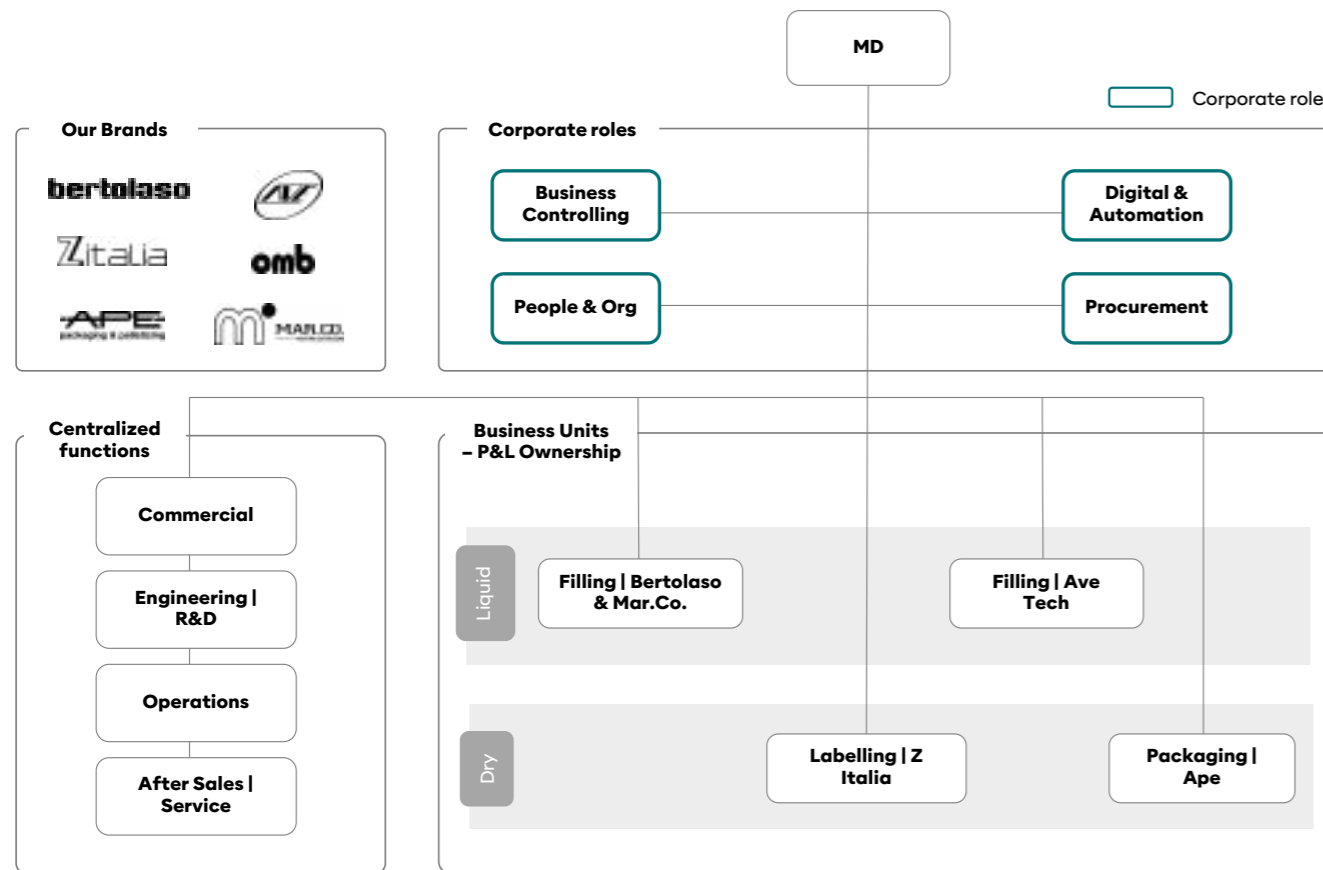

Processing Division
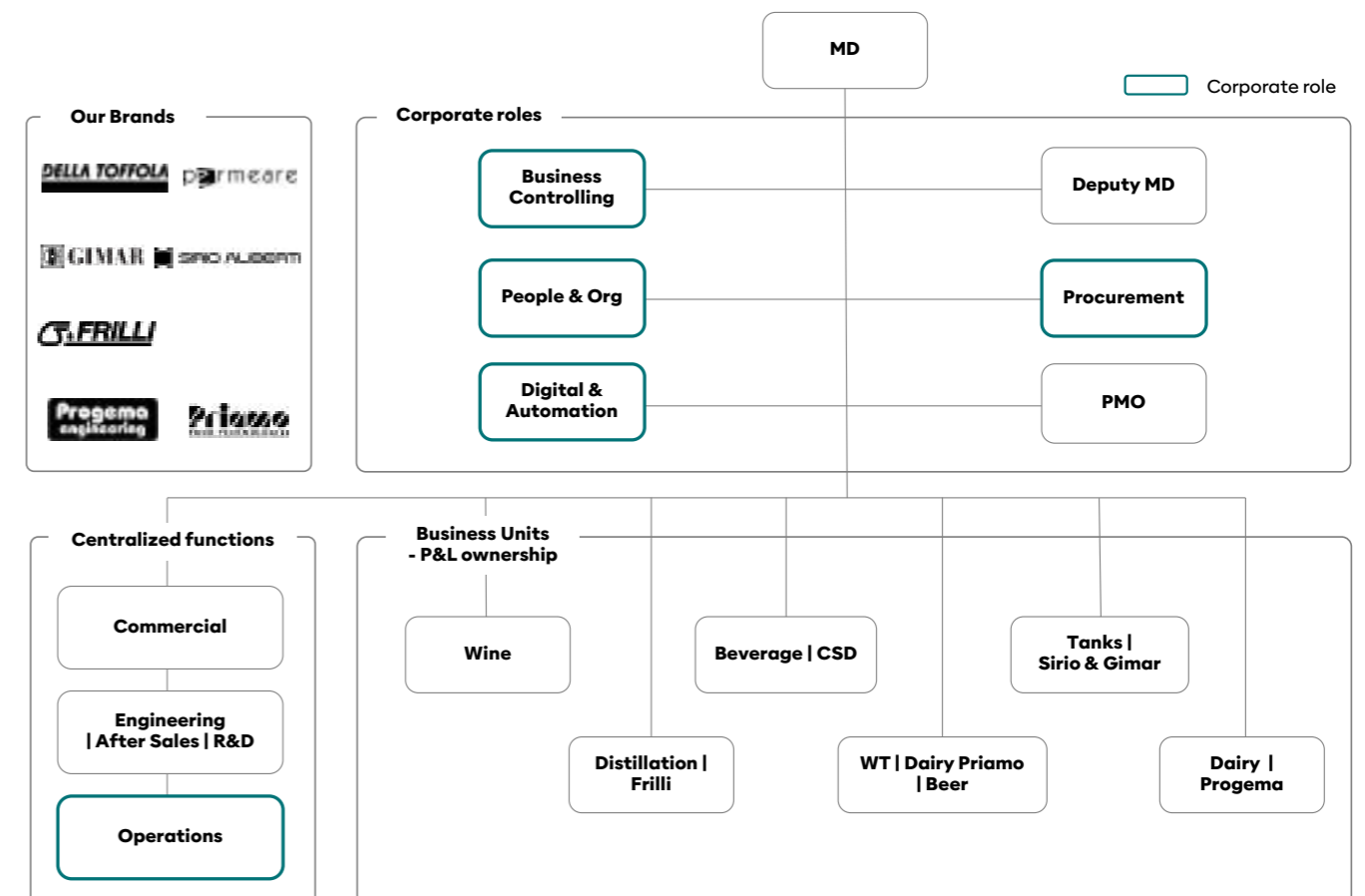
Bottling & Packaging Division

Guide to reading the organizational model

- The division's areas of responsibility are divided into three categories:
  1. **corporate staff roles**
  2. **central functions**
  3. **p&l principals**

- **Corporate roles** report functionally to central group corporate functions and support division Managing Directors.

- **Central functions** ensure integrated and synergistic oversight of division activities.

- **Business Units** represent homogeneous business technical centers responsible for p&l - sometimes corresponding to legal entities.

- Organizational structures of the operating companies (legal entities) remain unchanged.

- **PMO** exercises management leadership role in Processing and best practice sharing oversight role in B&P division.

Omnia Technologies considers an adequate **governance system** - understood as the complex system of bodies, functions, processes, and control tools - **as a foundational element to ensure ethical and responsible business operations**.

The new Group has maintained a **traditional administration and control system**, which includes the Board of Directors and a Board of Statutory Auditors, both appointed by the Shareholders' Meeting.

During 2022, with resolutions from their respective Boards of Directors, **all newly acquired** subsidiaries adopted their own Organizational, Management, and Control Model pursuant **to Legislative Decree 231/2001**, establishing their respective Surveillance Bodies, whose members do not hold any administrative positions in the Group's companies.
This **model aims to create a comprehensive reference system for controlling and preventing offenses under Decree 231**.

The model is integrated with the principles of fairness, transparency, and legality contained in the Group's Code of Ethics.
This confirms the uniqueness of the governance system for business processes and policies, promoting the spread of an ethical corporate culture.

Below there is the description of the governing bodies of Omnia Technologies, formerly Della Toffola Group. Board members possess proven expertise in the liquid food industrial sector, as well as in financial, economic, technical, and engineering matters. At the time of appointment, **the Board of Directors assessed that all members of the governing bodies and committees possess adequate knowledge and experience to fulfill their roles**.

- The **Board of Directors** is the body vested with the widest powers for ordinary and extraordinary administration. It is responsible for defining the company's management direction and evaluating its progress. Additionally, it sets strategic guidelines and assesses the adequacy of the organizational structure. The BoD consists of **7 Directors** - including the Group's CEO -, 3 Directors representing the majority shareholders, and 3 Directors representing the minority shareholders. The mechanisms for appointing and replacing the Board of Directors are outlined in the Statute. The current Board of Directors was appointed on 11/11/2020 and will serve for no more than three financial years.

- The **Board of Statutory Auditors** oversees compliance with the law and the Statute, as well as adherence to the principles of good governance. It consists of 3 regular members and 2 alternates, appointed on 11/11/2020, and will serve for no more than three financial years.

- The **Shareholders' Meeting** appoints the members of the Board of Directors and the Board of Statutory Auditors and approves the annual financial statements.

- The **Supervisory Body 231/01** meets periodically and carries out its activities - in compliance with the tasks assigned by the Model and the autonomously adopted Regulations - with the aim of independently, impartially, and professionally supervising the functioning of the model and updating it as necessary.

In 2021, the company also established **two governing bodies to support the Board of Directors**:

- The **Executive Committee (ExCo)**, composed of the same CEO and the Directors directly reporting to them. Its task is to propose and evaluate strategic development projects and review goals, monitoring their progress. **In 2022, the ExCo met 35 times** (on average, once every 10 days), **and at least 24 (70%) of these meetings addressed ESG topics and projects**;

- The **Management Team**, composed of the members of the Executive Committee and an intercompany and interdivisional managerial group, supports the Executive Committee in defining and implementing business strategies, safeguarding the perspectives of economic, environmental, and social sustainability. The MT directly embodies the technical and managerial expertise of the Group.

Finally, to ensure continuous monitoring of the operational performance of individual subsidiaries, a specific reporting **system was established in the areas of HSE, Human Resources, Compliance, Operations, Finance, and Commercial Pipeline**. This reporting is analyzed monthly during specific *Business Reviews*. **In 2022, no critical issues were recorded in relation to the progress plan**.

During 2022, **additional company policies were issued by resolution of the Board of Directors to supplement the Code of Ethics and Model 231.**

Policy	Purpose	Effective date	Excluded entities
QSA policy	- Highlighting the guidelines concerning **quality and environmental protection, as well as health and safety in the workplace**, with the aim of disseminating and sharing our main goal: **ensuring a safe and accident-free work environment and preventing environmental incidents**.	02/2022	None
Whistleblowing	- Defining the **process for managing any reports made by employees and collaborators**. - **Providing operational guidelines regarding scope, content, transmission methods, recipients**, as well as **forms of protection** for the actors involved in the process.	08/2022	None
Equal opportunities	- Providing **guidelines on behaviors to adopt** to ensure **equal opportunities while respecting diversity**, which all members of the Group must adhere to. - Creating a **company culture oriented towards recognizing diversity and inclusion**, also to prevent any discriminatory act in the Group's daily practices.	09/2022	None
Supplier Code of Conduct	- Ensuring that **suppliers adhere to the values set forth in the Group's Code of Ethics**, with specific reference to adequate standards for **workplace safety, ethical and fair labor practices, and environmental sustainability policies**.	09/2022	None

Regulatory compliance

In our business operations, we **adhere to the laws** of the countries where we operate, promote **fair competition**, and uphold respect for **legality and compliance in all its forms**.

To ensure **knowledge and adoption of measures that comply with the laws**, regulations, and current policies, the **Quality and Legal & Compliance Functions** have been established with a direct reporting line to the Corporate Area Management, which reports and updates the Executive Committee periodically or promptly when necessary.

Together with Model 231 and the Code of Ethics, these factors contribute to achieving regulatory compliance in business decisions and commercial behaviors, as well as safeguarding the company's reputation.

Among the **expected goals of regulatory compliance**, there are the following:

- Increased **business opportunities and sustainability**;
- Protection and enhancement of the organization's **reputation and credibility**;
- Consideration of **stakeholders' expectations**;
- Demonstration of the organization's commitment to effectively and efficiently **managing compliance-related risks**;
- Increased **trust from third parties** in the organization's ability to achieve lasting success;
- Minimization of risks of violations that lead to costs and damage to the reputation and environmental resources associated with our business.

In 2022, no regulatory non-compliances were identified.

Material topic

Regulatory compliance

The Group's approach to ensuring knowledge and adoption of compliant operational **measures with the laws, regulations, and policies in force**.

Center of responsibility

Quality and Legal & Compliance Functions
(belongs to Group Corporate Area)

Management modality

- Model 231
- Code of Ethics
- Employee training on Model 231 and Code of Ethics
- Internal control system
- Planning and monitoring ESG plan goals

Involvement type

Direct impact

ESG Plan goals

1 2 4

GRI Referenced

GRI 2-27 (a): Compliance with laws and regulations

SDGs Related

Code of Ethics

The Code of Ethics represents the **interpretation of the values that Omnia Technologies Group identifies with** (→ Our Roadmap).

The document has been written considering:

- The **United Nations Charter of Rights**, the Charter of Fundamental Rights of the European Union, the Italian Constitution;
- The **Core labor standards** outlined in the International Labour Organization (ILO) conventions, the **Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development (OECD)**, the United Nations Global Compact, the Social Accountability 8000 principles, and the Charter of Corporate Values of the European Institute for Social Balance;
- Confindustria's Guidelines for the construction of Organization, Management, and Control Models pursuant to Legislative Decree 231/2001.

The Code **sets forth principles and behaviors** appropriate to the current organization of the Group and its operational contexts. In particular, it includes:

- The **Ethical Principles** adopted by Omnia Technologies Group, which are the **commitments of the Group to its stakeholders**, binding both for the 26 legal entities as legal persons and for every person operating within the Group;
- The **Rules of Conduct**, which are the **more specific behavioral criteria** that individuals operating within Omnia Technologies Group must follow in application of the Ethical Principles.

Internally, respect for and adherence to these principles are promoted through specific training **plans, awareness-raising activities, and communication initiatives involving all governing bodies and employees**. Externally, the Code is **shared with all stakeholders** at the beginning of each business relationship and is published on the **company's institutional website**, where it can be accessed online or downloaded by anyone interested.

The Code of Ethics also **constitutes an integral part of the Organizational, Management, and Control Model** adopted by Omnia Technologies Group and is **approved by the Board of Directors, received by the controlled entities, and directed to all those who have a stable or temporary relationship with Omnia Technologies**.

In order to allow all Group Individuals to report behaviors not in line with the Code of Ethics, Policies, Procedures, or applicable regulations, the **Code provides a reporting system** at the Group level. The channels and related activities fall under the responsibility of the Group Legal & Compliance Function. We commit to **ensuring the strictest confidentiality in handling the reports and do not tolerate any form of retaliation** that may result from the report and its related corrective actions.

No cases of corruption have been identified in the last two years.

To read the document
frame or click here!

The Ethical Vision

Omnia Technologies Group fulfills its commitments and safeguards its values by observing the Constitution and laws, respecting the rights of stakeholders, and considering their legitimate expectations, without exceptions.

Community of people who considers human capital to be valuable

Improvement of product solutions with a view to sustainability and digital innovation

We generate value to ensure concrete ESG outcomes

Material topic

Business Ethics, Integrity, and Anti-Corruption

The way we **manage risks and opportunities** in conducting our business; the ability to provide services that meet the highest level of standards, going **beyond the legal requirements**.

Center of responsibility

Legal & Compliance Function
(belongs to Group Corporate Area)

Management modality

- Model 231
- Code of Ethics
- Whistleblowing
- Supplier Code of Conduct
- Antitrust and Concentrations Code
- Internal Control System
- Employee Training

Involvement type

Direct Impact

ESG Plan goals

1 2 4 5

GRI Referenced

GRI 205-1: Anticorruption 2016
GRI 205-2: Anticorruption 2016
GRI 205-3: Anticorruption 2016

SDGs Related

Antitrust and concentrations control policy

Competition is explicitly recognized as a **foundational value of our business activity**; therefore, *antitrust compliance* **is an integral part of our corporate culture and policy**, supported by top management through their concrete involvement in its implementation and monitoring.

Our Antitrust Legislation Guidelines reflect our genuine and ongoing commitment to promoting a culture of competition throughout the Group's business fabric and aim to prevent antitrust violations.

They are **developed and updated in line with our specific characteristics** (e.g. nature of activities, market position, internal organizational structure, decision-making processes), as well as the market context.

Our guidelines **refer to**:

- Regulation regarding antitrust practices, agreements, and abuse of dominant position;
- Antitrust compliance guidelines adopted by the Italian Competition and Market Authority on September 25, 2018.

Non-compliance with these rules entails severe **sanctions for the Group and individuals involved in any violation of the regulations** (including fines and imprisonment).

In general, antitrust legislation **prohibits two categories of behavior**:

- **Anticompetitive agreements**, both in formal agreements and informal practices or understandings among competitors falling under this category (e.g., agreeing on prices or other forms of price-related communication);
- **Abuse of dominant position**, which applies to companies that, either alone or together with another leading operator, have constrained a particular market in such a way that they can be defined as "dominant" in that market (e.g., limiting production, technological development, or market evolution to the detriment of consumers).

In the appendix, we have included a practical guide on behaviors to **adopt** or **avoid** in certain common situations.

The guidelines are regularly updated following **specific informative and training sessions dedicated to antitrust matters, providing an opportunity for debate and discussion** among Responsible Managers of processes most at risk, concerning any signs of antitrust-related critical issues identified in their daily work experience.

During the reporting period under review, **no cases of anticompetitive behavior, antitrust violations, or monopolistic practices** involving Omnia Technologies as a participant have been identified.

1.7 Economic Results

Omnia Technologies considers economic growth a **fundamental and necessary factor for long-term value creation**.

In 2022, Economic Value Directly Generated by the Group was 260,5 million, marking a **growth of 75%** compared to the **148,6 million generated in 2021**, and a 137% increase over the 110,0 million generated in 2020.

Europe
68%

Asia
10%

Africa and
Oceania
9%

America
13%

Europe represents 68% of sales, America 13%, Asia 10%, and the remaining portion is attributed to Africa and Oceania**.**

Material topic

Economic performance

The economic results in terms of **revenues and EBITDA** achieved in a **compliant, legal, and ethical** manner.

Center of responsibility

Finance Department

Management modality

- Planning and monitoring of economic and financial goals and targets (IV Management Directive) in line with the Industrial Plan and annual budgets
- Economic and financial planning and management through SAP (ERP)
- Investor relations
- Transparent communication of performance with monthly periodic reporting
- Code of Ethics
- Model 231

Involvement type

Direct Impact

ESG Plan goals

1 2 3 4 5

GRI Referenced

GRI 201-1 (a): Economic performance 2016

SDGs Related

The **post-Covid reopening of global mobility** for both people and goods - already observed from 2021 onwards - and the **Russian invasion of Ukrainian territory** were the main events that **characterized the economic performance in terms of revenue and profitability for the recently concluded fiscal year**.

Despite the challenging macroeconomic scenario, **order intake was supported** by the **competitive advantage** gained over the last two years with the **establishment of the new Group**.

However, converting all the acquired orders into revenue proved more challenging due to **difficulties in sourcing components; these complications were overcome in the second part of the year** thanks to reduced price tensions and increased confidence among various economic operators (families and businesses).

The end of the health emergency also facilitated, albeit at different rates, the recovery in some foreign markets, allowing the company to **re-engage with foreign customers and expedite the installation of facilities**.

From a **commercial perspective, the expansion of the sales network and the served markets continued**, with increasing attention to service policies and spare parts offerings in mature areas, as well as **development policies in new markets and new product segments** - such as distillation and beverages - which offer significant growth prospects for our Group.
Consolidating our presence and influence in foreign markets - the center of global demand for investment goods - is certainly the most important strategic challenge that awaits us in the coming years.

Omnia Technologies considers the **acquisition program, market diversifications, and the internalization process as ways to ensure the necessary continuity for its business**.

Economic performance of Omnia Technologies	2021 in €/Mln	2022 in €/Mln	% change from 2021
Economic value held by the Group	2,9	2,3	-22%
Economic value directly generated by the Group*	148,6	260,5	75%
Economic value distributed by the Group	145,7	254,3	75%
of which operating costs	109,4	197,5	81%
of which salaries and benefits of employees	34,6	56,8	64%
of which remuneration of public administration	1,3	3,2	150%
of which remuneration of lenders	0,5	0,5	8%
of which remuneration of shareholders	-	-	-
of which remuneration of the community	-	0,2	-
EBIDTA	14,8	24,5	66%

* The economic data is consistent with that reported in the filed financial report. For the year 2021, APE, Bertolaso, and Permeare are NOT included; for 2022, APE, Bertolaso, and Permeare are included, but Mar.Co. and Progema are not included.

Customer Origin

20% Italy

80% Abroad

Product Distribution

33% Italy

77% Abroad

Number of customers and markets

1,500+

Wine and Distillate

500+

Beverages (non-alcoholic)

200+

Beverages (alcoholic beer and cider)
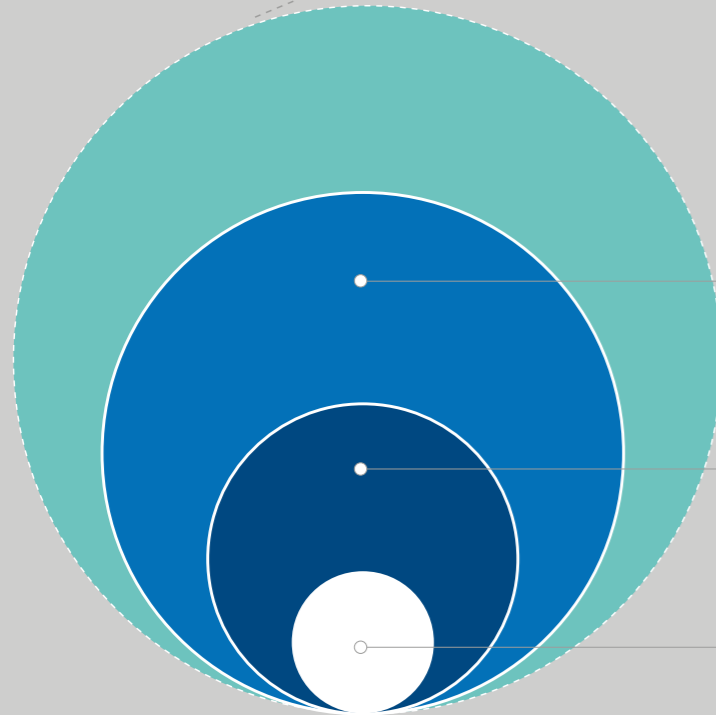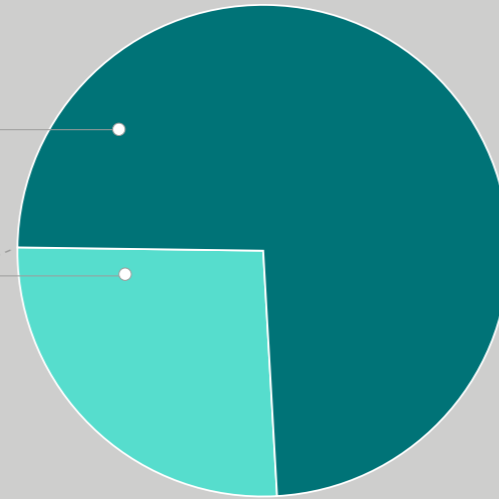
200+

Dairy and Cheese

50+

Water

Economic value distributed from the Group

76.5%
OPERATING COSTS

23.5%
OTHER

23.5%
EMPLOYEES

2.66%
PA

0.18%
FINANCERS

Macro Numbers

75.3%

Growth 2022

260,5 mln

Value generated 2022

148,6 mln

Value generated 2021

The economic value we generate - and distribute - indicates our ability to create wealth and distribute it to our stakeholders. This wealth rewards not only shareholders and employees but also all those who have engaged with us during the period under review, such as credit institutions, suppliers of goods and services, partners, industry associations, etc.

Also in 2022, **our generated economic value was distributed** among the following stakeholder categories:

1. **Financial institutions** mainly credit institutions

2. **Human resources** employees and collaborators

3. **Suppliers** of raw materials, services, and instrumental goods

4. **Public Administration** (in the form of due taxes and levies, both direct and indirect, excluding deferred taxes)

5. **DT Group** (in the form of funds allocation, depreciation, and any potential earnings)

Productive Units

Commercial Offices
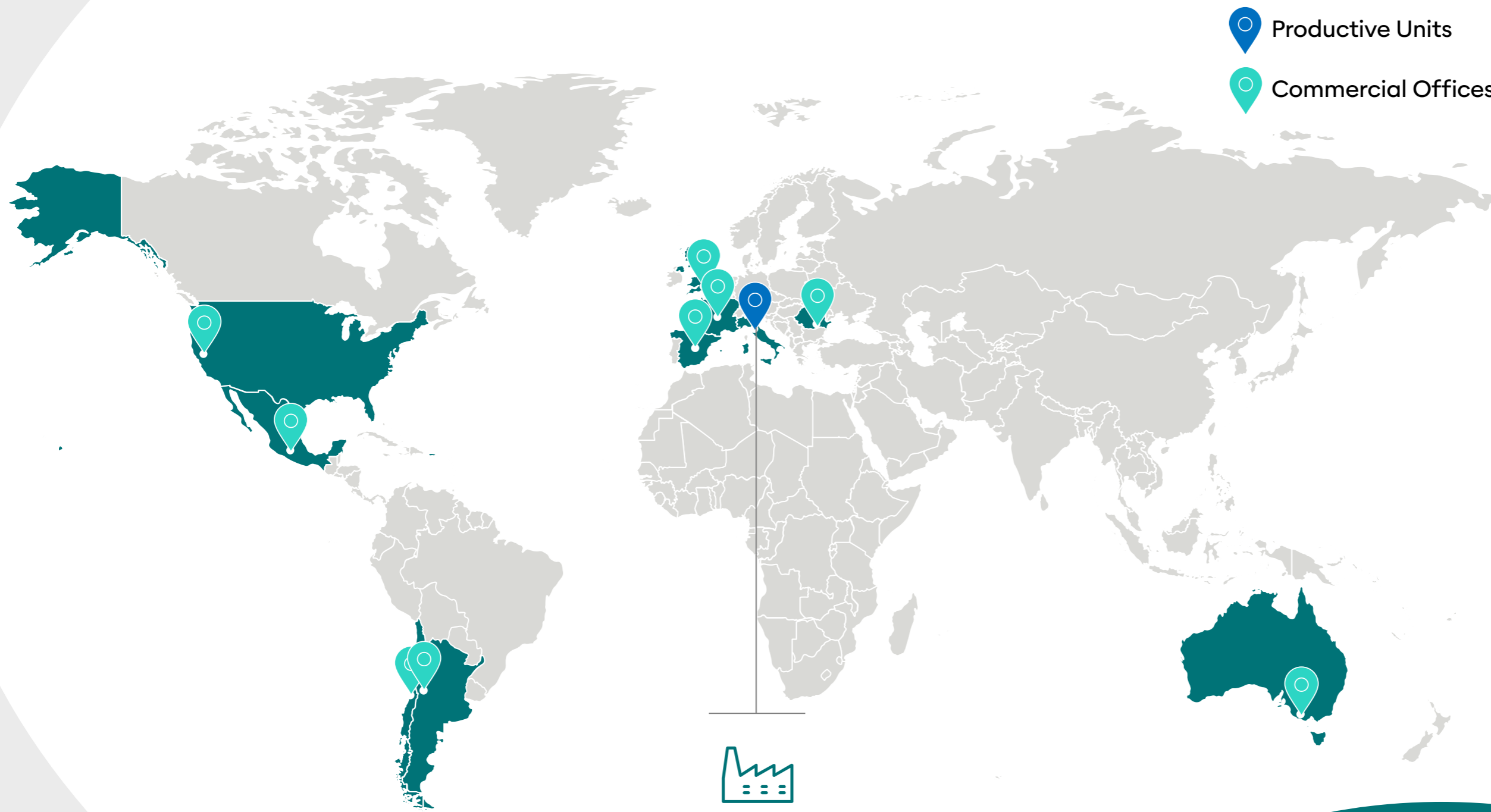
13 Productive Units
Main Headquarters Treviso, Italy

Omnia Technologies success is enforced by:

- **Cross selling global platforms** organized in multi-product and multi-service
- **Integrated engineering processes and tools** (e.g. CAD, PLM)
- **Common and integrated approach to after sales**

Our Policies

- **Whistleblowing** - August 2022
- **Equal Opportunities** - September 2022
- **Supplier Code of Conduct** - September 2022
- **QSA Policy** - February 2022
- **Code of Ethics** - January 2022
- **Anti-trust & Concentrations** - January 2022
- **Model 231** - various dates in 2022, depending on the reference legal entities

Our policies are adopted in 100% of our entities (both domestic and foreign) (→ Governance).

Our Certifications

During 2022, we initiated activities to integrate the **various management systems adopted by our entities into a single Integrated Quality, Environment, and Safety Management System**. This is one of the targeted actions outlined in our ESG Plan (→ Our Roadmap → The Sustainability Goals).

The aim is to **more effectively oversee Group compliance with current regulations** - especially those related to worker safety and minimizing environmental impacts - while **enhancing the efficiency of organizational processes** and overall service quality.

A**t the time of publishing this report, the implementation process is still ongoing**. Therefore, the individual system certifications in different production facilities remain valid for 2022.

UNI EN ISO 9001:2015	
ISO 9001:2015	International standard that certifies the **quality of corporate conduct**. It is an essential guide to achieving the highest **quality standards of products and services**, while **enhancing organizational management processes** and internal/external **communication with customers and suppliers**. **Certified companies ISO 9001:** Della Toffola (31/03/2005), Permeare (22/01/2008), Sirio Aliberti (20/08/2007), Frilli (15/09/2014), Priamo (17/10/2002), Bertolaso (10/04/2008).
UNI EN ISO 14001:2015	
ISO 14001:2015	It serves as the reference standard for organizations seeking to implement a **voluntary risk management and environmental protection system beyond legal requirements**. It is the most widely adopted system worldwide and outlines the requirements for the company's **Environmental Policy** and the goals to be achieved within its specific context.
UNI EN ISO 45001:2018	
ISO 45001:2018	**"Occupational Health and Safety Management Systems - Requirements and Guidance for Use"** is the first international standard to define minimum standards of good practice for the protection of workers worldwide. It establishes a framework for **improving safety, reducing risks in the workplace and enhancing the health and well-being of workers**, thus enabling increased health and safety performance for any organization that chooses to certify under accreditation its management system.

Our acknowledgments

Total patents (perimeter UE/Extra UE)
aimed at reducing power consumption, processing times, and enhancing process traceability

33 ▶ **bertolaso**
(2 filed in 2022 in Italy and 1 in UE)

16 ▶ **DELLA TOFFOLA**

3 ▶ **Z**italia

3 ▶ **APE** packaging & palletizing

2 ▶ **GIMAR**

1 ▶ AVE

Awards

During the **SIMEI (International Exhibition of Machines for Enology and Bottling)**, we received two recognitions in the *product innovation* category, granted by the Italian Wine Union.

SAFI FILTER - Della Toffola: tangential ceramic membrane filters made of silicon carbide, combined with an Artificial Intelligence management system, enabling energy, water, and chemical savings during washing.
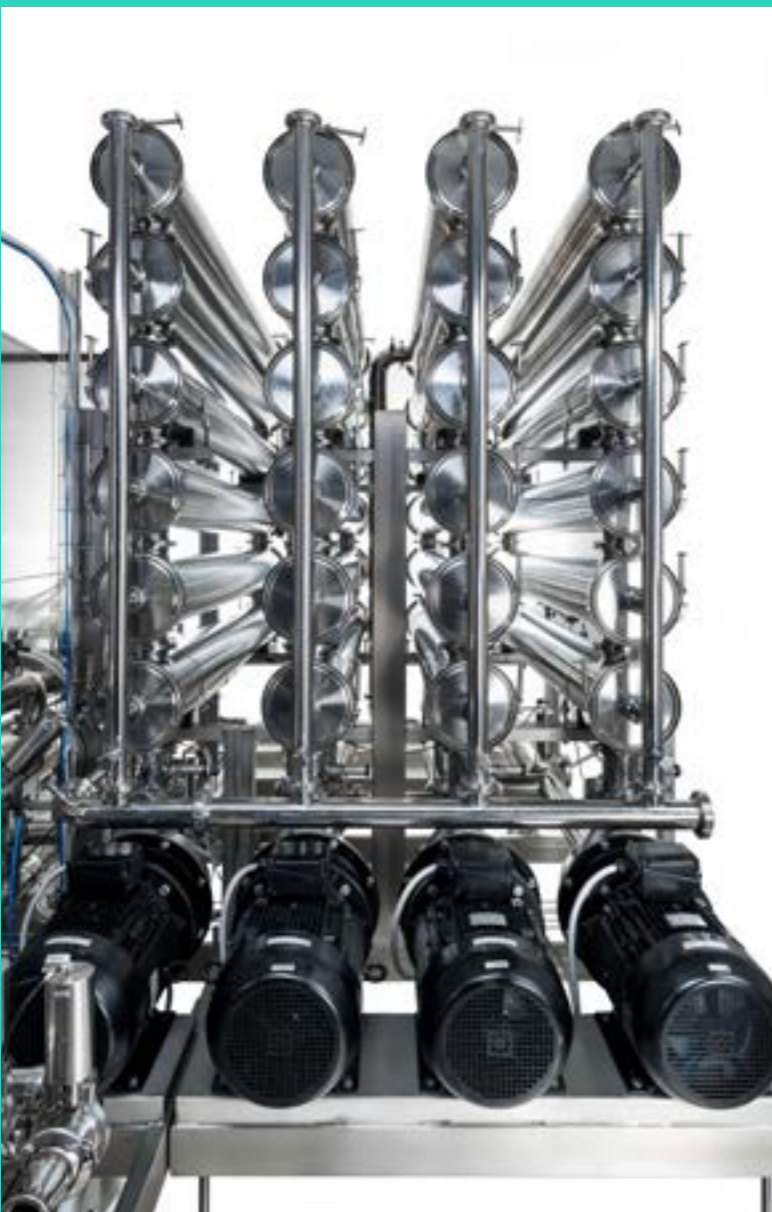
S.C.S. Smart Corking System - Bertolaso: technology for corking control, ensuring continuous monitoring of closure quality and safety, as well as the resulting stability and shelf-life of bottled wines.

🔍 **Deepening**

The Permawine cross-flow organic membrane filter

Permawine

Permawine Mini

In the beverage industry, including the winemaking sector, the use of this process aims to achieve perfect clarification of the product, its microbiological stabilization, and potentially partial removal of other undesirable substances, all in a single step. This eliminates the need for multiple subsequent filtrations (including centrifugation) and pasteurization, ensuring an improved product stabilization process.

As a result, there is less product loss and manipulation, cost savings on additives and labor, leading to an overall reduction in expenses and better preservation of the initial product qualities.

Permawine Small

02

The Sustainable Development Plan

2.1 Context

Over the coming years, we commit to being **active promoters of a sustainable growth model, starting with the empowerment of our people, the enhancement of the territories, and the communities we are a part of, while fostering the development of our partners and clients**.

Here's **how we intend to achieve this and the considerations we've taken into account**.

The global context in which we operate is characterized **by increasing complexity** due to multiple factors.

Below, we list the **main elements we consider in conducting our business**, forming the foundation of our ESG strategy (→ Our Roadmap → The development of the strategy).

These **elements influence our business and our ability to pursue strategic goals** (→ The Sustainability Goals).

Global context: Main Topics

■ **Effects of climate change**

Floods, droughts, heatwaves causing environmental, economic, and social damages. (**In 2022 +1.15 °C** compared to pre-industrial levels - data from WMO, United Nations World Meteorological Organization).

■ **Russian-Ukrainian war**

Contributing to the increase in food and energy prices with consequences on global geopolitical and economic balance, and heavily impacting **the European energy transition process** - understood as emission reduction and diversification of supply sources - to the extent of activating a dedicated plan: *RePowerEU* (May 2022).

■ **Lack of raw materials**

Italy continues to consume more raw materials than it should: Italy's overshoot day in 2022 fell on the same day as the previous year, despite still being marked by the pandemic, with production and consumption indexes on the decline.

■ **Third year of the pandemic**

Together with the previous factors, has contributed to slowing down the achievement of the Agenda 2030 goals.

■ **New european directives**

Directive 2022/2464 (CSRD) extending mandatory sustainability reporting to all large companies and listed companies, including SMEs; **Proposal for the Due Diligence Directive (February 23, 2022)** introducing the concept of corporate due **diligence on sustainability and responsibility** for **human rights violations and environmental impacts along the supply chain**.

Consequences for Omnia Technologies

- Counteracting climate change by addressing **Scope 1-2-3 emissions and promoting renewable sources**;
- Implementing **eco-friendly procurement** policies and practices;
- Developing **low-impact logistics and reducing packaging**;
- Creating a **fair and just community, both within and beyond the company**;
- Establishing an **economically and financially integrated strategy aligned with ESG factors**;
- Formulating an **action plan, monitoring the outcomes, and reporting them with the assistance of relevant stakeholders**.

References

1. The Global Risk Report 2023 del World Economic Forum
2. The Sustainable Development Goals Report 2022
3. Corporate Sustainability Reporting Directive

Wine sector

Main Topics

- **United States of America**

Our main market and the primary destination market (in terms of value) - along with Germany and the United Kingdom - for the export of Italian wine, is becoming increasingly focused on sustainability. In this regard, concerning packaging, it **increasingly demands wine packaged in aluminum cans or PET bottles**, both considered less impactful alternatives to glass.

- **Italy**

The main impacts of the winemaking process are related to water use and emissions. Italy, already a global reference point for good practices implemented in vineyards (see Equalitas and Viva certifications), adopted the new **Sustainability Certification Discipline for the wine** supply chain in March 2022, extending ESG principles "throughout the entire supply chain, from vineyard management to the finished product" (CV 39).

Consequences for Omnia Technologie

- Design and implement **automated systems and production lines that meet market demands, reduce energy and water consumption, emissions,** and achieve the **highest health and safety standards** for the workers managing them;
- Encourage **collaboration within the supply chain by sharing knowledge and innovative technological solutions;**
- **Invest in partnerships and dialogues among supply chain stakeholders** to enhance overall sustainability metrics.

References

1. [Corriere Vinicolo n 33 e 39/2022](#)

Beverage sector

Main Topics

- **Eco Driver**

The prevailing trends in the beverage industry are **sustainability, functionality, convenience, and health awareness.** Consumers are increasingly mindful not only of the beverage content (natural ingredients), **packaging (no plastic)**, and label information but also of the production processes, which must be low-impact.

- **Innovation**

Digital innovation, **intelligent automation, and robotics** are necessary not only to optimize production times and costs but also to minimize resource wastage and user interface times (reducing errors), **enabling predictive and preventive maintenance** (including automated product inspections). This entails increased technological investments and a need for **skilled labor and expert consultants**.

- **Flexibility**

Sustainability does not only entail reducing impacts or waste; it also involves producing at **higher speeds and managing product formulas with varying degrees of viscosity, acidity, or filling temperatures, contained in packs** that greatly differ in size, shape, and composition.

Consequences for Omnia Technologies

- Ability to develop **complete, low-impact, and cost-effective production lines;**
- Ability to develop **machines suitable for the diverse needs** of operators and consumers;
- Providing **simplified and automated integrated** solutions;
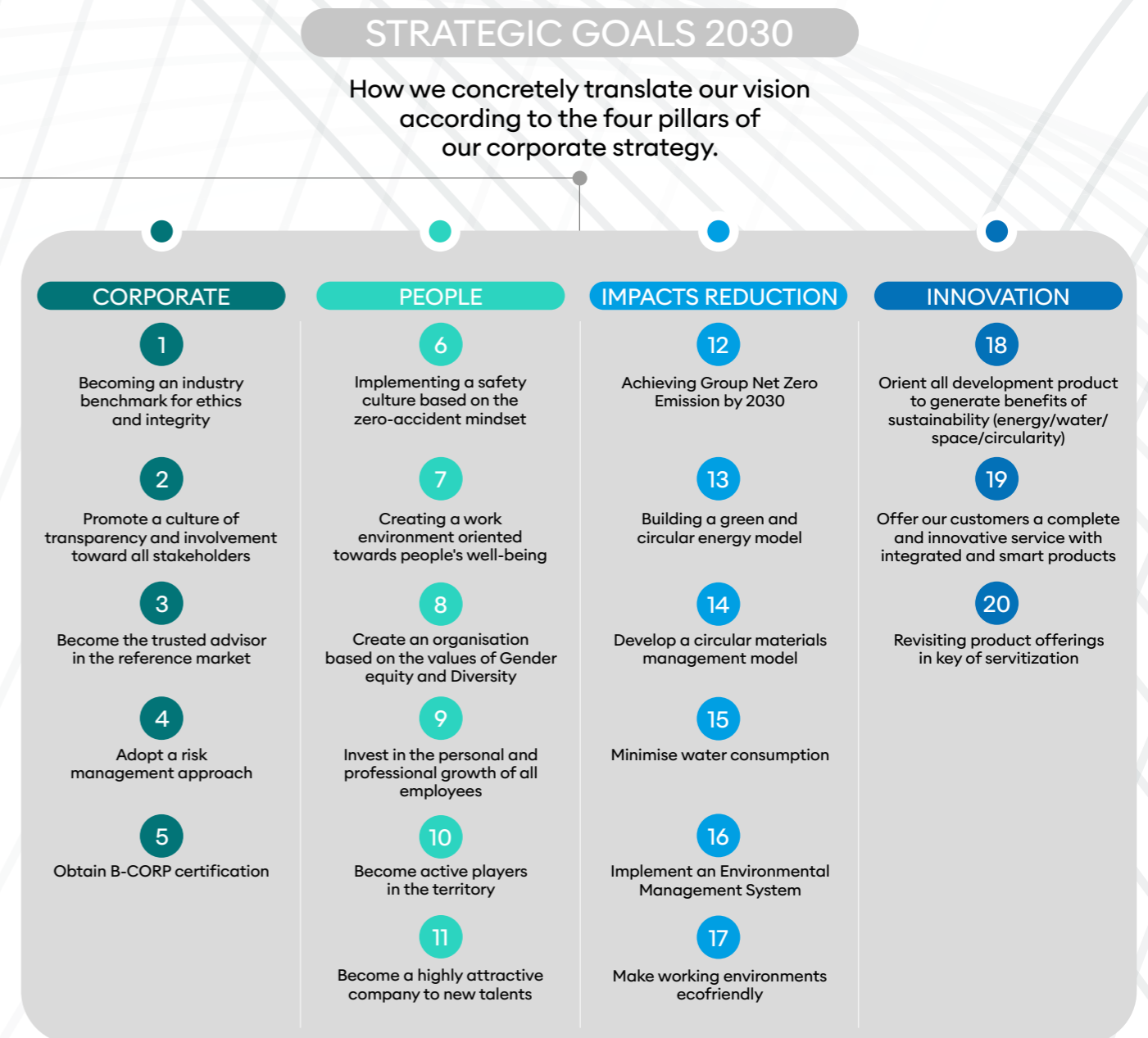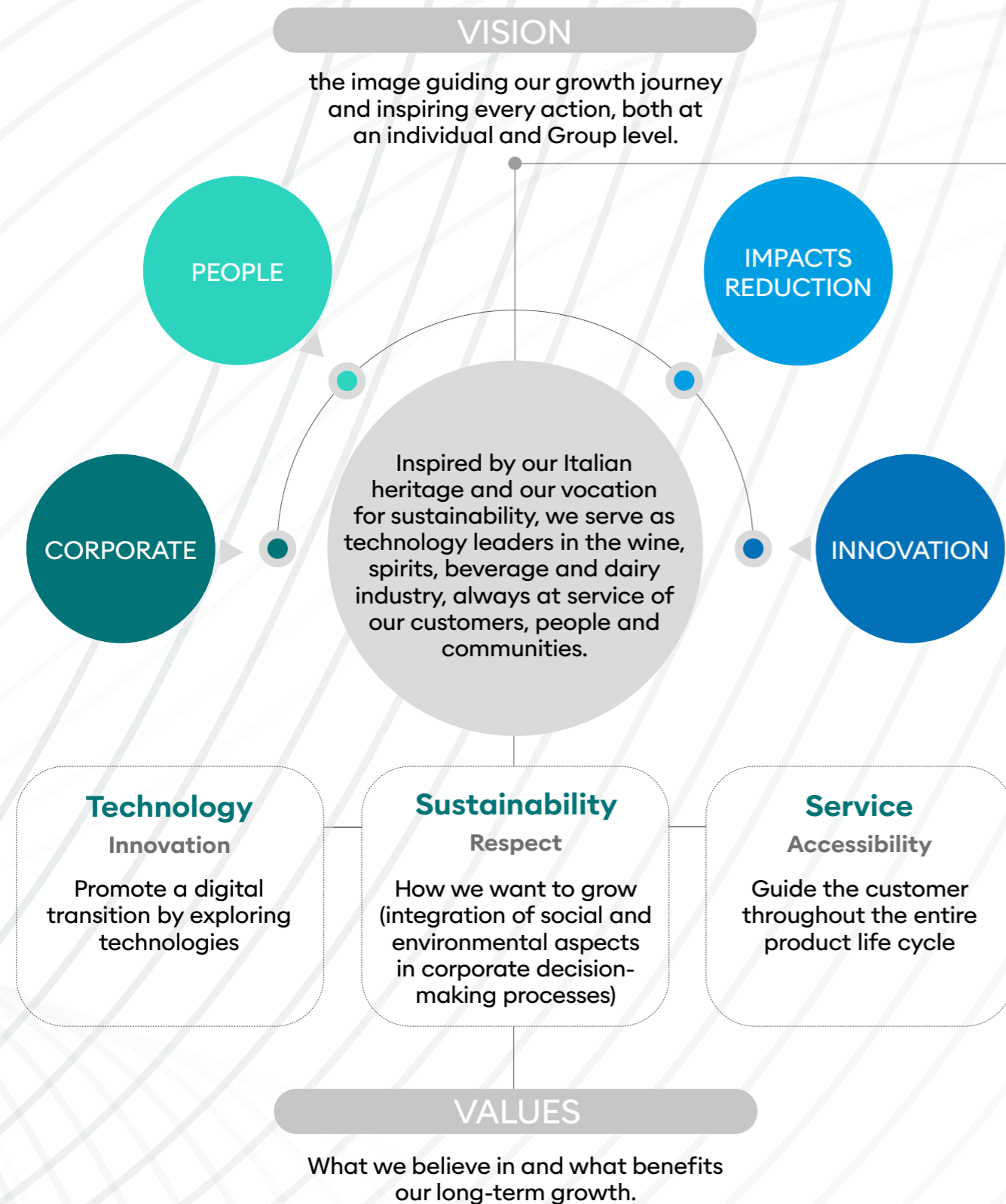- **Continuous support and training**.

References

1. [PMMI Business Intelligence, *2021 Beverage Trends Driving Change*](#)

2.2 Our Roadmap

VISION

the image guiding our growth journey and inspiring every action, both at an individual and Group level.

PEOPLE

IMPACTS REDUCTION

CORPORATE

INNOVATION

Inspired by our Italian heritage and our vocation for sustainability, we serve as technology leaders in the wine, spirits, beverage and dairy industry, always at service of our customers, people and communities.

Technology
Innovation
Promote a digital transition by exploring technologies

Sustainability
Respect
How we want to grow (integration of social and environmental aspects in corporate decision-making processes)

Service
Accessibility
Guide the customer throughout the entire product life cycle

VALUES

What we believe in and what benefits our long-term growth.

STRATEGIC GOALS 2030

How we concretely translate our vision according to the four pillars of our corporate strategy.

CORPORATE	PEOPLE	IMPACTS REDUCTION	INNOVATION
1 Becoming an industry benchmark for ethics and integrity	**6** Implementing a safety culture based on the zero-accident mindset	**12** Achieving Group Net Zero Emission by 2030	**18** Orient all development product to generate benefits of sustainability (energy/water/space/circularity)
2 Promote a culture of transparency and involvement toward all stakeholders	**7** Creating a work environment oriented towards people's well-being	**13** Building a green and circular energy model	**19** Offer our customers a complete and innovative service with integrated and smart products
3 Become the trusted advisor in the reference market	**8** Create an organisation based on the values of Gender equity and Diversity	**14** Develop a circular materials management model	**20** Revisiting product offerings in key of servitization
4 Adopt a risk management approach	**9** Invest in the personal and professional growth of all employees	**15** Minimise water consumption	
5 Obtain B-CORP certification	**10** Become active players in the territory	**16** Implement an Environmental Management System	
	11 Become a highly attractive company to new talents	**17** Make working environments ecofriendly	

4 Interdependent Pillars

1. **Corporate**: a mindful and forward-looking corporate governance that, while generating profit, commits to creating a positive impact, both within and beyond the company;
2. **People**: seen as agents of change;
3. **Environmental impact reduction**: aimed at progressive decarbonization of activities and sustainable resource utilization;
4. **Technological and digital innovation**: essential enabling factors for sustainability.

The number by which the objectives are identified is progressive and not in order of priority.

4 Pillars

20 ESG Macro Targets

90 Target Initiatives (**52** ongoing)

22 Cross-functional project managers

63 People in project teams

+1,100 People involved

Sustainability is the driving force behind our evolution and an integral part of our growth journey. **The roadmap, guided by our vision and values, represents the shared action model** that we commit to implementing daily to strengthen the positioning and credibility of our Group in the markets, communities, and territories.

Our goal is to **embed sustainability**, encompassing ESG (Environment, Social, Governance), **in every aspect - contributing as much as possible to achieving the global goals of the Agenda 2030**.

The path was shared with shareholders and approved by the Board of Directors in September 2022. **It undergoes periodic review by the Executive Committee and ESG Committee** (→ Governance).

The values of our business approach

TECHNOLOGY

- **Technological and digital innovation** that shortens distances and enables quick, timely and fl exible responses;

- Ability to develop **customized, high-performance, low-impact engineering solutions**.

SUSTAINABILITY

- Ability to **operate with transparency and respect** for the social and environmental ecosystem in which we operate;

- Building relationships of **mutual trust** that last over time;

- Guarantee of the **highest level of quality, safety and reliability of the final product**, against the principles of "planned obsolescence" and mere profit;

- Enhancing the **skills and specific features of each of our companies' territories** and heritage (promoting Made in Italy).

SERVICE

- To be a **technical and commercial partner for our clients**, facilitating the selection of technological investments that align with their needs;

- To have a widespread presence in the territory, offering **personalized assistance and support services** to both domestic and international partners and clients;

- To **listen and adopt a proactive approach towards all stakeholders**, from customers and suppliers to the local communities in which we operate (directly managing every request).

To achieve all of this, we are reinforcing our organizational structures worldwide, aiming to be supportive and close to all our international clients, ensuring continuous support and service.

2.3 The Development of the Strategy

Our ESG strategy is **integrated** with the **financial growth and internalization** strategy.

Considering **sustainability variables together with context-specific ones** allows us to **mitigate business risks and focus on new market opportunities**, fostering positive synergies and sharing responsibilities.

The definition of the strategy involved **active participation from leadership and all responsible company functions** to gradually engage the entire corporate value chain, following the following stages of development:

2021 - 2022	2022 - 2023	2024 - 2026
PHASE 1 **Definition of the ESG Strategy and its Action Plan**	**PHASE 2** **Consolidation of ESG Governance**	**PHASE 3** **B-Corp* Company transitioning to a low carbon economy**
1. **Pre-assessment activities, risk analysis** (mapping of our positioning), **identification of priority themes** at a strategic level, and for our stakeholders (→ Materiality Analysis) 2. Establishment of the ESG governance structure and **internal ESG Committee** 3. **Setting medium to long-term goals**, related **actions, investments, and monitoring indicators** (→ The Sustainability Goals) 4. Implementation of **Corporate Policies and Codes** 5. **Preparation of the first Sustainability Report**	1. Adherence to the United Nations **Global Compact** 2. Initiation and **development of projects** outlined in the ESG Action Plan 3. **Monitoring of our ESG contributions** through specific indicators	1. Seamless integration of **financial and ESG** governance 2. Full involvement of the **supply chain** in the strategy 3. **B-Corp Certification** 4. Commitment to the **Science Based Targets initiative (SBTi)**

The main ESG management tool consists of **the ESG Action Plan** (→ The Sustainability Goals) along with **corporate codes and policies**.

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* The B-Corp is a voluntary certification issued by B Lab that assesses the company as a whole, accordingly to strict standards provided by the B Impact Assessment (BIA): workers, communities, environmental impacts, governance model - meeting the standards of social and environmental sustainability within the entire value chain.

2.4 Adherence to Global Compact

* The United Nations Global Compact is the world's largest strategic corporate citizenship initiative. It stems from the desire to promote a sustainable global economy: respectful of human and labor rights, environmental protection and the fight against corruption.

In 2022, **we formally joined the United Nations Global Compact*, a pact between CEOs and the United Nations aimed at fostering a sustainable**, fair, and inclusive global economy. As a participating company, we commit to voluntarily **integrate** the Ten UNGC Principles **into our strategic vision, organizational culture, and daily operations**. We also pledge to support the United Nations Sustainable Development Goals (SDGs). **As part of our annual reporting on achievements** (Communication on Progress - COP), we have included the **10 Global Compact principles in the GRI index**, aligning them with the content of our report.

HUMAN RIGHTS	
1. Respecting	2. Ensuring
Respect and promote human rights universally recognized within of their respective spheres of influence	Ensure that they are not, albeit indirectly, complicit in human rights abuses

WORK			
3. Supporting	4. Eliminating	5. Eradicating	6. Promoting
Supporting the freedom of association of workers and recognize the right to collective bargaining	Eliminate all forms of forced and compulsory	Eradicate effectively child labor	Promote the elimination of all forms of discrimination in matters of commitment and profession

ENVIRONMENT			ANTI-CORRUPTION EFFORTS
7. Supporting	8. Undertaking	9. Encouraging	10. Combatting
Supporting a preventive approach to environmental challenges	Undertake initiatives that promote greater environmental responsibility	Encourage the development and dissemination of technologies that respect the environment	Combat corruption in all its forms, including extortion and bribery

Registration in the name of the legal entity Della Toffola spa, a part of the Omnia Technologies Group.

2.5 Contributing to Agenda 2030

The guiding **framework that has been shaping the sustainability path for governments, businesses, and representatives of civil society since 2015**, the year when the **197 UN member countries endorsed its 17 goals**. Through the Sustainable Development Goals (SDGs**), the UN agenda not only sets specific and binding deadlines but, more importantly, provides an overall vision of what actively contributing to sustainable development truly entails.

The **SDGs inform all European policies and action plans, including the Green Deal and the derived resilience and recovery plans.**
In defining our strategy, we have identified the **SDGs where we can make a concrete contribution or have a higher likelihood of impact**.

These goals are highlighted in the adjacent table and are linked to material themes in the dedicated sections (→ Notes for reading).

** The Sustainable Development Goals (SDGs) are the 2030 goals agreed by UN Member States as part of the Global Agenda for Sustainable Development, approved in September 2015. The objectives are 17 and are divided into 169 targets.

2.6 The Adoption of the Science Based Target Initiative (SBTi)

In 2022, Omnia Technologies submitted its **commitment statement to reduce its greenhouse gas emissions**, which comes before the 5 phases of the adherence process (followed by target development, official project validation, sharing goals /strategy with stakeholders, and results disclosure).

Science-Based Targets (SBTi) are internationally shared goals calculated based on scientific evidence. SBTs help companies maximize their contribution to limiting the global temperature increase to 1.5°C, as required by the Paris Climate Agreement (2015).

For further details on our emissions management and reduction policy, please refer to → Environmental Impact Reduction.

A step-by-step process

COMMIT

Submit a letter estabilishing your intent to set a science-based target

DEVELOP

Work on an emissions reduction target in line with SBTi's criteria

SUBMIT

Present your target to SBTi for official validation

COMMUNICATE

Announce your target and inform your stakeholders

DISCLOSE

Report company-wide emissions and progress against targets on an annual basis

03

The Sustainability Goals

3.0 The Sustainability Goals

Our ESG Strategic Plan, now in its second year, is built upon 4 key pillars that encompass the company's commitment to relevant sustainability issues, SDGs, and the 10 UNGC principles.

The plan is fully **aligned with our corporate values and vision and corresponds to our industrial development strategy**.

As the transition from Della Toffola Group to Omnia Technologies was mainly nominal and organizational - a part of the industrial development and long-term growth strategy endorsed by shareholders - the action plan and strategic goals presented in the 2021 Report remain unchanged.
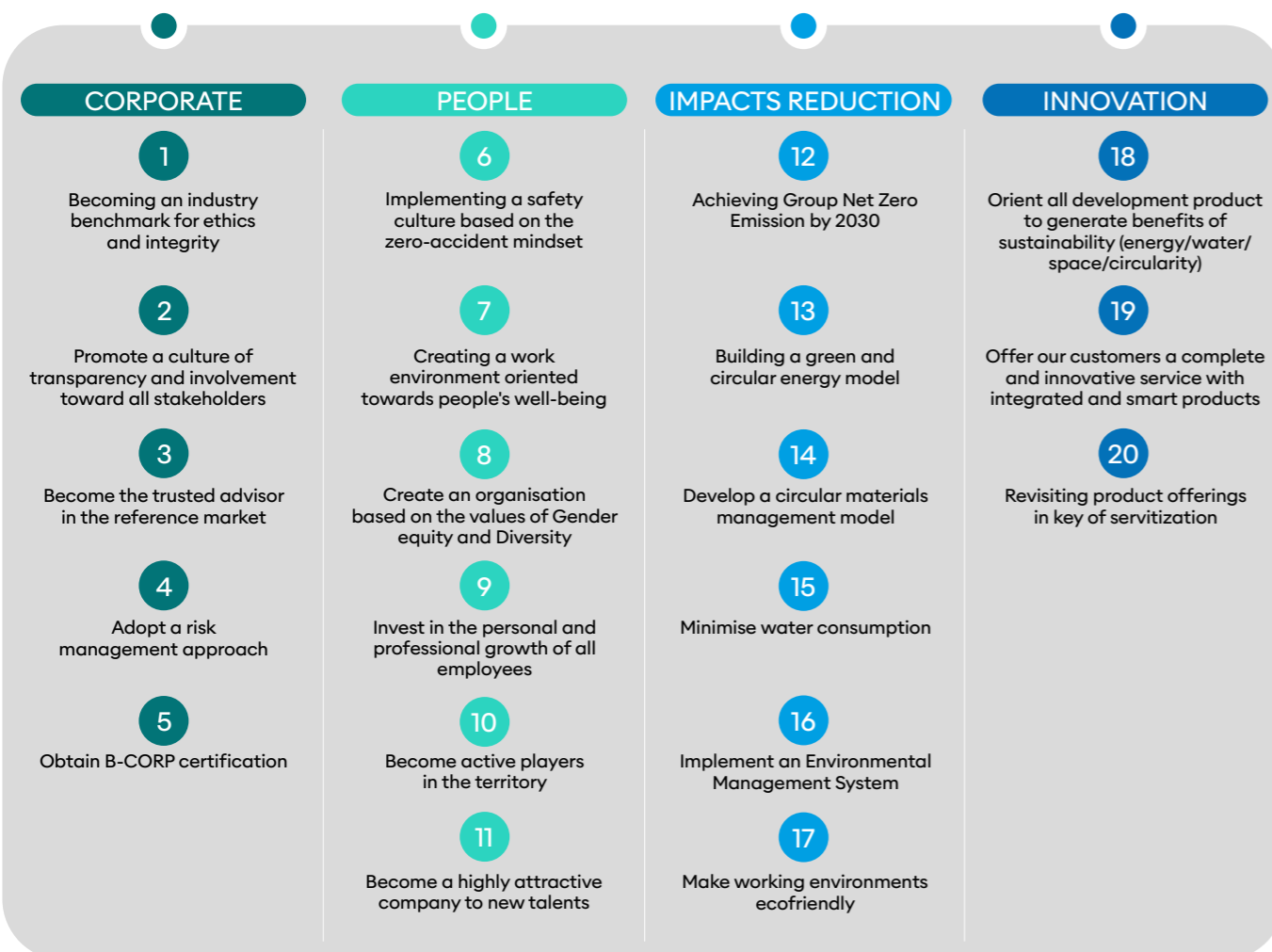
In 2020, to define **our sustainability goals - meaning the areas of impact/risk where we need to focus our efforts** - and the **action plan** to achieve them by 2030, we undertook an extensive analysis process on **ESG trends and scenarios crucial to us in terms of risks and opportunities** (partly presented in the → Context).

The **company-wide involvement was comprehensive and cross-functional**, enabling us to **objectively and transparently** reassess our company.

Strategically embracing sustainability entails considering the company as a whole, using a data-driven approach to monitor progress and challenges.

The **development of the plan and the monitoring of activities** are overseen by the **internal ESG Committee**, composed of the following company figures with control and management capabilities:

- **Chief Executive Officer** ensuring that the Group's sustainability journey is implemented consistently with the principles and values guiding our business operations;

- **Executive Committee (ExCo)** responsible for identifying strategies, guidelines, and sustainable development projects, assessing their alignment with established goals, analyzing the level of business risk, and verifying the progress made;

- **Managing Director** fully involved in the realization and monitoring of individual ESG projects directly impacting their respective divisions (Processing or B&P).

CORPORATE

1. Becoming an industry benchmark for ethics and integrity
2. Promote a culture of transparency and involvement toward all stakeholders
3. Become the trusted advisor in the reference market
4. Adopt a risk management approach
5. Obtain B-CORP certification

PEOPLE

6. Implementing a safety culture based on the zero-accident mindset
7. Creating a work environment oriented towards people's well-being
8. Create an organisation based on the values of Gender equity and Diversity
9. Invest in the personal and professional growth of all employees
10. Become active players in the territory
11. Become a highly attractive company to new talents

IMPACTS REDUCTION

12. Achieving Group Net Zero Emission by 2030
13. Building a green and circular energy model
14. Develop a circular materials management model
15. Minimise water consumption
16. Implement an Environmental Management System
17. Make working environments ecofriendly

INNOVATION

18. Orient all development product to generate benefits of sustainability (energy/water/space/circularity)
19. Offer our customers a complete and innovative service with integrated and smart products
20. Revisiting product offerings in key of servitization

The number by which the objectives are identified is progressive and not in order of priority.

4 Pillars

20 ESG Macro Targets

90 Target Initiatives (**52** ongoing)

22 Cross-functional project managers

63 People in project teams

**+1,100** People involved

Team ESG Corporate

Corporate Governance

Overseeing projects within the Corporate Pillar, supporting project teams and owners in managing timelines and methods, and ensuring goal achievement.

Marcello Minervini

Marketing | ESG

Supervising projects within the People Pillar, supporting project teams and owners in managing timelines and methods, and ensuring goal achievement.

Francesca Borsato

HSE

Supervising projects within the Environment Pillar and those related to Health and Safety, supporting project teams and owners in managing timelines and methods, and ensuring goal achievement.

Felice Leone

Digital | Innovation

Overseeing projects within the Product Innovation Pillar, supporting project teams and owners in managing timelines and methods, and ensuring goal achievement.

Lorenzo Merlini

Additionally, in 2022, we established the **ESG Team - spanning across company functions - tasked with translating strategies into specific multi-year projects and initiatives**, as well as **planning, managing, and monitoring all Group sustainability projects**.

Moreover, **an external consulting firm**, specialized in strategic innovation and sustainability, **supports internal functions in project management for individual initiatives of the ESG plan**.

Below, we present the governance model for sustainability adopted by Omnia Technologies Group.
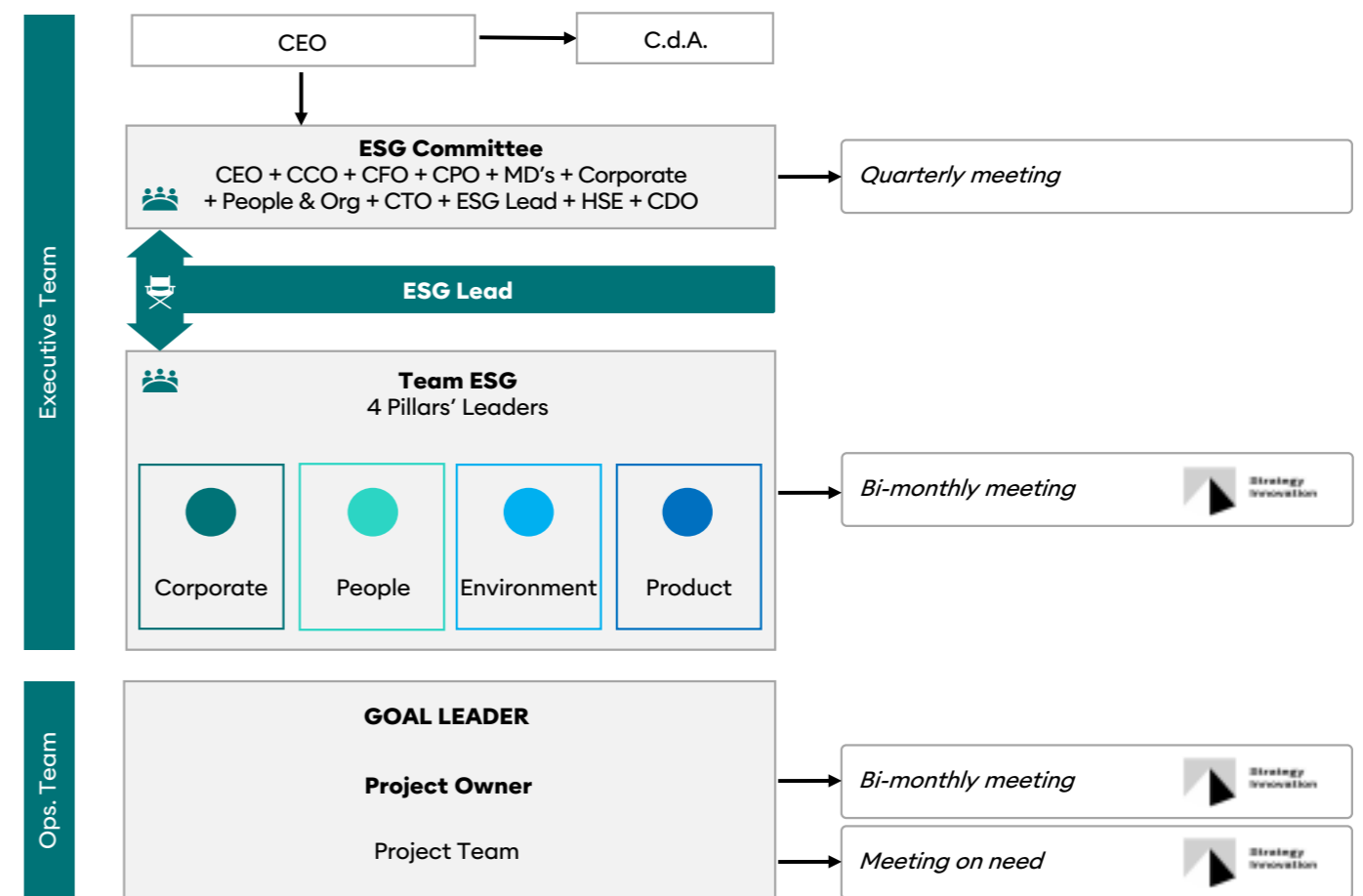
Project Owner is the individual responsible for managing the planning and operations of individual projects within the ESG Plan.

ESG Lead is the person who coordinates the ESG team, acting as a facilitator between the Executive Team and the Operational Team, working closely with the external consulting firm.

ESG Committee Members	Shared roles and responsibilities
CEO	▪ Define strategises in the sustainability field
CCO	▪ Decide updates, changes and revises to the ESG strategic plan
CFO	▪ Supervise the execution of the ESG strategic plan
CPO	▪ Validate, review and verify targets
MD's	▪ Approve any other sustainability projects not included in the Plan
Corporate	▪ Propose, assess and approve the ESG function's budget
People & Org	▪ Approve the Sustainaibility Report
CTO	▪ Define any changes to sustainability governance
CDO	
ESG Lead	
HSE	

ESG Team Members	Shared roles and responsibilities
4 Pillar Leaders	▪ Monitor and control the operational execution of the ESG strategic plan
	▪ Define Project Management guidelines
Francesca Borsato	▪ Define and monitor cross-functional project teams
Felice Leone	▪ Prepare the quarterly report, agenda, and minutes of the ESG Comitee
Lorenzo Merlini	▪ Decision-making on project criticalities
Marcello Minervini	▪ Prepare the annual Sustainability Report

Starting from 2022, all key management positions, as well as roles that can influence both the financial and non-financial outcomes of the company, were given a collective target linked to the realization and implementation of the ESG plan **(Management By Objectives - MBO)**.
Our plan includes a bi-weekly internal **monitoring of individual projects and a quarterly reporting to the shareholders on the overall progress** of the activities (the same document used to extract some data for this report).

Throughout 2022, all set goals were fully achieved, and the related document was approved by the Board of Directors in September of the same year. **In the following pages, we provide an account of these results, considering the milestones yet to be reached** - from now until 2030 - **to mitigate risks, reduce impacts, and increase positive contributions**.

We present what we have accomplished according to
the four pillars of our ESG strategy:

Corporate	People	Impacts reduction	Innovation

1

Pillar
Corporate

3.1 Corporate

The aspects that receive the most attention in terms of sustainability are those related to environmental and social spheres, but **good corporate governance - and the ability to position ourselves ethically and transparently in the market - are the keys to the full realization of other goals**.

To ensure this evolution, with a continuous improvement mindset, we identified five strategic goals in the corporate area in 2021, guiding our actions.

Below, we provide an overview of the results achieved for each of them in 2022 and the upcoming goals for 2023.

The figure responsible for **overseeing corporate and governance matters at the Group level: the Corporate Director** (→ The Sustainability Goals).

GOALS CORPORATE

GOALS	OWNERS	ACTIVITIES 2022*	GOALS 2023
1 Becoming an **industry benchmark for ethics and Integrity**	Corporate Director	▪ Joining UNGC (→ The Global Compact membership) ▪ Whistleblowing policy (→ Governance) ▪ MbO System (→ The Sustainability Goals)	▪ 231 organizational model throughout the Group
2 Promote a **culture of transparency and involvement** toward all stakeholders	ESG & Marketing Manager	▪ 1st sustainability report distributed to all our stakeholders and key clients ▪ Stakeholder Engagement Questionnaire (→ Materiality Analysis)	▪ 2° integrated sustainability report with UNGC CoP ▪ Stakeholder engagement activities ▪ Intranet launch
3 Become the **trusted advisor** in the reference market	Chief Commercial Officer	▪ Shared business approach ▪ New commercial leadership roles ▪ NPS model	▪ Intensive training program for sales teams ▪ Continuing with the acquisition of leadership profiles
4 Adopt a **risk management approach**	Chief Financial Officer	▪ Introduced the first cybersecurity insurance coverage for the entire Group	▪ Strengthening governance and reviewing Limitations of Authorities for all Group companies
5 Obtain **B-Corp certification**	Corporate Director	▪ Defined the Common Benefit Purposes and Statute text ▪ Benefit Impact Assessment	▪ Transformation into a benefit corporation ▪ B-Corp certification

* The list also considers activities carried out within the first three months of 2023.

1. Becoming an industry benchmark for ethics and integrity

In order to make **our values of respect, fairness, listening, and merit** clearly evident in every internal and external attitude or relationship and to place ethics as a cornerstone of every decision, we have:

▪ **Joined the United Nations Global Compact**. This choice represents a challenge for our organization to constantly and comprehensively integrate new progress measurement forms in relation to one of the main frameworks for business ethics and integrity (→ Adherence to Global Compact).

▪ Implemented the **Whistleblowing Policy**, allowing anyone to report any non-compliance with corporate compliance to counter any corrupt practices in the workplace (→ Governance).

▪ Adopted a rewarding **MBO evaluation system** (→ Governance).

We have initiated an **update plan** related to:

▪ **Cybersecurity strategy**, particularly focused on data backups, infrastructure and network creation, disaster recovery procedures, business continuity, and personnel training. The implementation plan is managed by the IT function;

▪ **Best practices in terms of privacy**, extending compliance analysis to all newly acquired Group companies;

▪ **Best practices in sector regulations and compliance**, to be followed by targeted adaptation actions;

▪ **Ongoing compliance training** for all white-collar employees of the Group, also utilizing modern tools to expand access to the entire workforce (e-Learning platforms).

2. Promote a culture of transparency and involvement toward all stakeholders

In 2022, we developed and published our first Sustainability Report, the result of an initial approach to materiality and data collection, involving all areas of the company: from marketing and finance to production. The report **was distributed to key clients and corporate stakeholders**.

In 2022, **preparatory activities were also carried out to achieve the 2023 goals**:

- Digital initiatives (particularly surveys) to start a structured engagement of our **external stakeholders and measure their perception on ESG issues**. The results were used to revise the → Materiality Analysis 2022.

- Developing an internal communication and employee engagement plan to create a **sustainability culture** based on data and daily initiatives, involving everyone in the company's transformation process.

3. Become the trusted advisor in the reference market

In the Group's strategic plan, becoming a trusted advisor means **consolidating and improving the relationship with the customer**.

For this reason, new commercial leadership roles need to be trained on four levels:

- **Technologies and solutions**, increasingly integrated, that the Group can offer to its customers and the market it operates in;

- **Credibility**, which has a historical meaning for us, built on successes and solid references that, in the long run, can grow into a measurable value of trust and reputation;

- **Values**, expressing our ethical values in all commercial relationships, as solid spokespersons and, whenever possible, multipliers;

- **Inspiration**, conveying our forward-thinking approach, particularly when it comes to ecological transition and sustainability, areas where our solutions can play a central role when approached as increasingly integrated and digitized solutions (→ Innovation).

To achieve this, in 2022, the company started a program to onboard and **train new commercial leadership roles. Commercial presentations, content, language, and communication methods were created and aligned**, involving all commercial figures from different Group brands and all cross-functional corporate functions - both in production facilities and commercial branches. **A marketing address was established, from which all branding and corporate** communications originate, ensuring that everyone in the Group is aligned with the new communication material and commercial approach.

In addition, in 2022, the company worked to structure and implement a new customer relationship measurement system: the **Net Promoter Score (NPS) model**.

This model is based on a tool that measures the level of satisfaction towards a company or product **based on the percentage of customers who would recommend the product or service to others**. Through a single clear question, customers give a vote from 0 to 10 and are categorized into three judgment categories. This effective categorization allows for analyzing the state of market relationships and making "the level of trust" measurable, which is otherwise elusive and personal.

The NPS model was **tested for the first time at Della Toffola Spa with six projects** and presented at SIMEI - International Exhibition of Enological and Bottling Machinery - in November 2022.

Given **the positive outcome of the initiative (average value 8.4/10)**, in 2023, NPS was extended to the Group level, becoming:

- a standard customer satisfaction monitoring tool

- a requirement for the Acceptance Protocol for any of our finished products or plants.

In this way, **an operational and organizational need is also met: the Acceptance Protocol formalizes the warranty period for machinery, useful for the Service in managing the post-sales period of the plants** (also see → Our Approach to Customers and Suppliers).

These initiatives lay the foundation for the activities planned for 2023, including:

- **Validating language and corporate content** consistent with the new 'Trusted Advisor' concept, through clear and shareable content.

- **Training and transferring the new culture** to make commercial roles expert consultants, through structured training programs digitally accessible at any time.

- Applying the **Net Promoter Score** in all Group companies.

4. Adopt a risk management approach

In 2022, the groundwork was laid for the activities in 2023; the implementation of an **ERP system** (Enterprise Resource Planning) **for all Group companies was initiated, with the goal of obtaining a single and shared management control system**.

The implementation phase follows the following schedule:

- Della Toffola, Gimar, Z-Italia, Sirio Alberti
  January 2023

- Frilli, Permeare e Priamo
  June 2023

- Ave, Ape
  August 2023

- Bertolaso
  December 2023

- Mar.Co, Progema
  January 2024

5. Obtain B-Corp certification

The **Benefit Corporation now represents the highest level of expression of sustainable business** (introduced in Italy with the "Legge di stabilità 2016", Law 28 December 2015, n. 208). Becoming a Benefit Company means **placing profit and social and/ or environmental benefits on the same level** of importance and incorporating them into the statute.

In 2022, we completed the **BIA (B-Impact Assessment) with a score of 89/200: the first step to obtain B-Corp certification**.

B-Corp certification, issued by the independent American organization B-Lab, is undoubtedly a fundamental step – although not mandatory – towards adopting the new benefit legal form.

Employees

Environment

Bcorp Certification

Governance

Customers

Community

Cybersecurity and Privacy

In this chapter, we address the only material issue associated with this pillar and not already covered in other sections of the report: **cybersecurity and the privacy of our customers** (→ Table of correlation between material issues and GRI standards).

Among the principles and specific conduct norms in our **Code of Ethics**, we have included three rules that are essential to us:

- **Protecting the privacy and confidentiality of strategic or sensitive information.** Anyone dealing with personal data and strategic or otherwise sensitive information must do so within the limits prescribed by the Law and according to what has been declared to the individuals concerned.

- **Ensuring transparency** in external communications. Anyone, as part of their proper business functions, required to communicate or disclose information, must ensure its truthfulness and completeness in relation to the purposes and considering the rights to privacy. Information must be provided in a manner that does not deceive the recipients.

- **Safeguarding the integrity of computer and paper** systems and documents.

In our case, protecting privacy and promoting cybersecurity not only means implementing an organizational model for the proper management of the network, computer systems, or personal data, in accordance with **EU Regulation no. 2016/679, GDPR**, but also – and above all – implementing a consolidated and streamlined process for the **protection and integration of our customers' process data** (also in light of the overall → Digitalization process that is impacting the entire Group).

Cybersecurity activities are managed by the **Group's Information Technologies** function, while the **integrated management of personal data is entrusted** to the **Legal & Compliance** function.

In 2022, we did not record any IT incidents involving sensitive personal data of our customers and stakeholders.

To report any violations of organizational and technical security measures, a dedicated email address has been provided, monitored by the Legal & Compliance and IT functions.

Material topic

Cybersecurity and Privacy

Development of appropriate **governance, infrastructure, and awareness** for the **prevention and mitigation of risks** related to the collection, **storage, and use of sensitive or confidential data or information**.

Center of responsibility

Information Technologies
Legal & Compliance (belongs to Group Corporate Area)

Management modality

- Privacy Policy according to EU Regulation No. 2016/679, GDPR
- Code of Ethics
- Supplier Code of Conduct
- Employee Training

Involvement type

Direct and Indirect Impact

ESG Plan goals

1 2 4

GRI Referenced

GRI 418-1: Client privacy 2016

SDGs Related

Deepening

Cybersecurity from Those Who Manage It

Matteo Spagnolo
IT Manager Omnia Technologies

Why is cybersecurity a relevant issue today?

Cybersecurity is **necessary to safeguard the company's IT system from damages and disruptions caused by external attacks or deliberate incidents**.

Through the implementation of an efficient cybersecurity system, it is possible to ensure the security of different aspects of the company's IT infrastructure:

- data
- applications
- network

Cybersecurity is also what **enables the company to respond to unforeseen events and carry out rapid and effective disaster recovery operations**. In these cases, two keywords are essential:

- **resilience**, which is the company's ability to adapt its operations even in the presence of a cyber-attack or accidental damage;

- **robustness**, the capacity to avoid disproportionate damages in case the structure itself experiences even severe local damages.

For this reason, we have adopted a resilient and robust approach to cybersecurity.
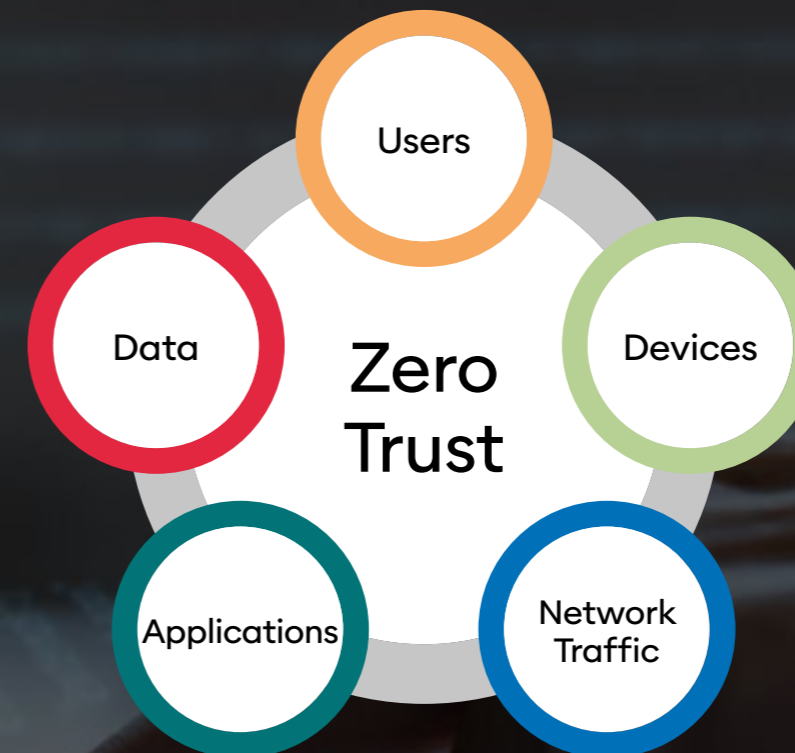
There are 7 priority activities that go into the implementation of this approach:

1. **Infrastructure / Network**

2. **Backup**

3. **Disaster Recovery Strategy / Business Continuity**

4. **IT Governance**

5. **Monitoring**

6. **O365 Migration**

7. **Continuos Training**

2
Pillar
People

3.2 People

Our resources

At Omnia Technologies, **people are our most valuable asset, and that's why we pay special attention** from the **selection phase to their integration** into the company.
Towards them, we are constantly committed to:

- **Safeguarding health and safety** in our workplaces and any other location where we conduct our activities, adopting all measures required by law and derived from the application of the best available techniques.

- **Ensuring impartial treatment in personnel selection and management**. We commit to selecting staff based on **skills, experience, and potential**, providing **fair opportunities and working conditions**. We also develop training plans for continuous improvement and professional growth for all employees. We do not employ individuals without proper residency requirements and other legal prerequisites.

- **Not tolerating any discriminatory behavior or actions that violate personal dignity**. We categorically pursue any form of intolerance, violence, harassment, or discrimination. We ensure compliance with all applicable laws and provisions of collective bargaining agreements (as of **31/12/2022**, **100% of the Group's employees operate under the National Metalworkers' Collective Bargaining Agreement**) without any distinction based on political opinions, union activities, religious beliefs, gender, sexual orientation, ethnicity, nationality, age, or health status, or any other personal characteristic. Anyone is **encouraged to report insulting, discriminatory, or defamatory attitudes** that occur in the workplace or outside of it, severely contradicting the company's guiding principles.

- **Guaranteeing freedom of association**. We commit to engaging, through relevant functions, with Political and Trade Union Organizations and with Works Councils present in our companies, fostering proper dialogue and cooperation, respecting legitimate interests without discrimination or differential treatment, based on principles of transparency, confidentiality, independence, and integrity. In this regard, it is noted that in **2022, the company climate was good, and trade union relations were conducted in a mutually cooperative environment**. Trade **union parties continue to support the company**, both in managing political-economic emergencies affecting the business and in the continuous improvement policies and developments proposed by the Management.

- **Respecting work-life balance**. We support the balance between professional and personal life, providing balanced and flexible working hours and promoting shared solutions to facilitate **social, emotional, and cultural development of the people** who are part of our Group, considering the diverse geopolitical realities in which it operates.

- **Working in teams and collaborating fairly**. We encourage collaborating fairly with colleagues and **actively participating in team activities**, contributing ideas and solutions to improve the quality of everyone's work. We support any opportunity aimed at fostering information exchange, cooperation, and a sense of cohesion, even remotely, through any means and using traditional and innovative tools.

GOALS PEOPLE

GOALS	OWNERS	ACTIVITIES 2022*	GOALS 2023
6 Implementing a **safety Culture** based on the "zero-accident" mindset	Chief Transformation Officer	▪ Initiation of ISO 45001 activities ▪ Replacement of outdated machinery	▪ Certification ISO 45001
7 Creating a work environment oriented towards **people's well-being**	Chief Transformation Officer	▪ Renovation of canteen and office spaces at DT Spa ▪ Smartworking policy	▪ New Omnia Technologies Signoressa (TV) headquarters complex ▪ Bertolaso (VR) office renovation
8 Create an organization based on the **values of Gender equity & Diversity**	People & Org Director	▪ Diversity and inclusion policy	▪ Development of a recruitment policy in line with gender equity and diversity guidelines
9 Invest in the **personal and professional growth** of all employees	People & Org Director	▪ 9,000 hours of training provided, expanded training offerings	▪ Increase accessibility to training activities (activation of e-learning platform) ▪ Increase training hours by 50% compared to 2022
10 Become **active players in the territory**	Marketing & ESG Manager	▪ Strengthened partnership and support for Imoco and Villorba women's football (Cantine Pizzolato) ▪ Renewed existing partnerships with Assoenologi, Infinite Area, Civiltà del bere, Uni Cattolica, and SMACT	▪ Confirm existing partnerships ▪ Joint communication plan
11 Become a highly **attractive company to new talents**	People & Org Director	▪ Contacts with Universities of Udine, Venice, Padua, and Verona ▪ Mapping of 2023 initiatives and job posting sharing	▪ Action plan with Universities of Venice, Padua, Udine, and Verona

* The list also considers activities carried out within the first three months of 2023.

Employees by gender and employment contract as of 31.12 *

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of employees	**547.4**	**65.6**	**613**	**772.6**	**111.9**	**884.5**	**828.16**	**119.82**	**947.98**
Permanent employees	527.6	63.6	**591.2**	741.5	105.1	**846.55**	805.66	114.20	**919.86**
Fixed-term employees**	18.8	2.0	**20.8**	31.1	6.8	**37.9**	22.50	5.63	**28.13**
On-call employees	-			-	-	**-**	-	-	**-**
Full time employees	544	59	**603**	765	99	**864**	822.9	105.28	**928.18**
Part time employees ***	3.4	6.6	**10**	7.6	12.9	**20.45**	5.26	14.54	**19.8**

* The data is calculated in **full-time equivalent employees (FTE)**: a unit of measurement for people employed to make them comparable to each other, although they may work a different number of hours per week. Typically, one FTE corresponds to 2,080 annual hours (40 hours per week x 52 weeks).

** **Fixed-term** contracts mainly concern roles related to production and logistics to support a temporary increase in activities.

*** In most cases, employees returning from parental leave and, in any case, to balance work and life schedules.

Employees by location, gender, and type of contract as of 31-12 *																		2021	
	Italy		France		Romania		Spain			UK		United States		Mexico		Argentina and Chile		Australia		Total	
	M	W	M	W	M	W	M	W		M	W	M	W	M	W	M	W	M	W	M	W
Number of employees	663.4	85.85	26	4	1	1	34	5		7	2	9.2	3	8	3	68	9	5	1	826.6	113.85
Permanent employees	634.3	79.05	26	4	1	1	32	5		7	2	9.2	3	8	3	68	9	5	1	795.5	107.05
Fixed-term employees**	29.1	6.8	0	0	0	0	2	0		0	0	0	0	0	0	0	0	0	0	31.1	6.8
On-call employees	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-
Full time employees	657	73	26	4	1	1	34	5		7	2	8	3	8	3	68	9	5	1	819	101
Part time employees***	6.4	12.85	0	0	0	0	0	0		0	0	1.2	0	0	0	0	0	0	0	7.6	12.85

Employees by location, gender, and type of contract as of 31-12 *																		2022	
	Italy		France		Romania		Spain			UK		United States		Mexico		Argentina and Chile		Australia		Total	
	M	W	M	W	M	W	M	W		M	W	M	W	M	W	M	W	M	W	M	W
Number of employees	666.7	87.69	20	5	1	1	35.56	5.13		3.5	3	10.5	2	7	5	74	9	9.9	2	828.16	119.82
Permanent employees	646.7	85.065	19	5	1	0	34.56	5.13		3	3	10.5	2	7	5	74	9	9.9	0	805.66	114.20
Fixed-term employees**	20	2.625	1	0	0	1	1	0		0.5	0	0	0	0	0	0	0	0	2	22.5	5.625
On-call employees	-	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-
Full time employees	663	74	10	5	1	1	34	4.51		3	3	10	2	7	5	74	9	8	0	820	103.51
Part time employees***	3.7	13.69	0	0	0	0	1.56	0.63		0.5	0	0.5	0	0	0	0	0	1.9	0	8.16	14.32

* The data is calculated in **Full-Time Equivalent employees FTE**.

** **Fixed-term** contracts mostly apply to roles related to production and logistics to support temporary increases in activities.

*** In most cases, employees returning from **parental leave** and, in any case, to balance work-life schedules.

Employees with disabilities as of 31.12 *		
	2020	**2021**	**2022**
% employees	5.0%	4.4%	5.0%

* The data is calculated in **full-time equivalent employees (ETP)** and refers to **protected categories**. The trend is proportional to the variation in the number of employees and reflects the mandatory limits set by law.

Hires as of 31.12								
	2020			**2021**			**2022**		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent FTE Employees	33	7	**40**	76.5	4.6	**81.1**	104.95	21.00	**125.95**

Employee departures as of 31.12 *								
	2020			**2021**			**2022**		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent FTE Employees	51	2	**53**	60	10	**70**	84.50	16.95	**101.45**

* In the count, both voluntary resignations Omnia Technologies into consideration minimal related to retirement cases.

Resignations have been minimally related to retirement cases; in the year of the phenomenon of "great resignation," even within the Omnia Technologies Group, there have been **voluntary resignations in various roles and levels for which every retention action has been challenging**. However, the number of cessations, as well as the number of hires, should be considered net of fixed-term contracts and certain intra-company transitions for growth programs and job rotations, which led to the early stabilization of fixed-term contracts for technical professionals who are key resources in our reference industry. Nonetheless, **the trend has been positive with the addition of new resources growing in almost all areas of the organization.**

C-Suite as of 31.12 *								
	2020			**2021**			**2022**		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
FTE Employees	5	0	**5**	11	4	**15**	15	2	**17**

* The term C-Suite refers to the group of top executives within the company.

Senior Management as of 31.12 *			
	2021		**2022**	
	Men	Women	Men	Women
Senior Management	34	3	45	14

* Individuals who, based on their length of service and/or experience, hold managerial positions and/or responsibilities (middle managers and top executives of the C-Suite).

Health and Safety

The **main activities** carried out in our facilities involve the **assembly of electrical, electronic, and mechanical components**.

In some cases, there are also **metalworking processes** using tools and equipment such as lathes, drills, bending presses, shears, welders, etc. Product handling within the warehouses is done **using electric trucks, pallet trucks, and overhead cranes**. Additionally, part of the work is performed at customer sites for machine assembly and assistance services. Consequently, the main job categories include **carpenters, welders, assembly operators, warehouse attendants, and transfer technicians**. Furthermore, the category of "video terminal user" applies to all office personnel.

The main risks our employees face are related to the use and exposure to heavy machinery and moving equipment, as well as electrical hazards.

To identify potential hazards and **quantify the risks**, we conduct assessments according to the provisions of **Legislative Decree 81/08** and subsequent amendments. The analysis is performed by the **in-house Prevention and Protection Service** in collaboration with external consulting firms, especially for instrumental evaluations. Continuous monitoring allows us to take corrective actions and implement constant improvement plans.

Ensuring health and safety in the workplace is of utmost importance to us and stands as the most significant material topic. Prior to acquisition, each company undergoes due diligence activities and auditing, with post-merger support focusing on health and safety topics.

Anyone operating within Omnia Technologies Group companies must respect the health and safety requirements of all stakeholders.

Material topic

Health and Safety at the workplace

Ensuring **safe and healthy workplaces by implementing** workplace **safety practices, employee health and well-being programs**, and promoting a **corporate culture of health and safety**.

Center of responsibility

HSE Manager (belongs to Group Corporate Area)

Management modality

- Periodic meetings
- Specific committees
- Weekly safety report in ExCo
- Planned annual audit plan at all group companies

Involvement type

Direct and indirect impact
(through our business relationships)

ESG Plan goals

6 7

GRI Referenced

GRI 403-1: Occupational Health and Safety 2018
GRI 403-2 (a-d): Occupational Health and Safety 2018
GRI 403-3: Occupational Health and Safety 2018
GRI 403-5: Occupational Health and Safety 2018
GRI 403-6 (a): Occupational Health and Safety 2018
GRI 403-9: Occupational Health and Safety 2018

SDGs Related

For this reason:

- All our facilities adhere to **work procedures and integrated data management and reporting systems**. Certification according to the UNI EN ISO 45001:2018 standard will be achieved during 2023. As of 2022, only AVE Technologies has implemented a certified UNI INAIL Lavoro Sicuro system following the Uni INAIL guidelines.

- We have appointed a Group-level figure to manage safety and environmental issues (**Group HSE Manager**) and to organize a uniform and coordinated data management and reporting service at all levels.

- **Regular meetings are held**. Each year, in all facilities, Employers, the Head of the Prevention and Protection Service (RSPP), the Workers' Representative for Safety (RLS), and the Occupational Health Physician (MC) come together. Since 2021, shared meetings between Management and the RSU have been promoted to transparently communicate data and actions related to safety, the environment, and business performance.

- A **health surveillance system** is in place for employees, coordinated with occupational health physicians. The health protocol includes medical examinations and specialist assessments that determine employees' fitness for specific roles. Each company has an occupational **health physician** appointed by the respective employer. The health surveillance management is supported by **specialized Occupational Medicine Centers**, responsible for scheduling medical examinations and performing specialist visits.

- New hires are provided with information about the Metasalute category fund as a welfare and supplementary health care tool (according to the National Collective Bargaining Agreement). The fund provides direct or indirect healthcare, including all types of medical examinations and specialist assessments, even for tax-dependent family members.

- We are committed to promoting a **safety culture** and a prevention-oriented mindset, ensuring that all operators are aware of the risks present, promoting the use of Personal Protective Equipment (PPE), and emphasizing how compliance with work procedures and company rules are fundamental in preventing accidents. The ultimate goal is to instill a "zero accidents" management mentality across all companies, both productive and commercial. This process is further facilitated by **training activities** involving all workers based on their specific roles.

- Workers are encouraged to report any dangerous events or situations, accidents, or near misses for analysis and potential implementation of corrective actions. The company **promotes the reporting** of events of any kind to enhance improvement actions (Near Miss events).

In the reporting period, **19 accidents were recorded** (-10% compared to 2021), **all of mild to moderate severity: abrasions, bruises, minor cuts, or foreign bodies in the eye**. The cases were related to Italian facilities, as they are the productive ones. **For each accident that occurred**, a report was prepared **detailing the circumstances, the causes that led to it, and the evidence of how the company provided training to the employees in response to the event (workers' training record at the end of the activity)**.

In general, **when an accident or near miss occurs, a report/module (referred to as "Safety Bulletin")** is prepared, describing the context in which the event occurred and the causes that led to it. The report is signed by the department head where the incident took place. Corrective actions are then developed to prevent the recurrence of accidents or near misses. The process concludes with the implementation of improvement actions and the training of the injured employee – and other directly involved colleagues – on the correct work procedures to follow (e.g., manual handling of loads, welding, etc.).

During 2022, only one near miss event was recorded (see detailed box).

Near Miss 2022

Event Description	Root Cause Identification	Action Plans & Updates
During the manual closing activity of the mechanical tie rod of a press, the operator slipped due to the breakage of the key mechanism and its recoil.	Workers were using a manual tool to tighten the press tie rods, exerting a force greater than the required tension.	- Improvement: Purchased a pneumatic tool to apply the proper force to the tie rod. - Personnel training on the use of the new equipment.

The data regarding Health and Safety, finalized at the end of the year, is presented within the **Annual Safety Meeting** (as required by Legislative Decree 81/08) and, starting from 2023, during the **Management Review** (as required by ISO 45001), where appropriate improvement actions are also shared.

In December 2022, all the companies within the scope of this report, which are part of the Group, underwent pre-audit activities according to the reference standard UNI EN ISO 45001. The activity did not reveal any existing criticalities.

Prevention in business reports

During 2022, one of our long-standing clients contacted us to develop a procedure together for safely performing maintenance on our installed presses. This operating instruction complements the existing information already outlined in the machine user manuals.

Measures of improvement have been adopted - both internally at Omnia Technologies and at the client's site - as an additional safeguard to protect the maintenance process:

1. **General Safety Training** courses (General + Specific) for all personnel involved in machinery operation.

2. **Specific Safety Training** for personnel working in specific areas: confined spaces for technicians and Press departments, work at heights, use of elevating platforms, etc.

3. Issuance of **Safety Bulletins and specific training** following accidents to raise awareness among all workers.

Furthermore, a specific procedure for working in confined spaces was shared and developed for the technicians of both Omnia Technologies and the client, who carry out regular and extraordinary maintenance activities on the presses installed at our customers' sites.

Employee Injury Rates as of 31.12				
	2020	**2021**	**2022**	**Change compared to previous year**
Number of recordable injuries	20	21	19	-10.5%
of which fatal/severe consequences	-	-	-	
of which commuting accidents	-	-	-	
Total working hours	778,876	1,336,240	1,688,888	+26.4%
Rate of recordable workplace injuries*	5.13	3.14	2.25	-28.3%

* The rate is calculated by multiplying the number of recordable accidents by 200,000 and then dividing it by the total number of working hours.

Contractors Injury Rates as of 31.12 *				
	2020	**2021**	**2022**	**Change compared to previous year**
Number of recordable injuries	-	2	2	0%
of which fatal/severe consequences	-	-	-	
of which commuting accidents	-	-	-	
Total working hours	12,524	21,065	82,087	+290%
Rate of recordable workplace injuries**	-	19	4.46	-74%

* Contractors are suppliers employed for specific installation and maintenance activities of our production lines and machinery.

** The rate is calculated by multiplying the number of recordable accidents by 200,000 and then dividing it by the total number of working hours.

Absenteeism rate due to accidents as of 31.12 *				
	2020	**2021**	**2022**	**Change compared to previous year**
Lost days due to accidents*	503	279	562	+101%
Severity rate of accidents**	0.6	0.2	0.33	+65%
Absenteeism rate***	-	3.2	4.0	+25%

The data is defined according to the calculation methods applied in our periodic progress reports.

* The calculation includes both days lost due to accidents and days of work lost due to unforeseen incidents causing work stoppage. **The days are expressed in full-day equivalents** to make different durations of workdays comparable.

** The rate is calculated as follows: number of days of work lost (due to work-related accidents) x 1,000 / total working hours.

*** The rate is calculated as the total of days lost due to illness, accidents, etc. (including paid sick leave but excluding other periods of paid leave such as paid vacation days, holidays) divided by the total scheduled workdays for the personnel.

🔍 Deepening

During 2022, we **proceeded to replace the equipment fleet of three of our companies** to enhance **efficiency, cost-effectiveness, safety, and user comfort** for the workers.

Specifically:

- Della Toffola SpA: **70%** of the factory equipment/machinery fleet replaced (100% target for 2022 ESG Plan completed).
- Sirio Aliberti Srl: **50%** of the factory equipment/machinery fleet replaced (100% target for 2022 ESG Plan completed).
- Gimar Srl: **30%** of the factory equipment/machinery fleet replaced (100% target for 2022 ESG Plan completed).

Examples of replaced machines

Elevating rotary table

The replacement has increased performance, production capacity, and production times, as well as the safety of movements.

Horizontal axis positioner

This allows for improved performance, production capacity, and flexibility of use, as well as enhanced safety during movements.

Enhancement and Engagement

In 2022, we established a **Corporate Hub** within the Human Resources Department (directly reporting to the CEO) with the aim of **centralizing and standardizing the management model** of our resources, not only for administrative aspects **but also for talent development and acquisition**.

Training, coaching, and continuous skill development are essential requirements to ensure the highest personal growth and productivity standards within the Group.

To achieve these goals, we have undertaken the following initiatives:

- **Pairing new recruits** in production departments with the most **experienced staff members** to facilitate comprehensive and effective on-the-job learning;

- Involving all employees - both operational and managerial - in **training activities and continuous improvement moments**;

- Disseminating updates on **specific sector regulations** through internal communication channels.

Material topic

Engagement and Empowerment of human resources

Engagement and Empowerment of Human Capital through **training** programs, skill development, and **active interaction**.

Center of responsibility

People & Organization Director

Management modality

- Unified Personnel Management Platform
- Unified Training Delivery Platform
- Intranet and Internal Communication Plan

Involvement type

Direct Impacts

ESG Plan goals

7 9 11

GRI Referenced

GRI 404-1: Training and Education 2016
GRI 404-2: Training and Education 2016

SDGs Related

In 2021, a **total of 1,400 training hours** were delivered (1.6 hours on average per FTE employee as of 31-12*). **30% of the workforce**, particularly those in operational roles, benefited from these training sessions.
The training topics were as follows:

- **Health and safety 80%**
- Technical and instrumental skills 10%
- Professional skills (language courses, management, etc.) 10%

During 2022, over **9,000 training hours** were provided (9.8 hours on average per FTE employee as of 31/12*), and we expanded the training offering. It now includes language and leadership courses, as well as courses to enhance managerial skills and regulatory compliance.

The training hours were distributed as follows:

Training Type	Hours	% on total	Recipients (category)
Mandatory: First Aid, Fire Safety, Working at Heights, Confined Spaces, PPE (Personal Protective Equipment), etc.	6,023	65%	Workers
Managerial: Stress Management and Managerial Skills Development	1,946	21%	Managers and Executives
Technical: Machinery Directive and Industry 4.0 Courses	1,297	14%	Employees
Total training hours	**9,266**	**100%**	**40% of the company's population** (+ 10% compared to 2021)

* Calculated by dividing the total number of training hours delivered to FTE employees by the total number of FTE employees as of 31.12.

In addition to this, all employees involved in the SAP project received training on the use of the software (→ Innovation).

The increase in training hours and the greater differentiation of training paths is a direct result of the acquisition of Ape, Bertolaso, and Permeare (more colleagues to involve in training) and the **revision of the training process initiated in 2021**, focusing on three main aspects:

- **Individual interviews** for defining needs
- Training plans developed based on **incremental skill acquisition**
- **"Extended" onboarding** procedure **(12 months)**

Acquiring increasingly specialized personnel is one of our priorities. To develop a company, and a Group like ours, it is essential to recruit high-profile and specialized professionals inspired by principles of inclusion and diversity. For instance, I envision integrating the figure of oenologists into our engineering departments, as our product must meet the production needs of the winery. We have already started moving in this direction. For example, we have appointed an oenologist with an engineering background as the head of the French branch. Another goal is to increase the number of women in the company, especially in leadership roles.

(Andrea Stolfa, CEO Omnia Technologies)

Equality

The majority of the Group's employees fall within **the age range of 30-50 years** (due to the high level of competence and experience required for the roles) and **over three-quarters are of Italian nationality** (considering that all production plants are located in Italy). Given the sector in which we operate - metalworking and engineering - **most positions are predominantly occupied by male employees**.

Percentage of Employees by Category (Level), Gender, and Age Group as of 31.12 *						
	2021			**2022**		
	Men	Women	Total	Men	Women	Total
Executives	**70.6%**	**29.4%**	**100%**	**87%**	**13%**	**100%**
< 30	0%	0%		0%	0%	
30 - 50	36.4%	0%		40%	0%	
> 50	63.6%	100%		60%	100%	
Managers	**92.5%**	**7.5%**	**100%**	**93%**	**7%**	**100%**
< 30	0%	0%		0%	0%	
30 - 50	38.9%	0%		35.6%	67%	
> 50	61.1%	100%		64.4%	33%	
Employees	**74.1%**	**25.9%**	**100%**	**63.2%**	**36.8%**	**100%**
< 30	11.2%	9.4%		16%	10.1%	
30 - 50	47.5%	48.4%		53.6%	56.2%	
> 50	41.3%	42.2%		30.4%	33.7%	
Workers	**98.7%**	**1.3%**	**100%**	**99%**	**1%**	**100%**
< 30	15.3%	0%		17.7%	0%	
30 - 50	55%	33.3%		54.5%	25%	
> 50	29.7%	66.7%		27.8%	75%	

* The calculation is based on the total number of FTE employees.

Material topic

Inclusion, Non-Discrimination and Equality

Promoting and ensuring an **inclusive company culture** that embraces diversity; implementing appropriate practices for this purpose, **valuing the contribution of all employees**.

Center of responsibility

People & Organization Director

Management modality

- ESG Plan Planning and Monitoring
- Code of Ethics
- Diversity and Inclusion Policy
- Personnel Research and Selection
- Training
- Internal Communication
- Whistleblowing

Involvement type

Direct and Indirect Impact
(through the network of relationships and partnerships)

ESG Plan goals

7 8 9 10 11
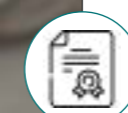
GRI Referenced

GRI 405-1: Diversity and Equal Opportunities 2016
GRI 406-1: Non-discrimination 2016

SDGs Related

Number of FTE employees by age group as of 31.12		
	2021	**2022**
Total employees	884.85	947.98
< 30	107.95	140.3
30 - 50	445.96	500.54
> 50	330.94	307.14

In 2022, the ESG team, in collaboration with the Human Resources function, worked to establish guidelines to ensure diversity and inclusion, which were then incorporated into the **Group's Diversity & Inclusion Policy**.

The policy serves to provide guidance on behaviors to adopt in order to **ensure equal opportunities** while respecting diversity, to which all members of the Group must adhere. Another purpose of this document is to create a corporate **culture oriented towards recognizing diversity and promoting inclusion**, with the aim of preventing any discriminatory acts in daily practice.

Composition of the Board of Directors

2021 Gender

Women
11.8%
88.2%
Men

2021 Age

30 - 50 years
29.4%
70.6%
> 50 years

2022 Gender

Women
6%
94%
Men

2022 Age

30 - 50 years
29.4%
70.6%
> 50 years
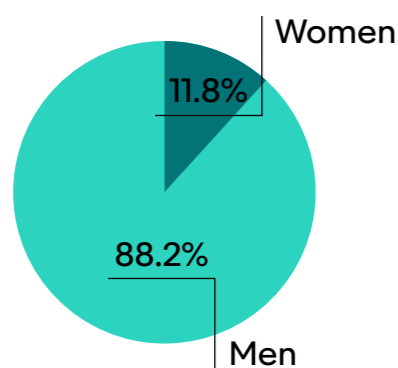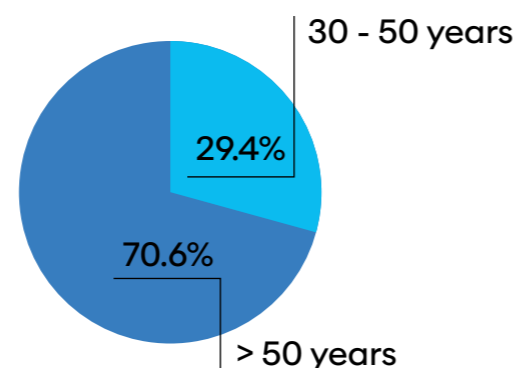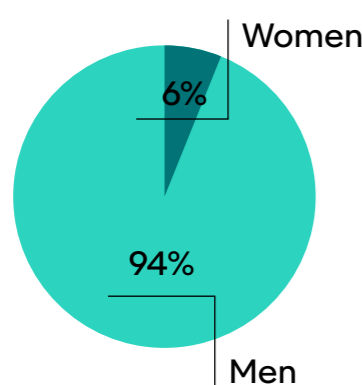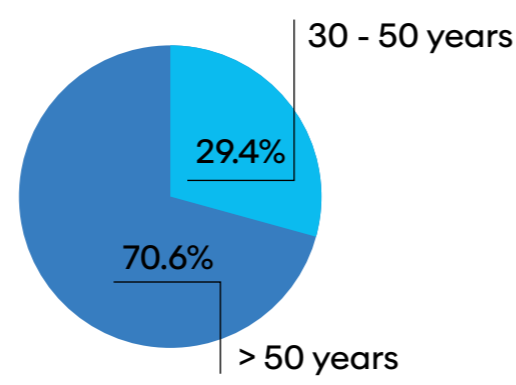
The policy, in addition to clarifying and **defining behaviors considered as forms of discrimination, sets out guidelines for managing diversity and inclusion**:

- in the recruitment and employment policies phase
- in the context of training and development
- in the context of compensation

The policy also establishes **a channel for reporting and communication** within the whistleblowing policy.

During the reporting period, no incidents of discrimination occurred in line with the guidelines and the monitoring and control system provided by the Code of Ethics and the Diversity/Inclusion Policy.

Regarding gender equality, in 2021, we initiated a **gender balance and female talent enhancement plan**, placing several female individuals in leadership and managerial roles.

In 2022, we witnessed the first results: **45% of newly hired permanent staff in corporate positions are women (+50% compared to 2021)**.

Currently, functions coordinated and managed by female leadership include: Marketing and ESG, Service and After Sales, People & Organization, Commercial Backoffice, Continuous Improvement of production plants, and Area Management.

Welfare

The welfare activities and programs currently in place within our Group are in line with those provided by the National Collective Labor Agreement for the metalworking sector.

Given the challenging period, in 2021, we provided all employees an **additional voucher worth 300 euros** to be spent at their discretion on welfare services throughout the year. **This initiative was renewed in 2022**, but with a reduced value (250 euros per capita) to distribute it among a larger number of employees.

Parental leave				
	2021		**2022**	
	Men	Women	Men	Women
Number of total employees	**772.6**	**111.9**	**828.16**	**119.82**
divided by:				
employees eligible for parental leave	100%	100%	100%	100%
employees who took parental leave	-	3	17	2
employees who returned to work after taking parental leave	-	3	17	2
employees who returned to work after taking parental leave and remained with the organization for the following 12 months	-	3	17	2
return to work rate and retention rate in the company for employees who took parental leave*	**100%**	**100%**	**100%**	**100%**

* The rates are calculated as the total number of employees (returned/remaining in the following 12 months) divided by the total number of employees who were supposed to return after the leave/ returned in the previous reporting periods, multiplied by 100.

Material topic

Welfare
Activities and corporate welfare programs, in addition to what is already provided by regulations.

Center of responsibility
People & Organization Director

Management modality
- Corporate welfare system
- Compensation and benefits policies
- Code of Ethics

Involvement type
Direct Impact

ESG Plan goals
7 9

GRI Referenced
GRI 401-2: Employment 2016
GRI 401-3: Employment 2016

SDGs Related

Well-being

In 2021, we initiated an **analysis of the comfort level of the workspaces** (and equipment provided, see → Health and Safety) to enable all employees to achieve a higher level of well-being.

As a result of this activity, it emerged that **the issue of workspaces is central to defining a new level of workplace well-being**.

Canteen   Technical Office   Administration, IT and purchasing

In 2022, at **our Signoressa (TV) headquarters**, we created **new workspaces and social areas** - offices for administration, IT, procurement, the technical office, and the cafeteria - with the aim of fostering a work environment focused on the well-being of our employees.

In the design of these new spaces, we followed a specific intervention philosophy. All solutions were carefully planned to provide **high comfort in terms of climate, lighting, acoustics, and color**, following a standardized approach for easy utilization and reusability.

Moreover, **the materials and products chosen comply with environmental sustainability regulations, giving preference to local/national suppliers and partners. The technologies and control systems are geared towards minimizing consumption and enabling monitoring**.

The restructuring of spaces in DT Spa, the creation of a new parking lot, and the renovation and redesign of the building adjacent to the central edifice have sparked a new process of rethinking office and meeting room organization, which will see significant changes in 2023 and involve all the companies within the Group.

Lastly, during 2022, the Human Resources team defined the first draft of the policy for managing **Smart working within the company**. The majority of corporate staff members already have the option to work remotely; the policy will apply to all personnel with organizational roles within the Group and will take effect at the beginning of 2023.

Community

In this regard, we start from our Code of Ethics, which outlines our commitments to the community, local communities, and non-profit entities:

- all our activities respect the communities in which we operate and place particular **attention on the social, cultural, economic, and ecological development of the Community and Local Communities**.

- anyone who, for reasons related to business operations, interacts with representatives of the Community, local communities, and/or non-profit entities, is required to **maintain relationships based on dialogue and listening, positively considering requests for participation in projects that can enhance the territory, culture, and well-being** of the nearby realities.

In 2022, we renewed the partnerships activated in 2021, particularly with **SMACT**: Industry 4.0 Competence Center, founded by forty different entities including companies, universities, and research centers in the Triveneto area, offering orientation services, advanced training, and funded innovation projects.

SMACT is one of the eight **Competence Centers (CC)** formed as public-private partnerships based on the initiative of the Ministry of Economic Development (MiSE), and our collaboration aims, first and foremost, to **disseminate and share best practices**, as well as to participate in **training and networking events among managers and entrepreneurs in the Veneto region**.

The Padua Competence Center was inaugurated in May 2022 with the live demo "From Farm to Fork," and our Group presented the **first integrated and 4.0 plant for beer production**.

We continued to collaborate with **Infinite Area** - a platform to promote innovation and new ideas in the heart of Montebelluna (TV) - participating in initiatives organized with their network of territorial partners and engaging in discussions on various topics: from design to consultancy, from finance to training.

The goal of both projects is to make **Omnia Technologies a point of reference in the territory and promote constant and open dialogue with the community**.

Training Hangar in Infinite Area

Material topic
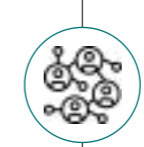
Engagement of the local communities

Creating lasting relationships with reference communities, promoting **open and continuous dialogue**, and establishing new **partnerships in the educational and training field**.
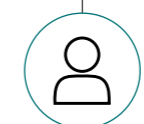
Center of responsibility

Marketing & ESG Manager
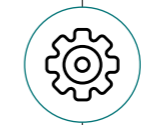
Management modality

- ESG Plan Planning and Monitoring
- Structured communication plans
- External relations and partnerships
- Membership quotas
- Working tables

Involvement type

Direct and indirect impact
(through partnerships and external relations)

ESG Plan goals

10

GRI Referenced

/

SDGs Related

Beer plant

The plant, **entirely designed and built at Omnia Technologies' production facilities**, is created to study and innovate beer production cycles, experimenting with new recipes, thanks to a high-performance, technologically advanced, and sustainable setup. **The plant is fully thermally insulated, and the water used for the cooling process is entirely recovered, while the cooling system utilizes ice storage**.

Special attention has been devoted to process technology to make the plant fully 4.0, starting with the extensive use of software - integrated with SMACT's network and management software - for managing heating and cooling cycles, timing control, boiling control, as well as software for monitoring fermentation and storage temperatures.

Augmented reality and remote monitoring allow for constant monitoring of the plant's operation and processing of production data, such as liters of beer produced, the number of bottles, caps, labels, etc.

The plant provided by Omnia will be managed by a team composed of instructors and students from the Accademia delle Professioni*, who will be responsible for studying and developing innovative recipes to enable visitors of the Live Demo to taste and experience new craft beers.

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* With over 1,200 Master Brewers trained in the 75 active classes since 2012, the Academy of Professions - the first in Europe to introduce a training program for the Professional Qualification of Craft Brewer and awarded the Gold Medal at the Brussels Beer Challenge - stands out as a primary institution for training and professional development in the field of craft beer.

The beer production plant created for SMACT's Live Demo is a concrete example of our Group's ability to provide turnkey solutions for the beverage industry. Technological innovation, connection to the territory, and attention to sustainability characterize our company and the commitment we direct towards our customers and institutional stakeholders: thanks to SMACT, today we can showcase to all visitors and enthusiasts of the beer world the latest advancements in our brewing technology.

(Andrea Stolfa, CEO Omnia Technologies)

Imoco Volley

For the 2022/2023 season, the Group has initiated a **Bronze sponsorship** with Prosecco DOC Imoco Volley. Recently confirmed as Italian champions for the fifth time and for the fourth consecutive year, as well as vice-champions of Europe and the World, the panthers of Prosecco DOC Imoco Volley are bringing the name of Italy and the Treviso area to the international stage, collecting victory after victory in recent seasons.

A true excellence, deeply rooted in the territory and linked to the world and the name of Prosecco, as well as an example of **talent, dedication, and teamwork: elements and values that Prosecco DOC Imoco Volley shares with Omnia Technologies Group**.

Teamwork, internationality, dedication, and performance orientation bind our Group to these extraordinary girls and the entire Imoco Volley team. We are pleased to be alongside this team, with whom we share the values underlying the success of Prosecco and our territory.

Andrea Stolfa,
CEO Omnia Technologies

Women's Football Villorba

We have decided to support the women's team of Villorba Calcio - an excellent association in the territory with more than **350 registered players and 15 active teams**: from the Piccoli Amici 2012-2013 to the first teams. The football club is the **local reference point for children, youth, and adults**, a true training and gathering hub.

The **women's team of Villorba** was the revelation of 2022, securing **promotion to Serie C**. It is, in fact, **the only team in the province of Treviso participating in a PRO championship**. The project of an all-female team within Villorba Calcio **was born six years ago from an intuition of Sabrina Rodelli, vice president of the Football Club** with responsibility for the women's sector, as well as **commercial manager of Cantina Pizzolato** - a historical client of our Group, and the sports director **Mauro Zanatta**, who, together with other collaborators, committed to creating a solid reality that would give female footballers the opportunity to be part of a competitive championship and fulfill their dreams. Villorba Calcio's intention is to create a **true female nursery**, allowing the formation of footballers from a young age, giving them the chance to grow technically to prepare them for the first teams. **Investing in women's football represents an innovative idea capable of conveying important messages of inclusion**. It was **precisely the sharing of these values** that led Omnia Technologies Group to support this team and accompany them during the 2022/23 football season.

In the oenological world, we have decided to establish a partnership with **"Civiltà del Bere"** - the historical Italian wine and gastronomic culture magazine whose mission is to inform, document, and defend the quality of Italian wine. Civiltà del Bere also organizes meetings, tastings, and high-value professional events in support of Italian oenology and the enhancement of its production.

Another key partnership in the oenological field is with **"Assoenologi"** - the Italian Association of Oenologists and Enologists - the most representative national organization of professionals in the viticultural sector. It is entrusted with participating in ministerial technical discussions and the debate on legislative measures. The association includes **almost 4,500 professionals, representing about 85% of the viticultural technicians actively involved** in the sector, ensuring their representation, protection, and technical-scientific updates. It actively works for the improvement and protection of the national viticultural production, its enhancement, and dissemination in Italy and abroad. Each year, it organizes a prominent Congress for the Italian oenological sector, and **our Group has decided to support and sponsor this initiative**. We believe that Italian **wine culture and enabling technologies are essential to continue being perceived as benchmarks on the international scene.**

In September 2022, **we also joined "Assindustria Veneto Centro," starting to participate in the internal Sustainability Working Group.**

Deepening

Pozzo dei Desideri

Water is the foundation of life and is fundamental to human dignity, well-being and quality of life; in some African regions, access to clean water still requires carrying walking for kilometers, filling buckets, carrying them on one's shoulders, and also collecting firewood to boil it. All of this takes up the entire day, every day, taking away time from school and work.

In 2022, we supported the non-profit organization **"Il Pozzo dei Desideri" that builds wells in the most remote rural villages of Malawi**. Thanks to our contribution, last year, they completed 20 new hydraulic projects, providing access to clean water for more than 7,000 people. This means providing water to nearly one more person every hour, every day of the year.

To learn more about the organization's activities and the stories behind each individual well, visit the website www.ilpozzodeidesideri.org/blog/

3

Pillar

Impacts reduction

3.3 Environmental Impacts Reduction

In implementing all our business strategies and activities, we pay particular attention to **environmental sustainability, especially in terms of resource consumption, emissions reduction, and optimization of production cycles**.

The responsible business units **oversee the diligent compliance with applicable regulations**, promptly report areas for improvement to Top Management, and propose measures to enhance the Group's environmental impact.

Environmental impact reduction is a strategically prioritized theme for Omnia Technologies Group, and following the introduction of the **Health, Safety, and Environment Manager role** in 2021, the activities of analysis and auditing were initiated in 2022 as a preparatory step for the certification of the Integrated Health, Safety, Environment, and Quality Management System for the Group.

The environment is truly a fundamental resource for us as a business; it is because our customers transform valuable natural raw materials into quality foods and products - and for this reason, it must be preserved with the utmost commitment; it is because our organization uses renewable and non-renewable resources to power our production processes and intends to continue doing so for a long time. It is, finally, because the environment represents our common home, which hosts us, our employees, and the communities in which we operate, and upon which the quality of life of our and future generations depends.

For all these reasons, our commitment to the environment is reflected in the following strategic goals.

GOALS IMPACTS REDUCTION

GOALS	OWNERS	ACTIVITIES 2022*	GOALS 2023
12 Achieving **Group Net Zero Emission** by 2030	HSE Manager	▪ Offsetting remaining Scope 1 and 2 emissions on 2021 ▪ Starting Calculation Scope 1, 2 and 3 Italy 2022	▪ Group Scope 1, 2 and 3 for 2022 data ▪ Science Based Target definition with Emission Reduction Plan
13 Building a **green and circular energy model**	Head of Group Procurement	▪ Started FTV Plant Installation Project ▪ Started transition to Green Energy Supply in Group Companies ▪ Started renewal of company vehicle fleet with hybrid engines	▪ Completion of FTV plant installation ▪ 100% green energy for the entire Group ▪ Continued vehicle fleet renewal
14 Developing a **circular materials management model**	HSE Manager	▪ Initiated mapping of purchases for Green Procurement (for now limited to Della Toffola Spa) ▪ Completed Packaging mapping (for now limited to Della Toffola Spa)	▪ Completion of Procurement Mapping ▪ Definition of Green Procurement lines ▪ Definition of Guidelines and initial actions on Sustainable Packaging
15 Minimise **water consumption**	Water Treatment Expert	▪ Completed mapping of group water consumption ▪ Started improvement of separate waste collection system (waste)	▪ Definition and implementation of first process water consumption rationalization projects
16 Implement an **Environmental Management System**	HSE Manager	▪ Started SGI implementation path	▪ Continued SGI implementation and certification of the entire Group
17 Make **working environments ecofriendly**	HSE Manager	▪ Renovation of offices and canteen	▪ New Omnia Technologies Headquarters

* The list also considers activities carried out within the first three months of 2023.

Energy

When it comes to energy consumption and supply, our main goals are: **reducing energy consumption**, increasing **energy efficiency** (by adopting the best available technologies), using **renewable energy sources, and implementing renewable energy production systems for self-consumption**.

In this regard, **starting from 2022**, we initiated the necessary activities for installing **photovoltaic systems in the 5 most energy-intensive facilities of the Group**. In August 2023 we will finish laying the photovoltaic panels in Della Toffola, Bertolaso, Ave Technologies and Sirio Aliberti. Plants will be commissioned by the end of the year and will produce over **1,600 kWp** at full capacity – providing more than **60% of our electricity needs** (in the highest consumption range) and reducing our CO2 emissions by approximately 1,300 tons/year. The total cover is made up of 3,292 solar panels that correspond to 7,850 m2 of surface area.

We are currently proceeding with the evaluation - initiated in 2021 - of the energy consumption of the lamps currently in use, with the aim of replacing them with **energy-efficient lighting fixtures** capable of increasing visual comfort.

As for electricity and gas consumption, the **bi-weekly monitoring** has never shown anomalies attributable to internal factors.
In 2022, the Group's energy supply was based on the following sources:

- Electricity
- Natural Gas

The data below are taken from the natural gas and electricity bills. The conversion factor between kWh and MJ, used in the following tables, is 3.6 (source ARERA).

Table 1: Energy Consumption (2020 - 2021 - 2022) *

	u.m.	2020	2021	2022
Total energy consumption	(kWh)	6,609,572	7,646,140	8,868,882

* Data are processed based on our periodic progress reports.

Compared to 2021, the total energy consumption **has increased by 16% due to the growth in production and the expansion of the reporting scope** (newly acquired companies between late 2021 and 2022).

The only fuel source used is **natural gas**. Compared to 2021, the consumption of natural gas has increased by 25% for the same reasons as mentioned above.

Della Toffola photovoltaic panels

Bertolaso photovoltaic panels

Ave Technologies photovoltaic panels

Material topic

Energy consumption and procurement

Sourcing from renewable sources and reducing energy consumption (adopting the best available technologies in terms of efficiency).

Center of responsibility

HSE Manager (belongs to Group Corporate Area)

Management modality

- ESG Plan Planning and Monitoring
- MbO system
- Energy Diagnosis
- New renewable energy production facilities
- Plant modernization
- Energy consumption analysis and monitoring

Involvement type

Direct and indirect impact

ESG Plan goals

13 16

GRI Referenced

**GRI 302-1**: Energy 2016

SDGs Related

Table 2: Natural gas consumption 2021-2022 *

	2021 kWh	2022 kWh	2021 MJ	2022 MJ
Non-renewable natural gas	2,088,730	2,799,487	7,519,428	10,078,152
Renewable natural gas	1,537,537	1,720,748	5,535,133	6,194,692
Total	**3,626,267**	**4,520,234**	**13,054,561**	**16,272,844**

* Data are processed based on our periodic progress reports.

Natural Gas

In terms of the total, **38% of natural gas is derived from renewable sources.**

Natural gas from renewable sources

38%

62%

Natural gas from non-renewable sources
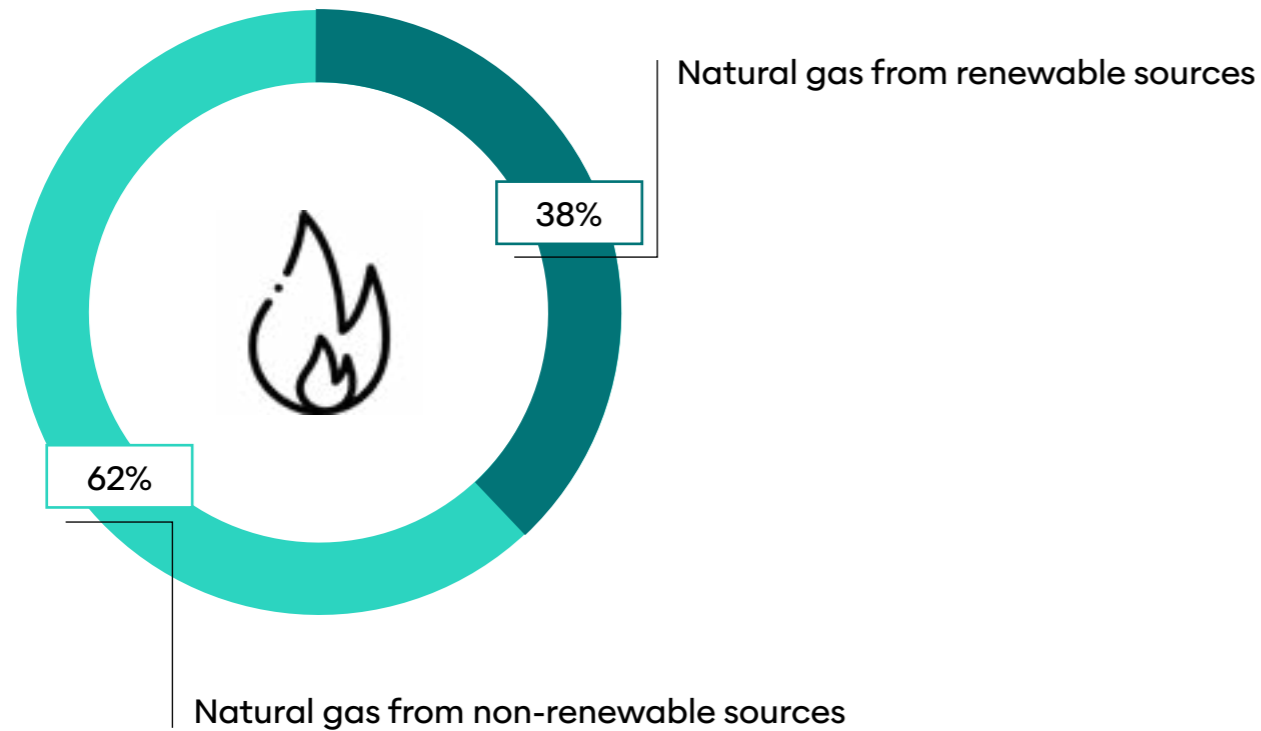
As for **electricity**, consumption for 2022 is shown aggregated in the table below: in fact, it is not possible to break down consumption data for heating and cooling because we use, within the offices, heat pumps.

Table 3: Electricity consumption 201-2022 *

	2021 kWh	2022 kWh	2021 MJ	2022 MJ
Electricity from renewable sources	1,041,156	1,161,342	3,748,162	4,180,830
Electricity from non-renewable sources	2,173,127	3,187,306	7,823,257	11,474,303
Total	**3,214,283**	**4,348,648**	**11,571,419**	**15,655,133**

* Data are processed based on our periodic progress reports.

Electricity

Compared to the total, **27% of electricity comes from renewable sources.**

Electricity from renewable sources

27%

73%

Electricity from non-renewable sources
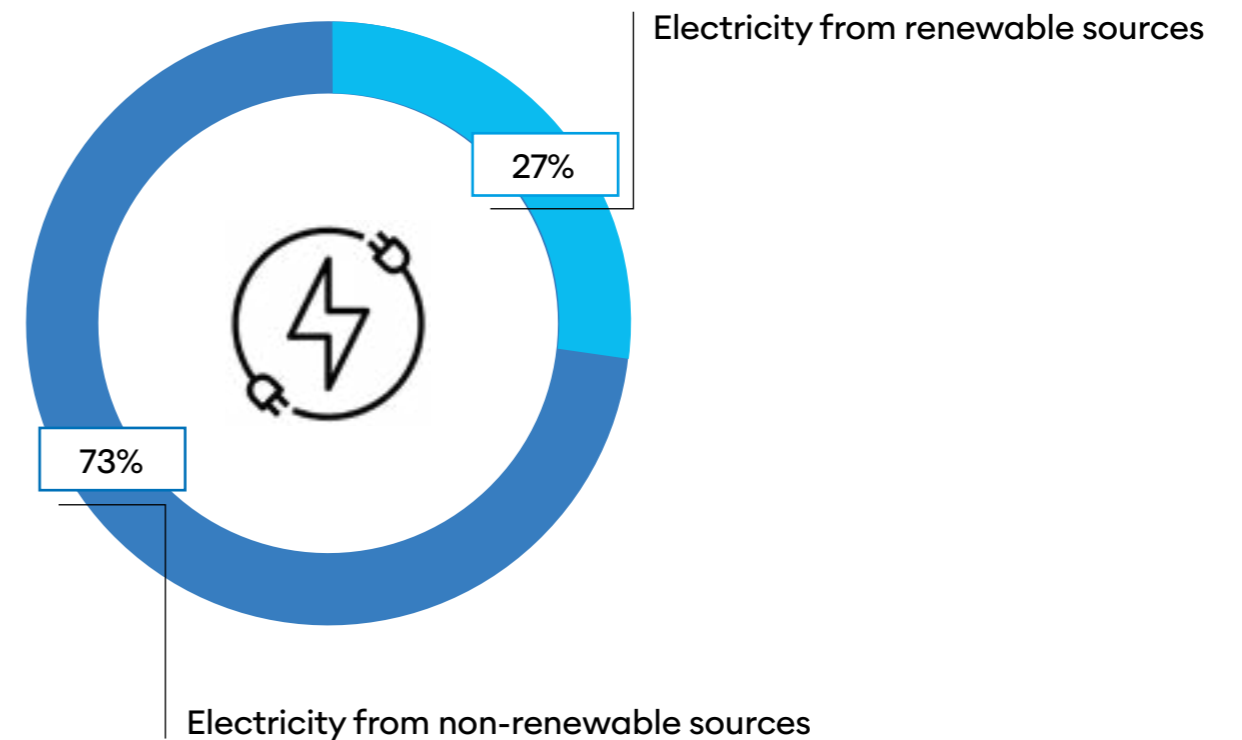
GHG emissions

Aiming for *carbon neutrality* - in line with European directives (Green Deal) - the company has begun to assess its impact in terms of CO2 emissions and design interventions to reduce them.

For the year 2022, a **Carbon Footprint Report** was prepared, focusing on the following areas:

- **Scope 1**: Direct emissions, produced from emission sources owned or operated by the company.
- **Scope 2**: Indirect emissions, resulting from the production of energy purchased by the company.
- **Scope 3**: Other indirect emissions, caused by activities outside the company's boundaries but connected to the company's activities, both upstream and downstream of the production process.

Omnia Technologies' goal is to **consolidate the corporate carbon measurement method - and the related reduction targets - in line with the Science-Based Target system** (→ Adherence to the SBTi initiative), in order to:

- Achieve the **minimum level of CO2 emissions**, according to the Best Available Technologies, by 2030.
- **Annually offset** the unavoidable CO2 **emissions**, **starting from 2021** (see in-depth box).

Following the GHG Protocol methodology (the international standard *The Greenhouse Gas Protocol Corporate Accounting and Reporting Standard*), aggregated actual data regarding **gas and electricity consumption at Group plants** were classified and then transformed into CO2 equivalent according to GHG Protocol tables.

The calculation of emissions was carried out using DEFRA (2022), AIB (2021), EEA (2021), EPA (2016) emission factors.

Material topic

GHG emissions

Activities for the reduction and mitigation of direct and indirect greenhouse gas emissions based on scientific models.

Center of responsibility

HSE Manager (belongs to Group Corporate Area)

Management modality

- ESG Planning and Monitoring Plan
- MBO System
- SBTi
- Environmental Analysis
- Management of Plant Emissions
- Fleet Management and Maintenance
- Technological Upgrading
- Environmental Authorizations
- Periodic Checks by Control Authorities

Involvement type

Direct and indirect
(through business relationships)

ESG Plan goals

12 13 16 17

GRI Referenced

GRI 305-1 (a, b d, g): Emissions 2016
GRI 305-2 (a, b, c, d, g): Emissions 2016
GRI 305-3(a, b, e, g): Emissions 2016

SDGs Related

Deepening

The non-compressible emissions of CO2

As each credit corresponds to the reduction (or removal) of one ton of CO2 equivalent (CO2e), we can declare - based on voluntary carbon market standards and guidelines - that we **achieved carbon neutrality for Scope 1 and 2 emissions** in a specific year by purchasing credits equivalent to the value of the residual emissions released during the same period.

By purchasing carbon credits, we finance climate mitigation projects. Specifically, for 2022 as well, we support two specific projects:

Great Bear Forest Carbon* - **Canada**

The **Great Bear Forest** covers approximately 6,4 million hectares of the northern and central coast of British Columbia, Canada, and is home to the First Nations people, as well as a rare and rich ecosystem of plant and animal species. The purpose of this project is to improve the management of forest areas, protecting them from deforestation for profit and commercial purposes.

Guatemalan Conservation Coast** - **Central America**

The **Guatemalan Conservation Coast** program works to counter illegal deforestation, encourage sustainable agroforestry planning, promote training, and create new economic opportunities for local communities. To date, the project has contributed to protecting 30 threatened animal species, 54.157 hectares of forest in the Mesoamerican Biological Corridor, and indirectly created 1.141 jobs for indigenous and local populations (41% of which are held by women).
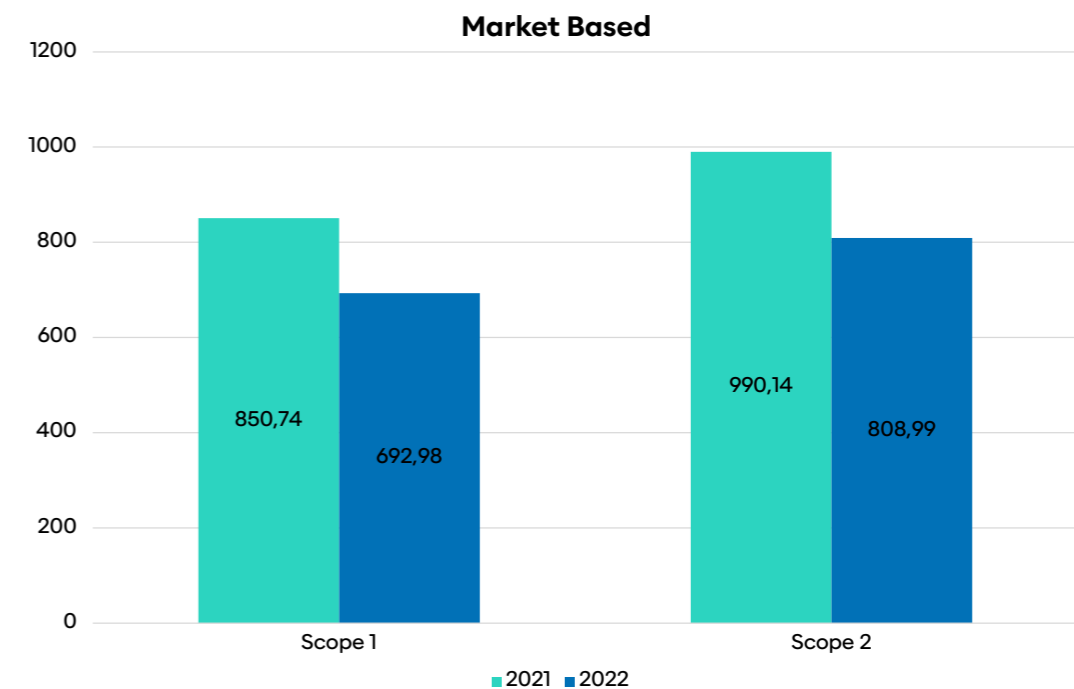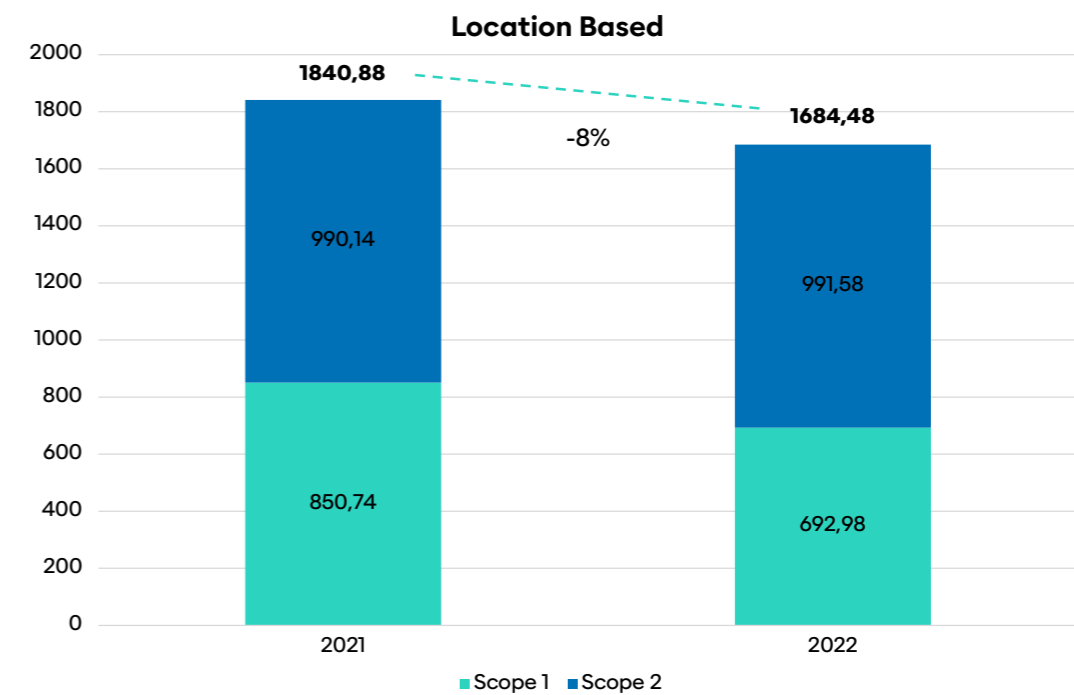
* The *Great Bear Forest Carbon* project is registered with the British Columbia Registry under three different projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559, and Great Bear (North and Central-Mid Coast) 104000000012798.

** The *Guatemalan Conservation Coast* project is registered with Verra, REDD+ Project for Caribbean Guatemala under the name The Conservation Coast 1622; it applies the Verra Verified Carbon Standard (VCS Standard v4.3 VM0015) and the *Climate, Community and Biodiversity Standards* v.3.1.

Direct GHG emissions (Scope 1) and indirect emissions from energy consumption (Scope 2)

Regarding the trend of direct and indirect emissions, **compared to 2021, there has been an overall decrease of 8%**, thanks to constant monitoring and efforts to reduce waste and energy consumption (electricity and gas).

Scope 1 – 2: Emissions (t CO2-eq) 2021 - 2022

Location Based

	2021	2022
Total	1840,88	1684,48
Scope 2	990,14	991,58
Scope 1	850,74	692,98

-8%

■ Scope 1 ■ Scope 2

Market Based

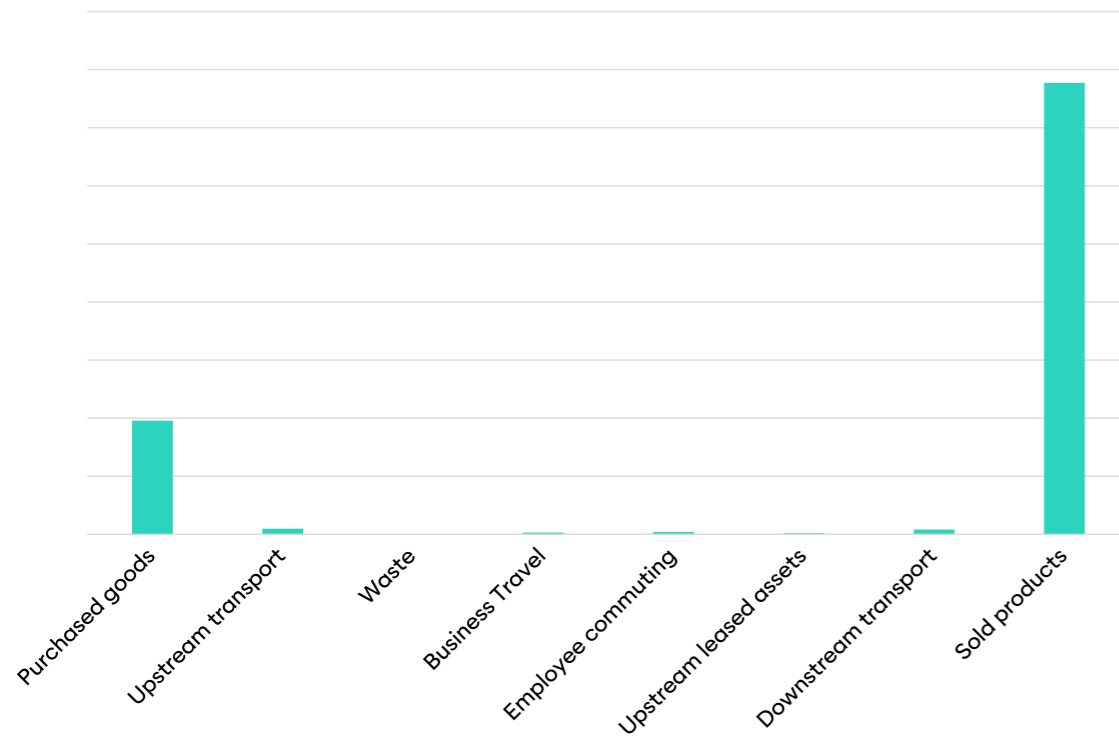|	Scope 1	Scope 2
2021	850,74	990,14
2022	692,98	808,99

■ 2021 ■ 2022

Other indirect GHG emissions (Scope 3)

Below is a chart showing the total indirect emissions divided by category.

**Percentage of scope 3 emissions by category - Italian perimeter 2022**

Purchased goods | Upstream transport | Waste | Business Travel | Employee commuting | Upstream leased assets | Downstream transport | Sold products

The chart reveals that **approximately 97% of Omnia Technologies Group's Scope 3 emissions** are attributable to the **Purchased Goods** and **Sold Products** categories.

It is noteworthy to emphasize that the **Sold Products category refers to "product use," representing emissions from the customer's usage phase (which is not directly controlled by the company)**.

Furthermore, the results for Purchased Goods are subject to uncertainty due to the volatility of raw material prices and approximations in material classification.

In summary, the total emissions for Scopes 1, 2, and 3 of the Group are reported.

692,98
tCO2eq

Scope 1 emissions

991,58
tCO2eq

Scope 2 emissions

175.666,04
tCO2eq

Scope 3 emissions
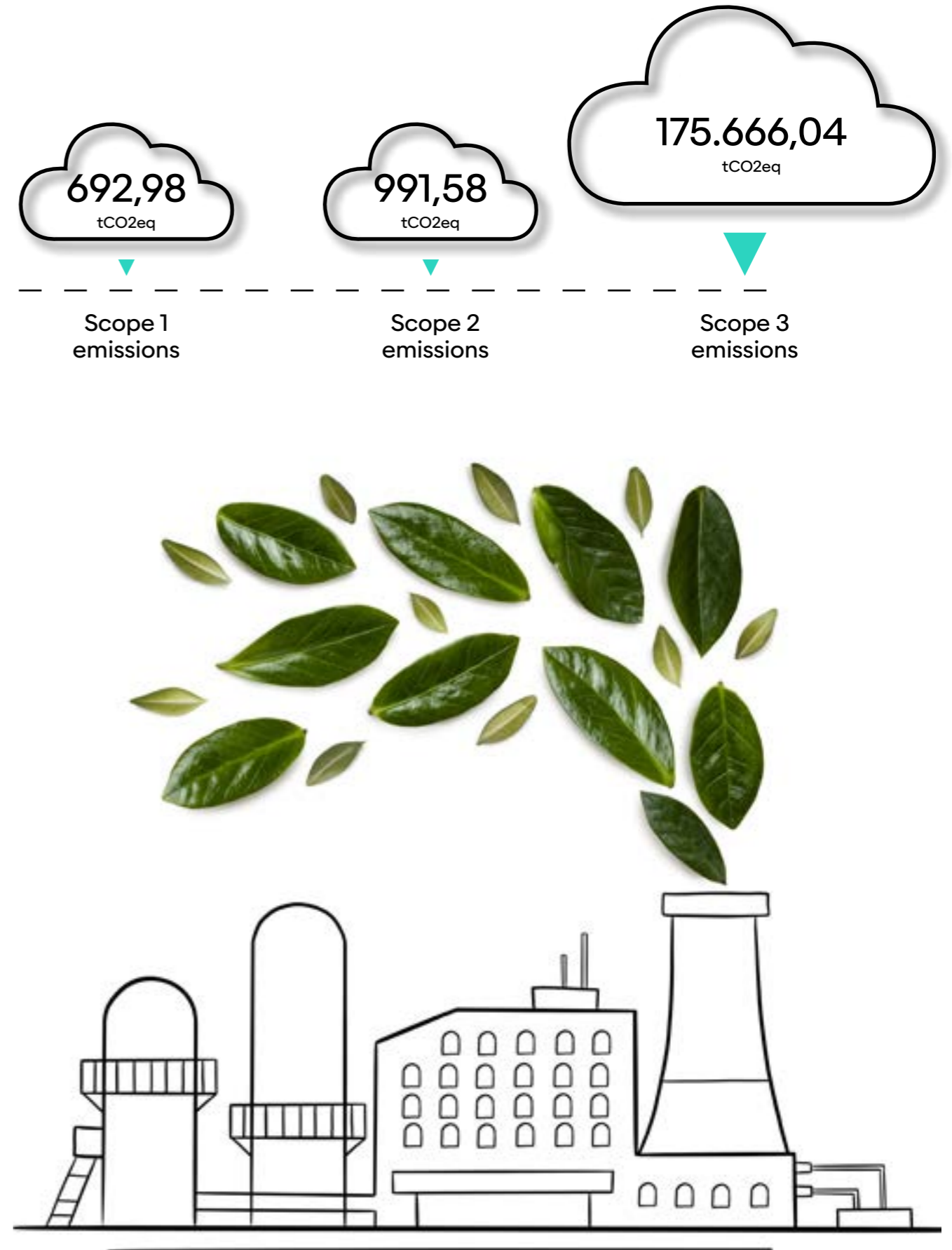
Waste

The internal activities that lead to waste-related impacts are as follows:

- **Laser cutting** for the production of semi-finished products;
- Steel processing for **material finishing**;
- **Washing of components** for their preparation in the final assembly of the machine/plant;
- Disposal of packaging (incoming products/semi-finished and outgoing finished products).

As a result, the most relevant waste categories are:

- **Pickling acids** (EER 110105)
- Waste from filing and turning of **ferrous materials** (EER 120101)
- **Iron and steel** (EER 170405)
- **Wooden** packaging (EER 150103)
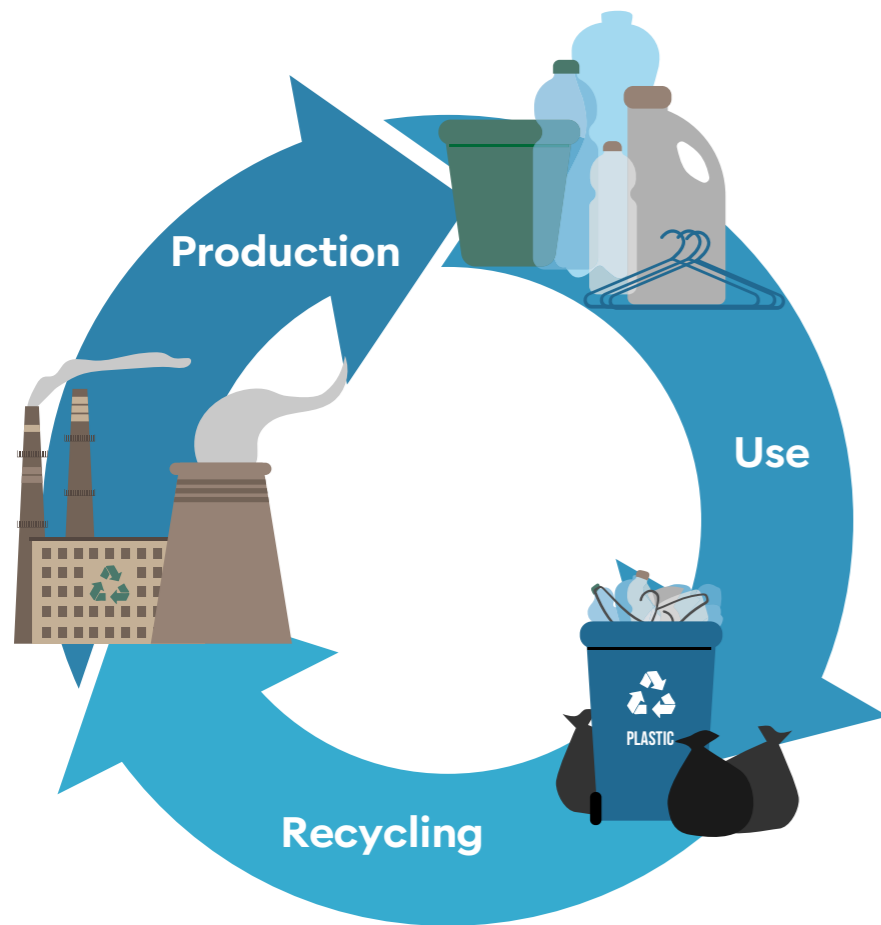
Material topic

Circularity

Designing products with a circular approach by limiting the use of natural resources and materials, and incorporating **reuse and recycling practices at the end of their life cycle**.

Center of responsibility

HSE Manager (belongs to Group Corporate Area)

Management modality

- Planning and monitoring of the ESG Plan
- Model 231
- Management by Objectives (MbO) System
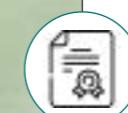- Waste Management
- Environmental permits

Involvement type

Direct and indirect
(through the value chain)

ESG Plan goals

13 14 17

GRI Referenced

GRI 306-1: Waste 2020
GRI 306-2: Waste 2020
GRI 306-3 (a, b): Waste 2020
GRI 306-4: Waste 2020
GRI 306-5 (a): Waste 2020

SDGs Related

Regarding waste production, the HSE manager has planned an **activity for the classification and standardization of waste**, along with their characteristics and chemical analysis, to verify **the most suitable disposal and recovery methods**, in accordance with authorized companies for transport and treatment.

In addition to this, **two improvement actions** have been defined (already implemented in production processes) to **reduce waste production**:

- **Improve the steel cutting design** to minimize waste generation.
- **Minimize waste from materials** used in the **packaging** of the finished product.

Our future goal regarding waste is "**Zero Waste**", which means optimizing waste management to the extent that the amount destined for landfills is reduced to zero and maximizing possible reuse through circular economy practices.

In particular, **steel scrap** is a type of waste that is 100% recyclable and reusable in the production cycle, including external suppliers such as steel mills.
The load/unload register is managed through specific software or paper records. Waste data are extracted from the software for each company within the Group on a quarterly and yearly basis.

Table 4: Waste Production *

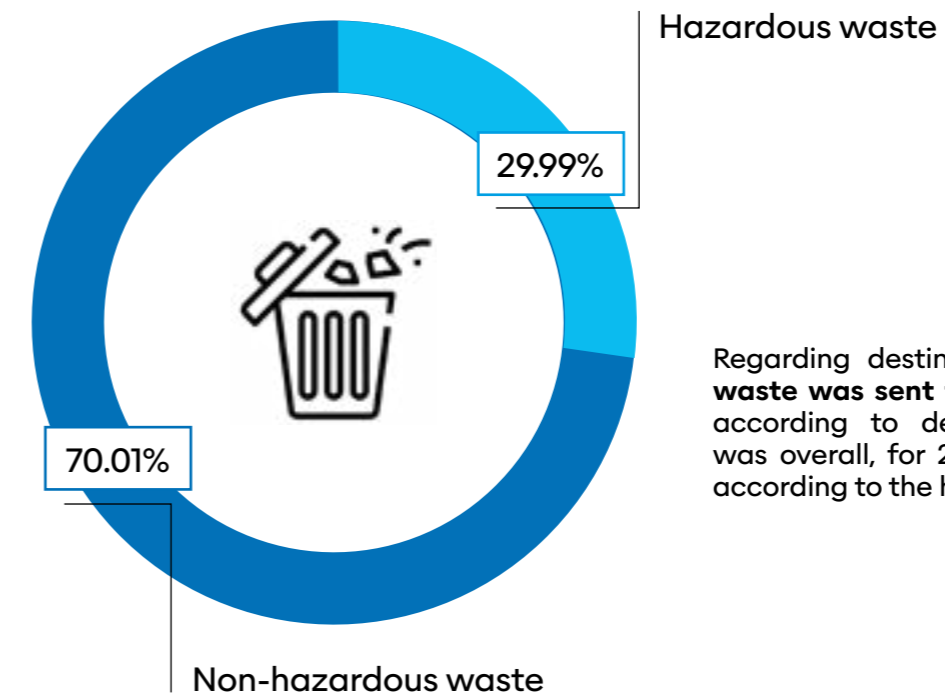|	2021 (ton)	2022 (ton)
Hazardous waste	272.99	403.8
Non-hazardous waste	1,078.23	942.63
Tot waste produced	**1,351.22**	**1,346.43**

* Data are processed based on our periodic progress reports.

Waste divided into hazardous and non-hazardous
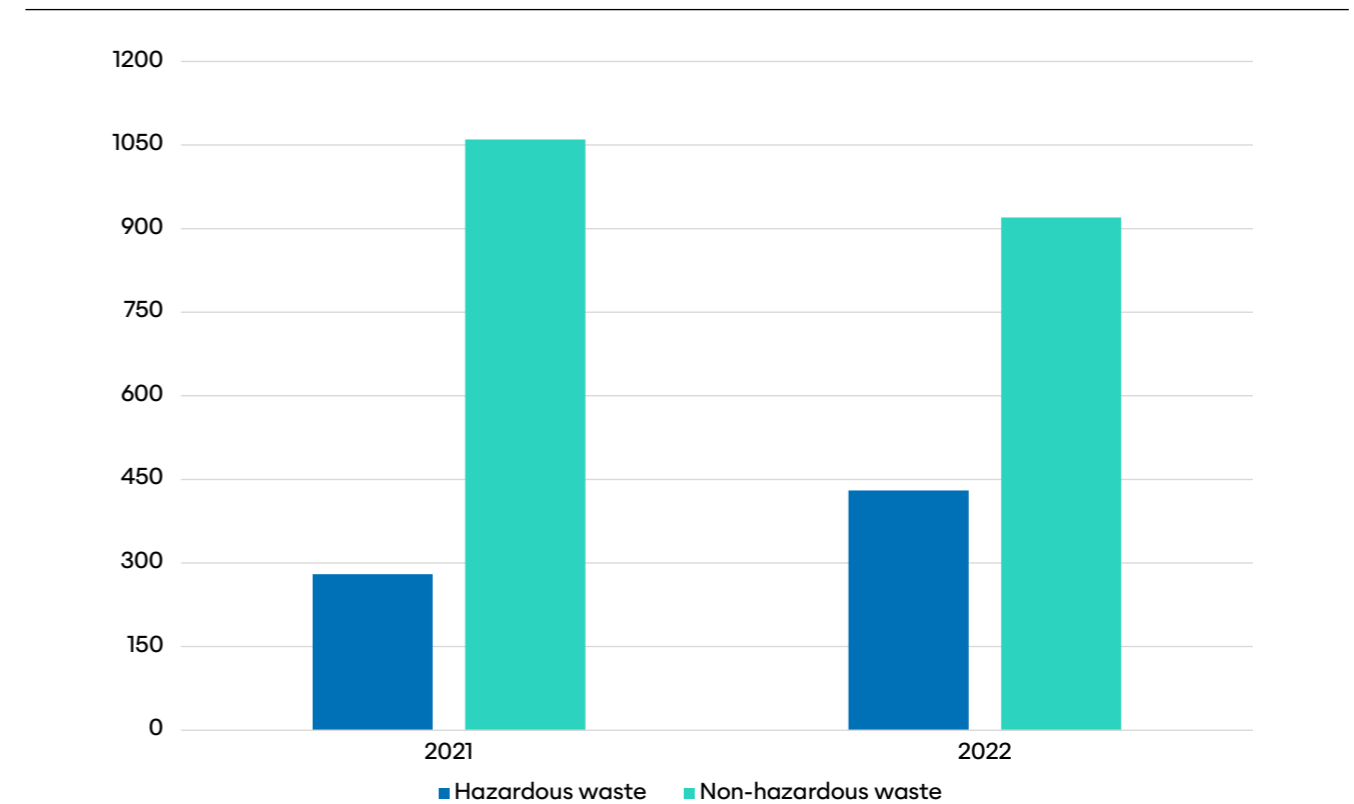
Type of waste

70% of waste generated in 2022 is **non-hazardous** waste.

Hazardous waste — 29.99%

Non-hazardous waste — 70.01%

Regarding destination, **more than 99% of the waste was sent for recovery**. Below is the data according to destination. In 2021 the figure was overall, for 2022 the figure is broken down according to the hazardousness of the waste.

Table 5: Destination of waste *

	2021		2022	
	Recovery (ton)	Landfill (ton)	Recovery (ton)	Landfill (ton)
Hazardous waste			403.5	0.3
Non-hazardous waste	1,272.301	78.92	940.17	2.46
Total	**1,272.301**	**78.92**	**1,343.67**	**2.76**

* Data are processed based on our periodic progress reports.

Hazardous waste destination

Landfill (ton)
0.07%

99.93%

Recovery (ton)

Non-hazardous waste destination

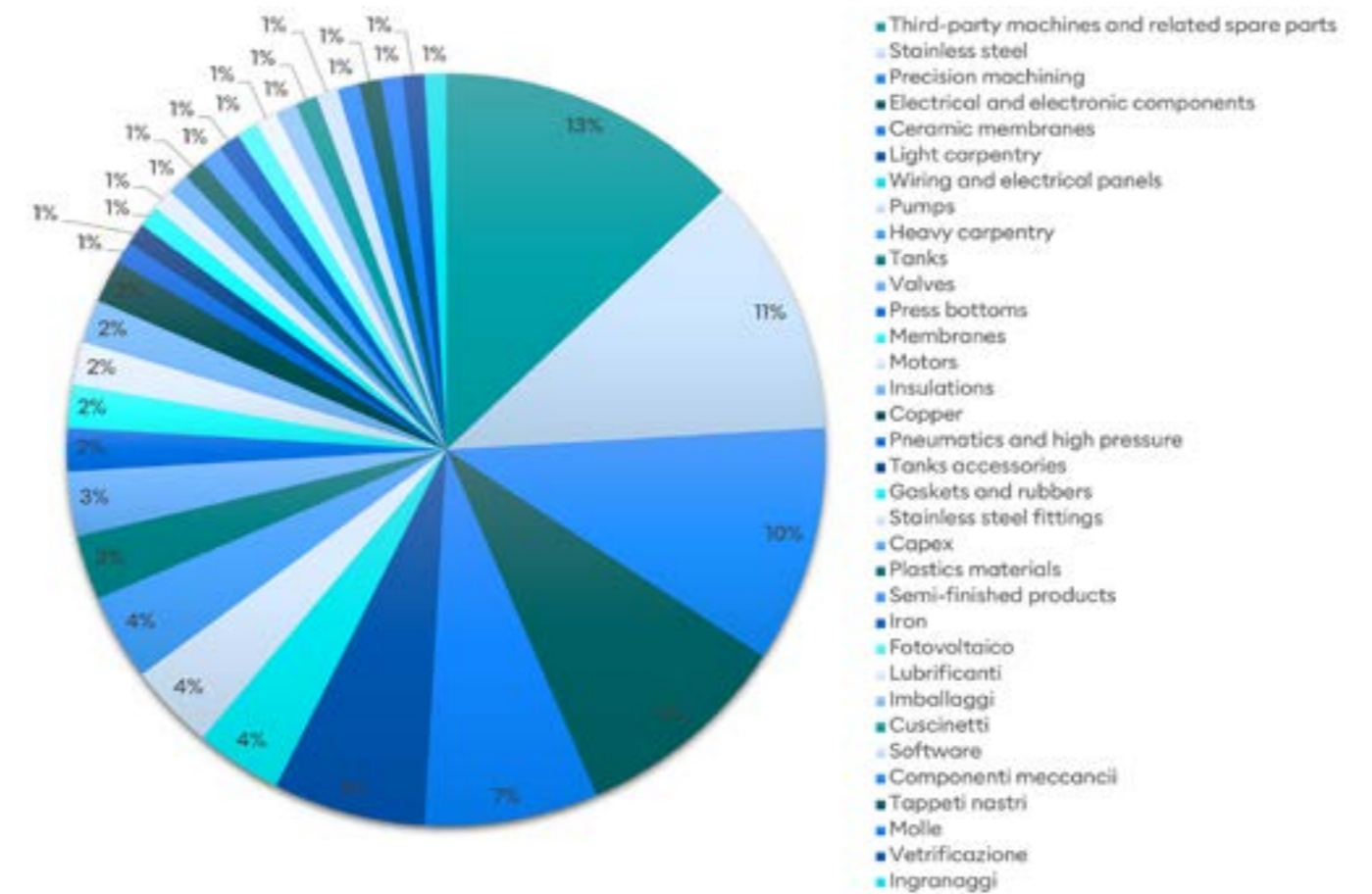Landfill (ton)
0.26%

99.74%

Recovery (ton)
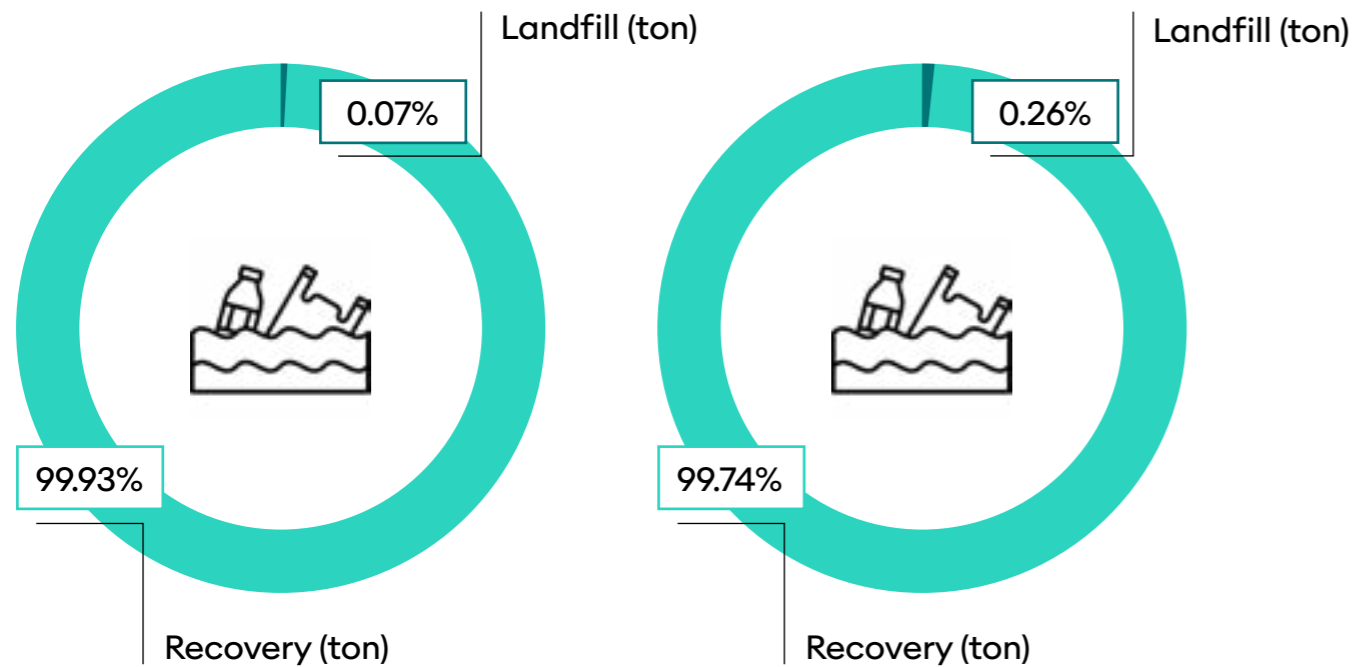
Parallel to waste management, we are aiming to develop projects that lead to a **reduction in the use of materials and resources.** The materials used to manufacture our products - and most relevant in terms of procurement - can be attributed to:

- **Third-party machines** and **related spare parts**
- **Stainless steel**
- Precision mechanical processing
- **Electrical and electronic** components
- **Ceramic** membranes
- Heavy and light **carpentry**

The following chart shows how the **different types of materials, grouped by product categories, impact the suppliers' turnover**.

Incidence of product categories on suppliers' turnover

Legend:
- Third-party machines and related spare parts
- Stainless steel
- Precision machining
- Electrical and electronic components
- Ceramic membranes
- Light carpentry
- Wiring and electrical panels
- Pumps
- Heavy carpentry
- Tanks
- Valves
- Press bottoms
- Membranes
- Motors
- Insulations
- Copper
- Pneumatics and high pressure
- Tanks accessories
- Gaskets and rubbers
- Stainless steel fittings
- Capex
- Plastics materials
- Semi-finished products
- Iron
- Fotovoltaico
- Lubrificanti
- Imballaggi
- Cuscinetti
- Software
- Componenti meccancii
- Tappeti nastri
- Molle
- Vetrificazione
- Ingranaggi

Packaging used for **packaging and/or transporting the finished machines also influences the quantity of material**.

For this reason, starting from 2023, we will implement a database to record the packaging used, its type (**mostly wood and plastic**), and the percentage of recycled material it contains.

At the end of their life cycle, **the packaging is entirely recovered**.
For further information, please refer to the section → Our Approach to Customers and Suppliers.

Water

In general, the water used in the production processes by our companies is **drawn from the municipal water** supply and then **discharged into the sewer after purification**, or it is **disposed of at an authorized facility as waste** (in the case of aqueous washing solutions from Sirio Aliberti, Gimar, Bertolaso, Ave Technologies, and Priamo, which are treated as waste by specialized third-party companies).

When utilized, water is mainly used for the following activities: **machine washing, machine integrity testing, or testing**. The quality standards of the discharges are kept under control through **periodic monitoring**.

Minimizing water consumption is one of the strategic goals (15) in our ESG Plan. In 2022, the water consumption mapping for the group was completed, and for 2023, the goal is to define and implement the first projects for rationalizing water consumption in the production processes.

The water consumption data presented below are derived from bills for the facilities connected to the municipal water supply and/or from meter readings installed at facilities that draw from wells. Compared to 2021, there **was a 64% increase in water usage, solely due to the expanded reporting scope** (Ape, Bertolaso, and Permeare were not included in the 2021 data).

Table 6: Water Consumption *

	2021 (m3)	2022 (m3)
Amount of Water Consumed	11,431	18,798

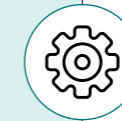* Data are processed based on our periodic progress reports.

Material topic
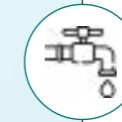
Water resource management

Improvement of processes and technologies in use to **reduce water resource consumption** and minimize negative environmental externalities.
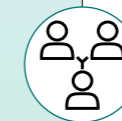
Center of responsibility

HSE Manager (belongs to Group Corporate Area)

Management modality

- Planning and monitoring of ESG Plan
- Model 231
- MB0 System
- Environmental analysis
- Monitoring of water withdrawals
- Management of accidental discharges
- Technology updates

Involvement type

Direct

ESG Plan goals

15 16

GRI Referenced

GRI 303-5 (a): Water and wastewater management 2018

SDGs Related

4

Pillar
Innovation

3.4 Innovation

We aim to contribute to the sustainable development of our Group through products and services that reduce the impacts of our customers while enhancing their competitiveness.

There are three main **directions in which we want to develop our offering**:

→ Technology: **directing all product development towards generating sustainability benefits for our customers**. Each new product that comes out of our facilities will not only be more high-performing and efficient but also have the ability to reduce consumption, waste, emissions, and any other form of impact along our customers' value chain, enabling them to increase economic and production performance. **Our companies aspire to become true laboratories of sustainable innovation and a reference point for the industry**.

→ Digitalization: **providing a complete and innovative service with integrated and smart products**. The ability to reduce environmental and social impacts also involves the capacity to **handle large amounts of data to constantly monitor** performance and impacts, **correct errors, and prevent malfunctions**, intervening promptly and effectively.

→ Servitization: **revisiting the product offering from a *servitization* perspective**. In the circular economy approach, we believe it is increasingly necessary to extend the useful life of products and promote **servitization, both in terms of assisting the customer throughout the product's lifecycle and in offering performance without necessarily transferring ownership of the products**.

GOALS INNOVATION

GOALS	OWNERS	ACTIVITIES 2022*	GOALS 2023
18 Orient all product development to **generate benefits of sustainability**	Operations & Engineering Directors	▪ 2 products awarded as sustainable innovation: Safi and SCS (→ Our acknowledgments)	▪ Engineering leaders of the two divisions will lead the teams - training and development of new sustainable products
19 Offer our customers a **complete and innovative service** with **integrated and smart products**	Chief Digital Officer	▪ Interconnection 4.0 Production Facilities Completed ▪ Unified HMI application testing for the entire group	▪ All machines manufactured by the Group are natively integrated into the Digital platform ▪ Pilot project for production process automation ▪ Unified HMI implementation across the Group. ▪ Integration of all necessary systems to ensure business digital continuity (ERP, CRM, PLM, and Digital Platform)
20 Revisiting product offerings in the **key of servitization**	Operations & Engineering Directors	▪ Started training plan for Technicians	▪ Completion of training plan for technicians ▪ Design workshop for maintenance

* The list also considers activities carried out within the first three months of 2023.

Technology

At Omnia Technologies, we develop **complete systems by integrating all the machines in the production line**, which can then be managed through a single user interface.

Each of our products **can be remotely monitored and controlled** for the resolution of any technical anomalies and for **predictive and preventive maintenance**.

With the help of Industry 4.0 technology, our customers can **program, track, and perform statistical analysis of the production**. Additionally, to counteract potential process drifts, each system **can be equipped with sensors or interfaces for integration with machines in existing lines**.
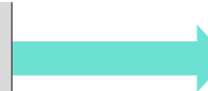
Innovation is the cornerstone of our daily operations, and we consider it a wonderful **enabling factor to**:

▪ increase the level of **technological innovation** embedded in our products (increasingly automated, integrated, and data-driven);

▪ enhance **production efficiency** (fewer machines with the same results), **optimizing costs and processing times**;

▪ **save resources (water, heat, or energy) and raw materials**, starting from the product design phase;

▪ continuously improve the **ergonomics (and usability) and safety** of our machines;

▪ **anticipate competition and meet the demands** of our partners;

▪ develop technologies that make **products more high-performing and safe even for end users**.

Innovation also means being able to envision what does not yet exist and making it possible. For instance, we were the **first to use ceramic membranes**: a Della Toffola **patent** that revolutionized the entire winemaking sector. Ours is a continuous creative process that gains strength from the experience and passion of our team of **enologists and engineers**.

Innovations

R&D Innovations 2021 - 2022	Under production	⚡ Energy	🚰 Water	Waste		Under development	Saving
Systems filtration ceramics	New membrane ceramic for the filtration of beverages	Reduction by **30-40%** of the energy used	Reduction by **50%** of water used	Reduction of the utilization of the cartridge filter	→	Unit of de-alcoholisation at low temperature with water recycling	**30+%** reduction in energy consumption
Presses automatic intelligent Ampelos	System to separate water from contaminants in order to reuse it several times in the washing cycles	Reduction of **more than 40%** of the energy used	Reduction by **75%** of consumption of water	Minimizing minimizing the use of products chemicals for cleaning of the system		Carbon Neutral Distillery, which uses MVR (mechanical vapor recompression) for completely green and sustainable production	Up to **75%** water savings
							Reduction of waste materials, minimization of chemical use
Labeling machines without using of glue	Labeling system without the use of glue between the label and the bottles	Reduction by **30%** of energy to remove labels	Reduction by **30%** of water washing for bottles	Use of recyclable labels made of OPP plastic. Minimizing the use of glue **(-70%)** and soda ash **(-30%)**		Smart capping, which enables monitoring single cap and predictive maintenance	Attention to circularity and recyclability of materials

Material topic

Research and Development

Highly innovative products designed and developed **to reduce** energy, water, and material **consumption as much as possible.**

Center of responsibility

Engineering managers of the Processing and Bottling & Packaging divisions.

Management modality

- Definition of product specifications with consumption targets
- Internal testing on prototype measurement
- Design review for manufacturability and serviceability
- Procedure P09

Involvement type

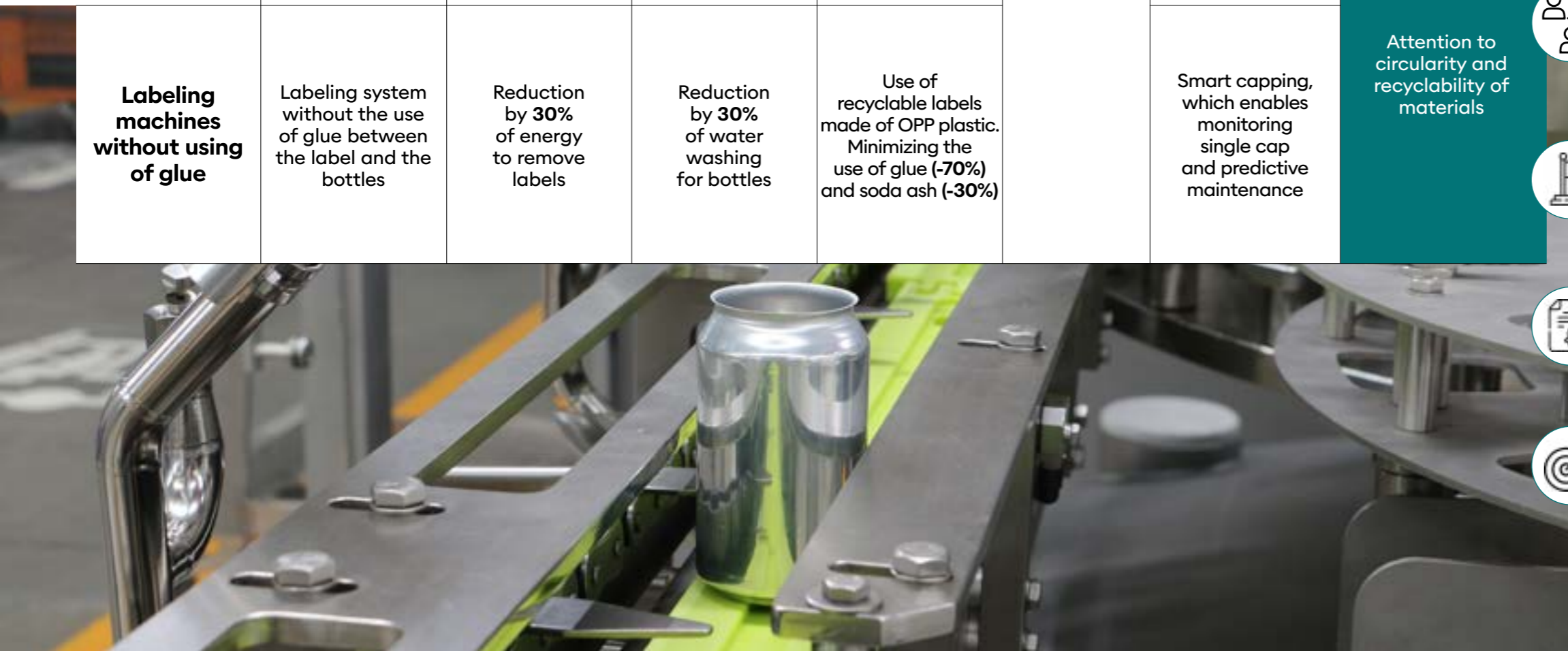Direct and indirect (through our value chain)

ESG Plan goals

13 14

GRI Referenced

/

SDGs Related

Products Quality and Safety

We have always considered prioritizing customer satisfaction through the supply of machines with fundamental characteristics, including: **high-quality construction and aesthetics, excellent functionality, user-friendliness, and safety**.
The achievement of these goals is monitored through the adoption of a **Quality Management System compliant with the UNI EN ISO 9001 standard**. The system ensures effective management of all business processes, such as ordering, design, procurement of materials and services, production, etc., through a series of procedures and control measures.

Market needs and expected quality are identified through constant **interactions that the Sales, Technical, After-sales, and Quality departments maintain with customers**. The Technical Office incorporates these requirements to develop comprehensive and detailed projects; construction standards are monitored by both production and the Quality Control Service to ensure constant adherence to quality goals.

The safety of equipment and machinery produced is ensured by implementing design procedures that comply with regulatory requirements, including continuous risk assessment and identification of corresponding measures. The goal is **to eliminate any foreseeable risks throughout the machine's lifecycle**.

To achieve machinery safety, we apply the following principles:

- Eliminate or reduce safety risks during the design and construction phases.
- Adopt necessary protective measures to mitigate residual risks.
- Provide adequate and complete training (where necessary) and information to customers regarding residual risks and the use of proper collective and individual protective devices.

Material topic

Quality and safety of products

Ensuring the **quality and safety of the final product** through dedicated **design, production**, and customer information.

Center of responsibility

Quality (belongs to Group Corporate Area)

Management modality

- ISO 9001
- Customer satisfaction questionnaire

Involvement type

Direct

ESG Plan goals

18 19 20

GRI Referenced

GRI 416-2: Customer health and safety 2016
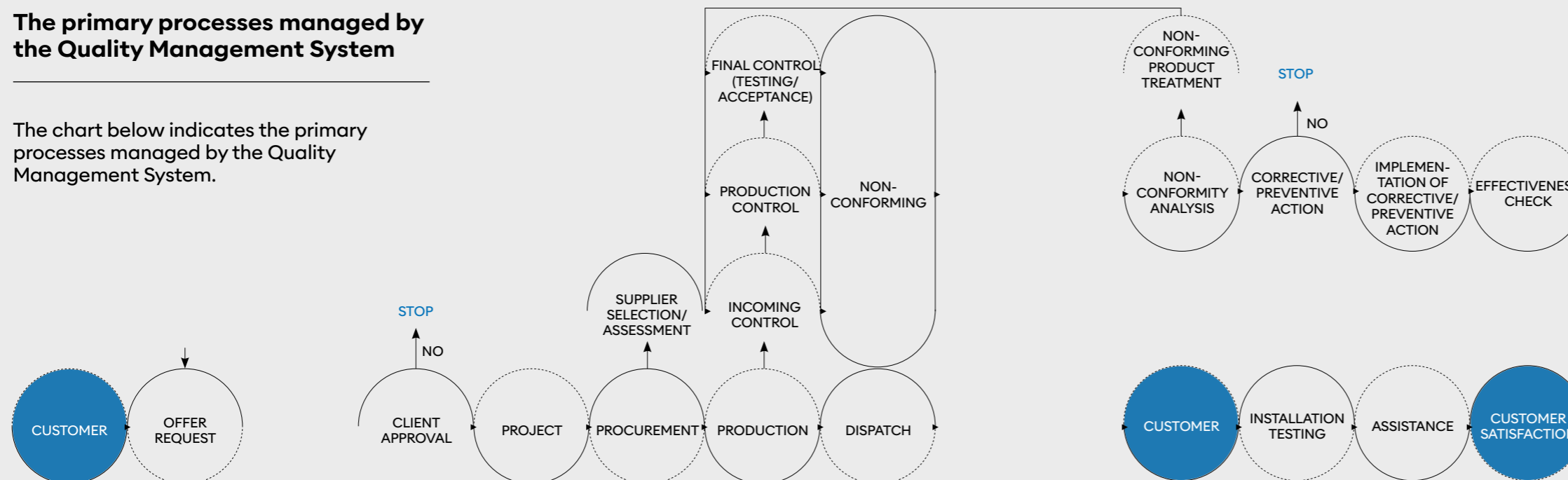**GRI 417-2**: Marketing and labeling 2016

SDGs Related

The primary processes managed by the Quality Management System

The chart below indicates the primary processes managed by the Quality Management System.

Digitalization

Digital transformation is the process that enables the **creation or modification of business models, company culture, and user experience.** Digitalization (referring to IoT, cloud computing, and big data) is the technology that most enables the transition to new business models associated with increasing levels of servitization, ultimately leading to machine-as-a-service.

The **metalworking sector has only started approaching this process in recent years**; at **Omnia Technologies, we have decided to accelerate the pace**, driven by market trends, feedback from our customers, and, of course, internal improvement goals.

Currently, we don't have constant remote control of our machines: we connect remotely or intervene directly only in case of breakdowns or assistance.
However, this prevents us from **objectively and effectively evaluating the machine's performance and its components over time.** Currently, our design and business decisions are based on statistical or subjective data – from customers, sales representatives, or our technicians – and this hinders our improvement process.
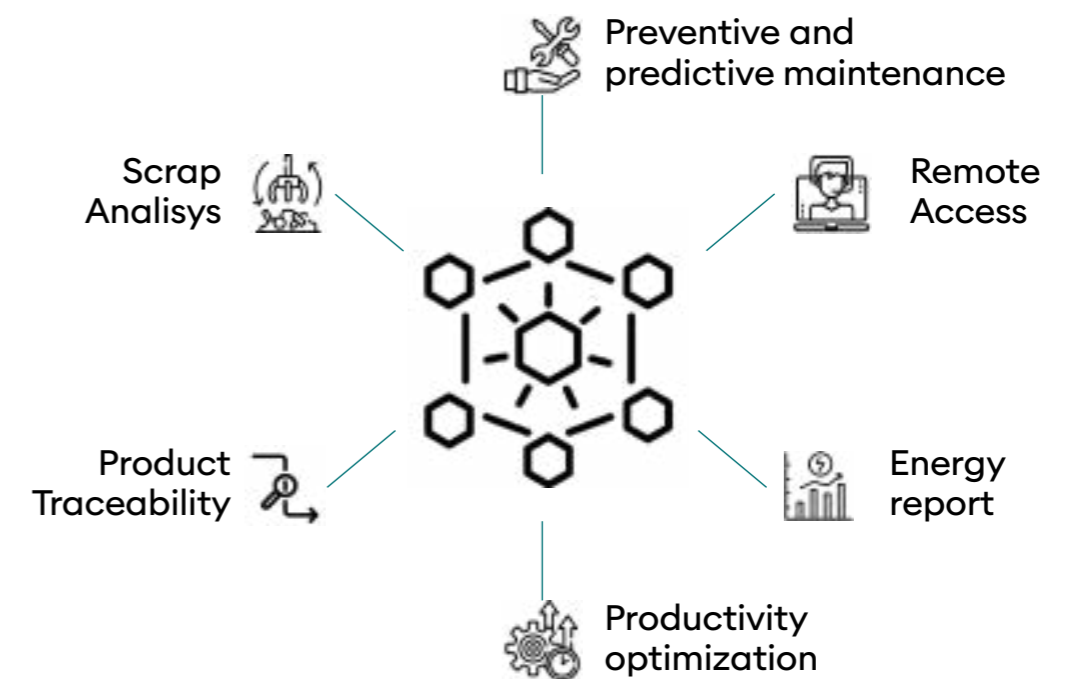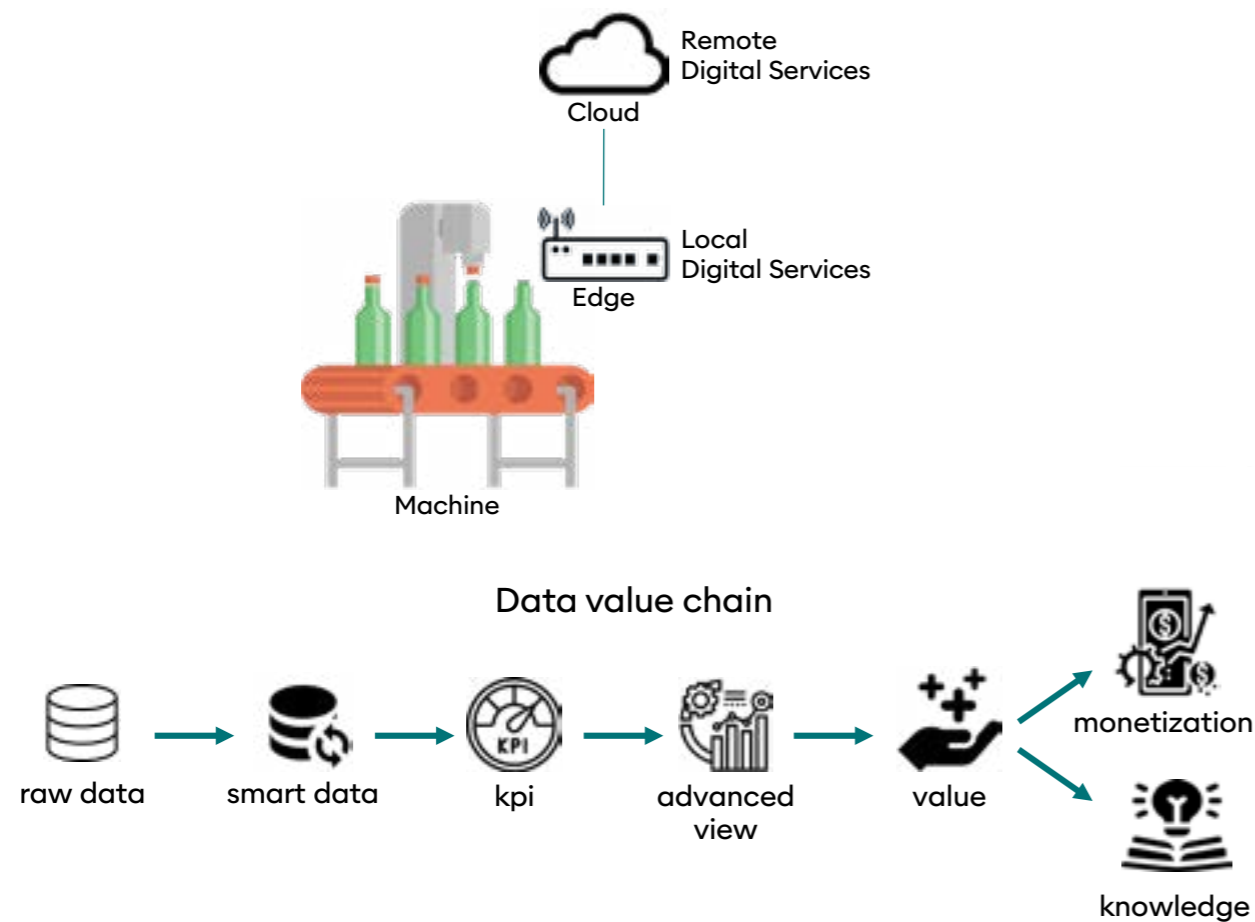
The digitalization process initiated in 2022 (which not only applies to products but also to our processes - we will provide a more detailed account in the next report) **will allow us to acquire a relevant and pertinent database and make informed and data-driven (objective) decisions.**

The IoT platforms connected to the machines will collect data, which, once processed, will enable us to:

- Decide on the **level of servitization to activate** for that product/customer → Servitization;

- **Identify the sustainability KPIs** to set the evaluation – and therefore the future design – of the machine;

- Develop **applications that reduce machine downtime** or provide **predictive visibility of possible failures**; or, alternatively, create applications that **suggest machine usage or process operation** with a lower impact, while still ensuring the highest level of quality and productivity.

For this – and much more – **digital platforms are becoming essential**: the platform and the data are the fundamentals on which **scalable and customer-centric solutions and applications are developed.**

Data

Cloud — Remote Digital Services

Edge — Local Digital Services

Machine

Data value chain

raw data → smart data → kpi → advanced view → value → monetization / knowledge

Digital Services

Preventive and predictive maintenance

Scrap Analisys

Remote Access

Product Traceability

Energy report

Productivity optimization

Digital Ecosystem

Engineering Added Values
- Digital protoype
- Real-time validation
- Multi disciplinary & company optimisation

Service Added Values
- Inventory reduction
- Reduce customers' down time
- «Sevitisation» business model
- Remote assistance
- Part traceability

Sales&Marketing Added Values
- Product configuration & customisation
- Customer relationship improovemet
- Sales optimisation and forecasting

Supply Chain Added Values
- Inventory optimisation & normalization
- Supply chain prediction

Manufacturing Added Values
- Product quality improovement
- Worker instructions
- Smart maintenance

HR Added Values
- Transformation of skills base
- Addition of digital skills
- Promote digital culture

Finance Added Values
- Visibility across the entire group
- New business models
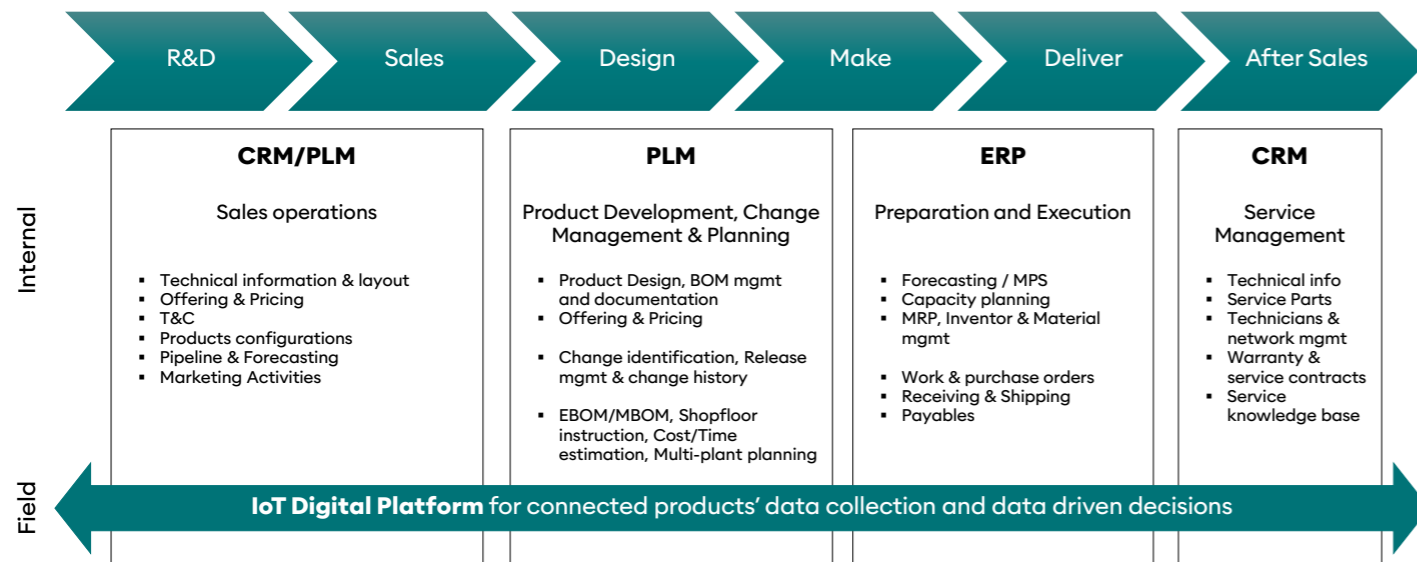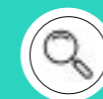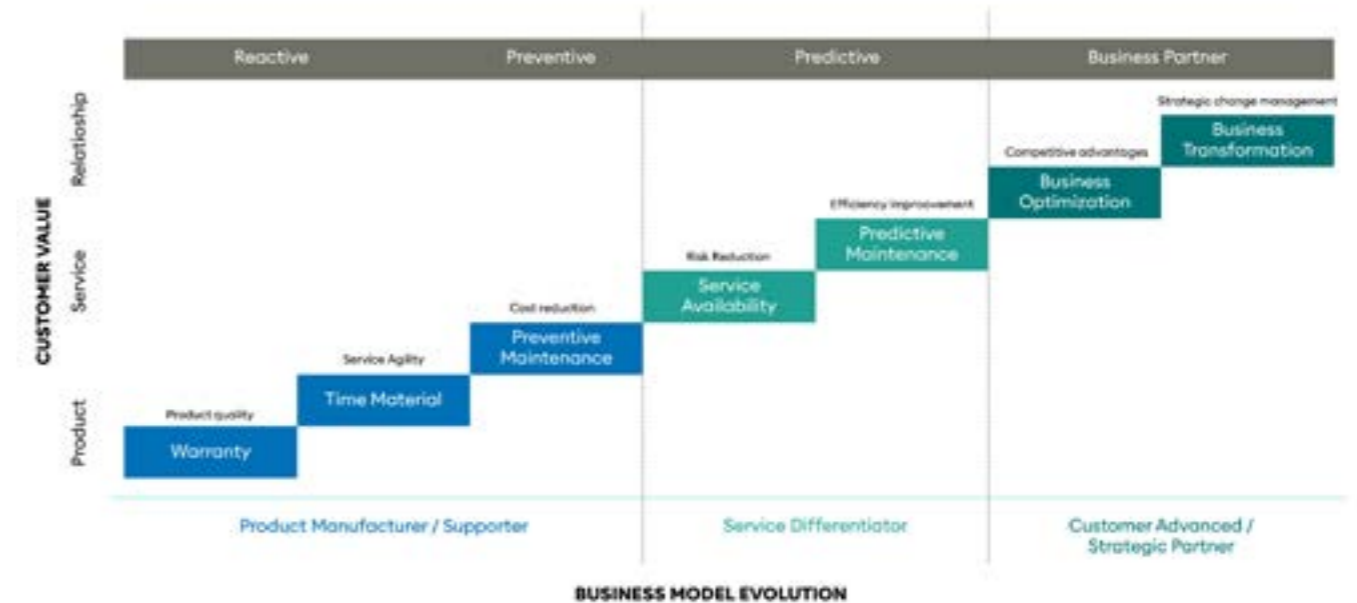- Closer integratore to the core business

Engineering — PLM, CAD
Supply Chain — ERP, SCM
Manufacturing — MES, MOM
Sales & Marketing — CRM, CMS
Service — SLM, EGP
Customers — IoT
Business Intelligence

The backbone of our Group's processes

| R&D | Sales | Design | Make | Deliver | After Sales |

Internal

CRM/PLM	PLM	ERP	CRM
Sales operations	Product Development, Change Management & Planning	Preparation and Execution	Service Management
• Technical information & layout • Offering & Pricing • T&C • Products configurations • Pipeline & Forecasting • Marketing Activities	• Product Design, BOM mgmt and documentation • Offering & Pricing • Change identification, Release mgmt & change history • EBOM/MBOM, Shopfloor instruction, Cost/Time estimation, Multi-plant planning	• Forecasting / MPS • Capacity planning • MRP, Inventor & Material mgmt • Work & purchase orders • Receiving & Shipping • Payables	• Technical info • Service Parts • Technicians & network mgmt • Warranty & service contracts • Service knowledge base

Field

IoT Digital Platform for connected products' data collection and data driven decisions

Servitization

Revisiting product offerings in terms of *servitisation*. With a view to the circular economy, we believe it is increasingly necessary to extend the useful life of products and push towards servitisation, understood both as the ability to assist the customer throughout the product life cycle and as the possibility of selling services without necessarily relinquishing ownership of the products.

CUSTOMER VALUE / Relationship / Service / Product

Reactive | Preventive | Predictive | Business Partner

- Warranty (Product quality)
- Time Material (Service Agility)
- Preventive Maintenance (Cost reduction)
- Service Availability (Risk Reduction)
- Predictive Maintenance (Efficiency improvement)
- Business Optimization (Competitive advantages)
- Business Transformation (Strategic change management)

Product Manufacturer / Supporter — Service Differentiator — Customer Advanced / Strategic Partner

BUSINESS MODEL EVOLUTION

🔍 **Deepening**

To continue read frame or click here!

Interview servitization

Fabrizio Lavecchia

Head of Engineering | R&D | Service Omnia Technologies

When we talk about service transformation/servitization in the manufacturing world, what do we mean?

Generally, it refers to the shift where manufacturing companies offer their customers not just **physical products** - machines, systems, or plants - but directly the **service aimed at meeting their needs**.

04

Appendix

4.1 Methodological Note

A new
path

Our 2030 Agenda

SUSTAINABILITY
REPORT
GRUPPO
OMNIA TECHNOLOGIES
2022

The Sustainability Report of Omnia Technologies (hereinafter also referred to as the "Report") was approved by **the Executive Committee on September 11, 2023 and refers to the financial year ended on December 31, 2022.**

Unless otherwise specified, the **reporting scope** of the data and information contained in this document refers to the following companies within the Group:

- APE - Zevio (VR)
- AVE TECHNOLOGIES – Spinea (VE)
- BERTOLASO - Zimella (VR)
- DELLA TOFFOLA – Trevignano (TV)
- FRILLI – Monteriggioni (SI)
- GIMAR – Occimiano (AL)
- OMB – Calamandrana (AT)
- PERMEARE – Andorno Micca (BI)
- PRIAMO – Nervesa della Battaglia (TV)
- SIRIO ALIBERTI – Calamandrana (AT)
- Z-ITALIA – Castellucchio (MN)

The foreign **commercial branches** (which are representative offices and not production sites), the **Argentine company DT-INOX**, and the **Progema Engineering and Mar.Co. Srl companies** (acquired in November 2022) are not included.

Exceptions are the data reported in the following sections: → Economic Results and → People, where the consolidated Group data are presented, and therefore, the foreign commercial branches and the DT-INOX company are included, but Progema and Mar.Co. are excluded.

Considering the organizational changes implemented in 2022 - and still ongoing - regarding the description of performance and impact management methods, it was decided **to focus on the Italian production companies**, which generally constitute the reporting scope.

All the companies included in the scope contributed equally to the preparation of this report.
The reported data **refer to the impacts generated within the Group's scope** and do not consider those generated (or generable) through our value chain (except for Scope 3 → Environmental Impact Reduction).

The document **was prepared in reference to the GRI Standards**, following the provisions of the **GRI Universal Standard 1: Fundamental Principles 2021**, paragraph 3.

The data and information presented in this document **were collected through workshops, interviews, and data collection forms**. The document's structure and contents were **shared and validated by the internal ESG Committee and the involved functions**.
Whenever possible, **the data is presented comparatively with the performance of 2020 and 2021 to allow an assessment of performance trends over time**.

The document **has not been verified by third parties and will be available on the websites of Omnia Technologies and Invest Industrial**.

For any information, please contact us at: **esg@omniatechnologiesgroup.com**

4.2 Our Stakeholders

Our group has grown significantly in recent years (in 2021, +30% compared to 2020) thanks to key factors such as passion, expertise, industrial and technological capabilities, but its success is attributed to an **enabling factor that sets each company apart from another: the people**, who build relationships, express values and needs, and have created **our reference ecosystem**.

Our strength lies in the **type of relationships** we have built over time with our stakeholders, in our ability to **understand and accommodate the needs and peculiarities of each one**, giving rise to a collaborative and **co-creation space that has always characterized our way of doing business**.

All of this enables us **to achieve results that we could never conquer alone and guides our decision-making processes with greater awareness**.

Below, we present the list of our main stakeholders - and their involvement methods - as presented in the first Group sustainability report: **the list was reviewed at the beginning of 2023, and no changes or additions were highlighted**.

The list has been shared and validated by the ESG Committee.

The table below shows our stakeholders in order of relevance based on the following criteria:

- Applicable type and level of **responsibility** (legal, financial, or operational).
- **Suffered influence**: the ability to influence our performance and affect the actual possibility of achieving sustainability goals that have been set for us.
- **Generated influence**: the level of influence we exert outwardly through our activities or operations.

During 2022 no specific requests came to our mail box esg@omniatechnologiesgroup.com

Category	Subgroup	Current engagement tools	Discussion topics
Employees	Office	• Training • Internal communication	• Tasks • Product/Process • Code of Ethics and company policies
	Operation	• Safety Training • Internal communication • Internal Periodic Meetings	• Safety • Safety Bulletin • Production
	Trainees and new hires	• Specific Training (Frontal Lecture) • Onboarding plan • Welcome Kit • Welcome Day	• Induction Plan/Mansioni/Prodotto/Processo • Code of Ethics and company policies
Clients	Large organizations	• Meetings and calls • Technical support • Product catalogs • Events	• Technical and Business Development • Deliveries • Quality and Product Safety
	Small organizations	• Meetings and calls • Technical Assistance • Product Catalogs • Events	• Technical and Business Development • Deliveries • Quality and Product Safety
Suppliers	Suppliers of raw materials	• Questionnaires • Visits/audits • Development proposals • Non-Disclosure Agreement (NDA)	• Environmental Compliance • Product/Process Compliance • Offer • Innovation
	Technology suppliers	• Product training based on service	
	Services (consultants)	• Specific training	
Investors		• Report • Company visits • Call	• Financial and operational performance • ESG plan
Banks and financial institutions		• Mandatory communications • Reporting	• Economic performance
Government-institutions and regulatory bodies	Institutions	• Mandatory communications • Directives • Sector updates	• Forms • Regulations
	Certification bodies	• Certifications • Audit • Standards update • Training courses	• Reporting • Non-Compliance • Continuous Improvement
	Unions	• Regular meetings	• Productive Trend • Security • Welfare
	Universities and research	• Joint communication plan • Collateral activities • Co-participation in events • Internships and training programs	• Innovation • Training • Human Capital
Competitors		• Analisi best practices e report	• ESG
Local comunity	Families	• Mediazione del lavoratore	• Welfare
	Associations	• Donazioni	• Charity
Strategic partners	Strategic suppliers	• Partnership strategiche	• innovation • Research • Sustainability

4.3 Materiality Analysis

In corporate reporting, the **concept of materiality plays a crucial role** as it enables the **identification of information to be included** in the report that is **most relevant and pertinent for obtaining a comprehensive, effective, and transparent understanding and evaluation of the company's performance, impacts, and risks during the period under review**.

This year, we have also prepared our Sustainability Report following the informational requirements promoted by the GRI Standards, in the new version released in 2021.

The GRI Standards advocate for "impact materiality," which means that the foundation of the reporting process - and the decision-making and strategic process - is **essential to identify the themes that represent significant impacts - negative, positive, actual, or potential - generated, even indirectly, by an organization on people and the environment**.

Given the new corporate structure, there was a need to review the materiality analysis conducted in the previous year, involving a broader range of internal and external stakeholders.

The **review** activity **took place between March and April 2023**.

Goals of the materiality analysis review:
- Verify that the content of the report adequately addressed the **informational needs** of our internal and external stakeholders.
- Verify that the **ESG development plan was aligned with our material themes**.

The phases of the materiality analysis review process were as follows:

1. Identification of relevant stakeholders to involve in the process

A total of 29 individuals were involved, belonging to the following stakeholder categories:
- **External stakeholders (52% of the total)**: strategic partners, local community, customers, suppliers; the criterion adopted in the selection was "those most involved in the Group's value chain."
- **Internal stakeholders**: shareholders and employees; the latter being those not directly involved in the definition and management of the Group's strategic direction.

For a description of the individual categories and the usual involvement methods - not exclusively aimed at reporting activities - please refer to the chapter
.

2. Identification of potentially material themes

Considering the company's profile (starting from risk analysis, policies, Group's strategic plan, etc.), the reference context, and the principles/standards adopted (such as GRI Standards, sustainability regulations, Global Compact principles), **existing and emerging sustainability issues of the Omnia Group were mapped based on severity and impact probability, positive or negative**.

This activity, **carried out by the ESG committee** during a workshop guided by external consultants, **led to a substantial confirmation of the material themes identified in the 2021 assessment**; only one case required revision. For all other material themes previously identified and reported in the 2021 report - not listed in the following table - each theme's description was updated in line with the new Group's strategies .

Below are the material themes subject to review in 2022:

Material Theme 2021	Material Theme 2022	Reason for revision
Customer satisfaction	Customer and partner satisfaction	To highlight the **key players** in our **co-creation** processes
Human resource engagement and talent development	Involvement and development of human resources	The Group intends to **enhance the value of human resources regardless**
Community involvement	Involvement of the local communities	Highlight the contribution to the creation of value **for the reference territory**
Waste	Circularity	For our production process, it is about **circular waste management**
Infrastructure improvement (water resource management)	Water resource management	**Greater clarity** of the theme and related strategic goals
Quality and safety	Product quality and safety	**Greater clarity** of the theme and related strategic goals

3. Impact Relevance and Intervention Priority Assessment

The list of potential material themes underwent validation by our stakeholders.
All identified stakeholders in phase 1, both internal and external, were briefed on the purpose of the activity, followed by the distribution of an online questionnaire asking them to assign (using 5-Likert* type metrics) a value between 1 (minimum value) and 5 (maximum value) for each of the following criteria regarding each material theme:

- The level of impact, positive-negative, generated or potentially generated, even indirectly, by Omnia (verifying the theme's relevance level).

- The level of priority for management/intervention by Omnia (verifying the required level/degree of addressing the theme - prioritization of themes).

Furthermore, all involved parties were asked **to indicate any other theme or aspect that was not previously considered but should have been** to maximize Omnia's contribution to sustainable development **(verifying the level of listening and integration of stakeholder expectations/needs)**. In this regard, no new areas were identified where Omnia contributes to or hinders the achievement of sustainable development goals.

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* A Likert scale or rating system is a measurement method used in research to assess attitudes, opinions and perceptions.

4. Materiality Matrix and Final Results Validation

By triangulating the information gathered from the context analysis and the internal and external perspectives, the **ESG Committee examined the results (showing substantial alignment between Omnia's priorities and those of its stakeholders) and created a preliminary materiality matrix, which was later validated by the Board of Directors and reformulated as follows**.

For better comparability of results, the same materiality threshold (materiality judgment) as the previous report was retained: 3.6 percentage points on a 1-5 scale.

The entire review process was managed by the ESG committee as the responsible entity, with the consultation of external technical partners. The results of the materiality analysis were shared with the Board of Directors.

The next review is scheduled to take place during the next non-financial reporting cycle.

CORPORATE	PEOPLE	IMPACTS REDUCTION	INNOVATION
3 Business ethics, integrity and anti-corruption	**1** Health and safety in workplaces	**6** Energy consumption and supply	**2** Research and development
4 Economic performances	**5** Involvement and development of human resources and talent development	**6** GHG emissions	**7** Quality and safety
8 Regulatory compliance	**9** Inclusion, non-discrimination and equality	**6** Waste	
10 Customer satisfaction	**12** Welfare	**14** Infrastructure improvement (water resource management)	
11 Cybersecurity and privacy	**13** Community engagement		

The number by which the objectives are identified is progressive and not in order of priority.

Material Themes Correlation Table - GRI Standards

ESG Pillar	Priority	Material Theme	GRI Indicators
People	1	**Health and safety in the workplace** Ensuring safe and healthy workplaces and spaces through safe work practices, employee health and wellness programs, and the promotion of a corporate culture of health and safety.	403-1; 403-2; 403-3; 403-5; 403-6; 403-9
Impacts reduction	2	**Research and development** Highly innovative products designed and developed to reduce energy, water and material consumption as much as possible.	
Corporate	3	**Business ethics, integrity and anti-corruption** The way we manage risks and opportunities in conducting our business; the ability to provide services that meet the highest level of expected standards by going above and beyond what is required by law.	205-1; 205-2; 205-3
People	4	**Involvement and development of human resources** Involvement and enhancement of human capital through training programs, skill development, and moments of active discussion.	404-1; 404-2
Corporate	5	**Economic performance** The financial results in terms of revenue and EBITDA (gross operating margin) achieved in a compliant, legal and ethical manner.	201-1
Impacts reduction	6	**Energy consumption and supply** Sourcing from renewable sources and reducing energy consumption (adopting the best available technologies in terms of efficiency).	302-1
Impacts reduction	7	**GHG Emissions** Science-based modeling activities to reduce and mitigate direct and indirect greenhouse gas emissions.	305-1; 305-2; 305-3
Innovation	8	**Product quality and safety** Ensuring the quality and safety of the final product through dedicated design, production, and customer information.	416-2; 417-2

ESG Pillar	Priority	Material Theme	GRI Indicators
Corporate	9	**Regulatory Compliance** The Group's approach to ensuring knowledge and adoption of implementation measures that comply with applicable laws, regulations, and policies.	2-27
People	10	**Inclusion, non-discrimination and equality** Promoting and ensuring an inclusive corporate culture that is open to diversity; adopting appropriate practices to this end, valuing the contribution of all employees.	405-1; 406-1
Impacts reduction	11	**Circularity** Design products from a circular perspective by limiting the use of natural resources and materials, and providing for the adoption of end-of-life reuse and recycling practices.	306-1; 306-2; 306-3; 306-4; 306-5
Corporate	12	**Customer and partner satisfaction** Ensuring that the expectations and needs of our customers and partners are met by facilitating a preferred communication channel where they can express their opinions/suggestions/complaints.	416-2; 417-1; 417-2; 417-3
Corporate	13	**Cybersecurity and privacy** Developing appropriate governance, infrastructure, and awareness to prevent and mitigate risks related to the collection, storage, and use of sensitive or confidential data or information.	418-1
People	14	**Welfare** Corporate welfare activities and programs in addition to what is already provided for in the regulations.	401-2; 401-3
Impacts reduction	15	**Water resource management** Improvement of processes and technologies in use to limit the consumption of water resources and minimize negative environmental externalities.	303-5
People	16	**Involvement of local communities** Creating lasting relationships with target communities, promoting open and ongoing dialogue, and activating new partnerships in training/education.	/

GRI Content Index

Reporting with reference to GRI standards for the period 01/01 - 31/12 2022

Standard	Information	UNGC	SDGs	Reference/Note
GRI 2: General Information 2021				
2-1	**Organizational Details**			
2-1 a	Business Name			Omnia Technologies Group
2-1 b	Ownership and legal form			Omnia Technologies Group
2-1 c	Headquarters			Della Toffola - Signoressa di Trevignano (TV)
2-1 d	Countries in which we operate			Omnia Technologies Group
2-2	**Entities included in the organization's sustainability reporting**			
2-2 b	Differences between the list of entities included in financial reports (consolidated/public) and those included in this sustainability report			Methodological note
2-3	**Reporting period, frequency and point of contact**			
2-3 a	Reporting period and frequency			1 January - 31 December 2022; annual report
2-3 c	Date of publication this document			31 August
2-3 d	Contact email			esg@dellatoffola.it
2-6	**Activities, value chain and other business relationships**			
2-6 a	The sectors in which we operate			Business Model
2-6-b	Our value chain (activities, products, services, markets, suppliers, customers)			Omnia Technologies Group
2-7	**Employees**		8, 10	People
2-9	**Governance structure and composition**		5, 16	
2-9 a	Description of the governance model			Governance
2-9 b	List of committees, other oversight bodies			Governance
2-12	**Role of the highest governing body in controlling the management of impacts**		16	
2-12 a	Role of the highest governing body and executives in developing, approving, and updating purpose statements and sustainable development strategies			Our roadmap The strategy development Governance The sustainability goals
2-13	**Delegation of responsibility for managing impacts**			
2-13 a	Description of how the highest governing body delegates responsibility for managing ESG impacts (executives, employees)			The sustainability goals
2-13 b	Process and frequency of reporting			The sustainability goals
2-14	**Role of the highest governing body in sustainability reporting**			
2-14 a	Responsibility of the highest governing body in BdS review and approval			The sustainability goals The materiality analysis Methodological note
2-16	**Communication of critical issues (that affect or may affect stakeholders and business conduct)**			

Standard	Information	UNGC	SDGs	Reference/Note
2-16 a	The manner in which the highest governing body is informed			Code of Ethics and Model 231
2-22	**Sustainable development strategy statement**			Letter to stakeholders
2-23	**Corporate Policies**	1, 6, 10	16	Governance
2-24	**How the principles included in the Corporate Policies are applied**			Governance Our approach to customers and suppliers
2-26	**Ways to request clarification or raise concerns about corporate conduct**	10	16	Whistleblowing Policy
2-27	**Compliance with laws and regulations**	1, 7, 8, 10	16	
2-27 a	Significant instances of noncompliance and related sanctions			During the reporting period under review, no cases of noncompliance were found and no penalties were paid
2-29	**Approach to stakeholder engagement**			Our stakeholders The materiality analysis
2-30	**Collective bargaining agreements**	3,6	8	
2-30 a	% of total employees covered by collective agreements			100% CCNL Metalworking
GRI 3: Material themes 2021				
3-1	**Process of determining material themes**			The materiality analysis
3-2	**List of material themes**			Correlation Table Materail Themes - GRI Standards
MATERIAL THEMES				
	1 - Health and safety in the workplace			
GRI 3: Material themes 2021				
3-3	**Material subject management**			pp. 116-121
GRI 403: Health and safety in the workplace 2018				
403-1	**Occupational health and safety management system**	3	8	pp. 116-121
403-2	**Hazard identification, risk assessment and accident investigation**	3	8	
403-2 (a)	Processes used to identify hazards and risks			pp. 116-121
403-2 (d)	Assessments and corrective actions			pp. 116-121
403-3	**Occupational health services**	3	8	pp. 116-121
403-5	**Worker training on occupational health and safety**	3	8	pp. 116-121
403-6	**Worker health promotion**	3	8	pp. 116-121
403-6 (a)	Off-the-job health and medical services			pp. 116-121
403-9	**Occupational accidents**	3	8	pp. 116-121
	2 - Research and development			
GRI 3: Material themes 2021				
3-3	**Material theme management**	9	9, 12	pp. 168-169

Standard	Information	UNGC	SDGs	Reference/Note
3 - Business ethics, integrity and anti-corruption				
GRI 3: Material themes 2021				
3-3	**Management of the material issue**	10	5, 8, 10, 12	pp. 56-58
GRI 205: Anti-corruption 2016				
205-1	**Operations assessed to determine corruption-related risks**	10	5, 8, 10, 12	pp. 56-58
				All locations are involved; the risks are those included in Model 231-adopted in all companies-beginning with those of bribery and fraud
205-2	**Communication and training on anti-corruption regulations and procedures**	10	5, 8, 10, 12	pp. 56-58
205-3	**Confirmed incidents of corruption and measures taken**	10	5, 8, 10, 12	pp. 56-58
4 - Involvement and development of human resources				
GRI 3: Material themes 2021				
3-3	**Material theme management**	6	5, 8, 10	pp. 124-127
GRI 404: Training and education 2016				
404-1	**Average hours of annual training per employee**	6	5, 8, 10	pp. 124-127
				Data is available only in aggregate form, without distinction by gender or category
404-2	**Programs for upgrading employee skills**	6	5, 8, 10	
404-2 (a)	Type and scope of programs			pp. 124-127
5 - Economic performance				
GRI 3: Material themes 2021				
3-3	**Management of the material theme**	10	8	pp. 60-65
GRI 201: Economic performance 2016				
201-1	**Direct economic value generated and distributed**	10	8	
201-1 (a)	Direct economic value generated and distributed (EVG&D) on an accrual basis			pp. 60-65
6 - Energy consumption and supply				
GRI 3: Material themes 2021				
3-3	**Management of the material theme**	7, 8, 9	9, 12	pp. 146-149
GRI 302: Energy 2016				
302-1	**Internal energy consumption within the organization**	7, 8, 9	9, 12	Energy sold is not relevant

Standard	Information	UNGC	SDGs	Reference/Note
7 - GHG Emissions				
GRI 3: Material themes 2021				
3-3	**Management of the material theme**	7, 8, 9	9, 12, 13	pp. 150-155
GRI 305: Emissions 2016				
305-1	**Scope 1 Emissions**	7, 8, 9	9, 12, 13	
305-1 (a)	Gross value of direct GHG emissions (Scope 1) in tons of CO_2 equivalent			pp. 150-155
305-1 (b)	Gases included in the calculation			pp. 150-155
305-1 (d)	Base year for the calculation			pp. 150-155
305-1 (g)	Standards, methodologies, assumptions and/or calculation tools used			pp. 150-155
305-2	**Scope 2 Emissions**	7, 8, 9	9, 12, 13	
305-2 (a)	Gross value of indirect GHG emissions from energy consumption (Scope 2) based on geographic location in tons of CO_2 equivalent			pp. 150-155
305-2 (b)	Gross value of indirect GHG emissions from energy consumption			pp. 150-155
305-2 (c)	Gases included in the calculation			pp. 150-155
305-2 (d)	Base year for the calculation			pp. 150-155
305-2 (g)	Standards, methodologies, assumptions and/or calculation tools used			pp. 150-155
305-3	**Scope 3 Emissions**	7, 8, 9	9, 12, 13	
305-3 (a)	Gross value of other indirect GHG emissions (Scope 3) in tons of CO_2 equivalent			pp. 150-155
305-3 (b)	Gases included in the calculation			pp. 150-155
305-3 (e)	Base year for calculation			pp. 150-155
305-3 (g)	Standards, methodologies, assumptions and/or calculation tools used			pp. 150-155
8 - Product quality and safety				
GRI 3: Material themes 2021				
3-3	**Management of the material issue**		9, 12	pp. 170-171
GRI 416: Customer health and safety 2016				
416-2	**Nonconformities related to health and safety impacts of products**		9, 12	pp. 170-171
GRI 417: Marketing and labeling 2016				
417-2	**Nonconformities related to labeling and information on products and services**		9, 12	pp. 170-171

Standard	Information	UNGC	SDGs	Reference/Note
9 - Regulatory Compliance				
GRI 3: Material themes 2021				
3-3	Management of the material theme		8, 10	pp. 54-55
10 - Inclusion, non-discrimination and equality				
GRI 3: Material themes 2021				
3-3	Management of the material topic	6	5, 10	pp. 128-131
GRI 405: Diversity and equal opportunity 2016				
405-1	Diversity in governing bodies and among employees	6	5, 10	pp. 128-131
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective measures taken	6	5, 10	pp. 128-131
11 - Circularity				
GRI 3: Material themes 2021				
3-3	Management of the material theme	7, 8, 9	12	pp. 156-161
GRI 306: Waste 2020				
306-1	Generation of waste and significant waste-related impacts	7, 8, 9	12	pp. 156-161
306-2	Management of significant waste-related impacts	7, 8, 9	12	pp. 156-161
306-3	Waste generated	7, 8, 9	12	pp. 156-161
306-3 (a)	Tons of waste generated, and breakdown according to its composition			
306-3 (b)	Background information			
306-4	Waste not landfilled	7, 8, 9	12	pp. 156-161
306-5	Waste landfilled	7, 8, 9	12	pp. 156-161
306-5 (a)	Tons of waste sent to landfills, and breakdown according to their composition	7, 8, 9	12	pp. 156-161
12 - Customer and partner satisfaction				
GRI 3: Material themes 2021				
3-3	Management of the material issue		9	pp. 40-42
GRI 416: Customer health and safety 2016				
416-2	Nonconformities related to product health and safety		9	pp. 40-42
GRI 417: Marketing and labeling 2016				
417-1	Requirements related to labeling and information on products and services		9	pp. 40-42
417-2	Nonconformities related to labeling and information on products and services		9	pp. 40-42
417-3	Noncompliances related to marketing communications		9	pp. 40-42

Standard	Information	UNGC	SDGs	Reference/Note
13 - Cybersecurity and Privacy				
GRI 3: Material themes 2021				
3-3	Management of the material issue		8, 10	pp. 104-107
GRI 418: Customer privacy 2016				
418-1	Founded complaints regarding breaches of customers' privacy and loss of their data		8, 10	pp. 104-107
14 -Welfare				
GRI 3: Material themes 2021				
3-3	Management of the material theme	6	8, 10	pp. 132-135
GRI 401: Employment 2016				
401-2	Standard employee benefits	6	8, 10	pp. 132-135
401-3	Parental leave	6	8, 10	pp. 132-135
15 - Water resource management				
GRI 3: Material themes 2021				
3-3	Management of the material theme	7, 8, 9	9, 12	pp. 162-163
GRI 303: Acqua ed effluenti 2018				
303-5	Water consumption	7, 8, 9	9, 12	pp. 162-163
303-5 (a)	Total water consumption in megaliters			
16 - Involvement of local communities				
GRI 3: Material themes 2021				
3-3	Management of the material theme		8, 10	pp. 136-141

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