Omnia
Technologies

Enabling Evolution

Impact
Report 2024

OMNIA TECHNOLOGIES

Omnia Technologies Group

Impact Report

Year 2024

Omnia Technologies

Enabling Evolution

Executive Summary

2024 marked a year of consolidation and growth for Omnia Technologies Holding S.p.A. Società Benefit, but above all, a year of deepened accountability with regard to the commitments undertaken as a Benefit Corporation, generating value for all Group companies.

The path we have followed has strengthened our ability to integrate environmental, social, and governance (ESG) sustainability into corporate strategies, making the results we achieve measurable.

We have chosen to rely on internationally recognised standards to ensure the solidity, transparency, and comparability of our actions. In this regard:

- we obtained **B Corp certification**, which recognises the company's positive impact on people and the environment;

- we validated our emissions according to **SBTi (Science Based Targets initiative)** standards, confirming our alignment with global climate targets;

- we implemented an **Integrated Management System** compliant with **ISO 9001** (Quality), **ISO 14001** (Environment), and **ISO 45001** (Health & Safety), and launched concrete initiatives that led us to achieve **UNI/PdR 125 certification for gender equality** and **ISO 30415 certification for diversity and inclusion management**.

These are just some of the steps we have taken to build a responsible business model that prioritises shared value and ensures consistency between declared values and tangible actions.

Our commitment for the future is clear: to continue along a path of continuous improvement, enhancing impact measurement, expanding reporting to all stakeholders, and actively contributing to the achievement of the **Sustainable Development Goals (SDGs)**.

Elisabetta Compagno

Responsible for Impact
Omnia Technologies Holding S.p.A. SB

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Introduction

Omnia Technologies presents its first Impact Report as a Benefit Corporation – a significant milestone achieved with the statutory amendment completed in December 2023. This step marks the beginning of a new phase for the Group, consolidating a business model in which economic growth is integrated with the creation of social and environmental value.

The transition to Benefit Corporation status represents both a formal and strategic commitment for Omnia Technologies, which has incorporated into its Articles of Association the objective of generating a positive impact on communities, the environment, and people. This transformation is not only an ethical choice, but also a concrete responsibility towards all stakeholders with whom the Group interacts.

The Common Benefits pursued by Omnia Technologies are structured around three fundamental pillars:

1. COMMUNITY

Omnia Technologies is committed to supporting and strengthening local communities through social initiatives, promoting inclusion and creating opportunities for all. The company collaborates with institutions and organisations to foster social wellbeing and ensure tangible and measurable impact on the territory.

2. ENVIRONMENTAL IMPACT

Sustainability is at the core of Omnia Technologies' strategy, which adopts more responsible practices throughout the entire value chain. The focus is on reducing emissions, using resources efficiently, and driving green technological innovation, with the aim of minimising the ecological footprint and contributing to the protection of the ecosystem.

3. PEOPLE'S WELLBEING

Business success is closely linked to the wellbeing of the people who are part of the organisation. Omnia Technologies implements internal policies aimed at improving quality of work life, promoting an inclusive, collaborative environment that supports both personal and professional growth.

To ensure effective monitoring of the impact generated, Omnia Technologies has defined specific Key Performance Indicators (KPIs) to measure progress, ensure transparency towards stakeholders, and identify continuous improvement targets.

Omnia Technologies has embarked on this journey with the conviction that the entire Group has a crucial role to play in promoting a regenerative economy – one that gives back more to the planet than it takes. This Impact Report is a testament to our concrete commitment to generating lasting value, with the hope of inspiring other organisations to follow the same path.

Through responsible and measurable actions, Omnia Technologies aims to help build a better future – for people and for the planet.

CHAPTER 1

Common Benefit - Community

As part of its commitment to sustainability and social responsibility, the Omnia Technologies Group has identified two shared strategic priorities across its operating subsidiaries: ensuring equitable and sustainable access to drinking water, and promoting social inclusion in all its forms. These pillars are essential components of the Group's business strategy, placing community wellbeing and the protection of natural resources at the heart of its mission.

- **Access to Drinking Water**:

Omnia Technologies guides its operating companies to develop initiatives—through the corporate *Water Treatment* department—aimed at ensuring fair access to and sustainable management of drinking water. These projects are designed to support communities lacking water infrastructure, both in Italy and internationally, improving quality of life through practical and measurable solutions.

- **Inclusion and Diversity**:

Omnia Technologies supports and actively participates in initiatives dedicated to inclusion, with particular focus on gender differences, physical and mental disabilities, and the elimination of all forms of discrimination related to sexual orientation, political beliefs, and religion.

3 GOOD HEALTH AND WELL-BEING

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

10 REDUCED INEQUALITIES

1.1　Access to Drinking Water Il Pozzo dei Desideri

Ensuring Sustainable Access to Water in Remote Villages in Malawi

Access to clean drinking water remains one of the most critical global challenges for the health and wellbeing of communities. As part of its commitment in this area, the Group collaborates with *Il Pozzo dei Desideri ODV*, a non-profit organisation specialising in the construction of wells in some of the most remote rural areas of Malawi, where water infrastructure is virtually non-existent.

Il Pozzo dei Desideri focuses on building wells that serve entire communities, providing an essential resource for survival and sustainable development. Access to clean water not only improves hygiene and sanitation conditions, but also promotes education by reducing the time that people—particularly women and children—must dedicate to fetching water. 100% of all donations go directly to the construction of the wells, while all operational costs, including travel and logistics, are entirely covered by members of the organisation. To ensure transparency and traceability, each project is documented with photos, videos, and GPS coordinates, allowing donors to monitor the tangible impact of their support.

Omnia Technologies' Contribution

In line with its commitment to equitable and sustainable access to drinking water, Omnia Technologies contributed to the construction of two wells in Malawi in 2024. Thanks to this initiative, hundreds of people who previously had no access to safe water sources now benefit from a vital resource for health and wellbeing.

Project details:

Well 1 - Gudu Village	**Well 2 - Kandota II Village**
• Construction date: 24 May 2024 • Population served: 150 families, approximately 450 people • Drilling depth: 46 metres • GPS coordinates: 14°21'27.0"S 33°53'59.9"E	• Construction date: 1 June 2024 • Population served: 72 families, approximately 360 people • Drilling depth: 41 metres • GPS coordinates: 14°59'56.4"S34°50'20.6"E

The installation of these two wells has significantly improved the living conditions of over 800 people, greatly reducing the risk of diseases associated with contaminated water and ensuring a stable and safe water supply.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
Community	Number of wells built through our donation	2 wells	3 wells	Villages of Gudu and Kandota II, Malawi
Community	Number of people benefiting from the well construction	810 people	1,200 people	Approx. 222 families served
Community	Percentage increase in access to water in target areas	+30%	+50%	Calculated against pre-project baseline
Community	Monitoring of well status (annual inspections)	100%	100%	All wells monitored with annual checks and GPS traceability
Community	Average reduction in distance travelled for water collection (in km)	-50%	-70%	Time and effort saved, with positive impact on women and children

For 2025, Omnia Technologies aims to further expand the project by contributing to the construction of three additional wells and ensuring the ongoing maintenance of existing facilities.

This initiative forms part of Omnia Technologies' broader commitment to sustainable development, aligned with the United Nations 2030 Agenda for Sustainable Development Goals (SDGs), and in particular **Goal 6: Clean Water and Sanitation for All**.

6 CLEAN WATER AND SANITATION

1.2 Promoting Prevention WelfareCare

WelfareCare: Innovation and Solidarity in Prevention

Access to preventive healthcare is a key factor in ensuring people's well-being and reducing the incidence of disease. With this in mind, Omnia Technologies has partnered with *WelfareCare*, an Italian Benefit Corporation dedicated to promoting breast cancer prevention through the use of mobile clinics equipped with advanced technology.
This project specifically targets women aged between 35 and 45 – a group not covered by the free screening programmes offered by the national health system – by providing them with the opportunity to undergo high-quality diagnostic tests at no cost.

WelfareCare's initiative combines medical innovation with social inclusion, breaking down the economic and logistical barriers that often hinder access to healthcare. Through this collaboration, Omnia Technologies strengthens its contribution to public health by offering its employees and the local community a tangible opportunity for prevention.

Omnia Technologies' Contribution

As a Benefit Corporation, Omnia Technologies shares the values of inclusion, solidarity and health awareness that are central to the WelfareCare project. In 2024, the company sponsored two prevention days dedicated to both Group employees and the wider community in the areas where it operates.

Project details:

Trevignano (TV) April 5th 2024 (Piazzale di Villa Onigo)	Negrar di Valpolicella (VR) November 9th 2024 (Piazzetta San Martino)
• Total examinations performed: 75 • Mammograms: 29 • Ultrasound scans: 46	• Total examinations performed: 76 • Mammograms: 28 • Ultrasound scans: 48

Women involved – including Group employees and residents of the host municipalities – had the opportunity to undergo diagnostic tests free of charge, receive immediate results, and access essential information about breast cancer prevention.

A Shared Value for the Community

The screening days represented not only a concrete opportunity for prevention but also a chance to strengthen the culture of wellbeing and health. Overall, the initiative involved over 150 people, generating a positive impact on the local community and consolidating the role of the Omnia Technologies Group as an active promoter of collective wellbeing.

Looking ahead, the Group is committed to enhancing this initiative by expanding the scope of the project and increasing the number of prevention days in the strategic areas where it operates. The objective is to raise awareness among an ever-growing number of people about the importance of prevention and to ensure equitable access to diagnostic care.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
People - Community	Number of days promoted also thanks to Omnia Technologies	2 days	4 days	Trevignano - TV (5 April) and Negrar di Valpolicella - VR (9 November)
People - Community	Total number of screenings performed on scheduled days	151 exams	200 exams	Includes 57 mammograms and 94 ultrasounds
Community	Number of municipalities where the project was promoted	2 municipalities	3 municipalities	Involvement of the local community in the Group's operational areas
People - Community	Percentage coverage of women aged 35-45 reached within the company participating in the event	n/a	To be defined	Targeting a group not covered by the National Health Service; data expected to be monitored in 2025

Omnia Technologies will continue to monitor the effectiveness of the project and strengthen its commitment to promoting health and prevention, with the aim of maximising the number of people reached and made aware.

This initiative is part of Omnia Technologies' commitment to sustainable development, in line with the United Nations 2030 Agenda for Sustainable Development Goals (SDGs), particularly **Goal 3: Good Health and Well-being**.

1.3 Social Inclusion Dynamo Camp

Omnia Technologies Group and the collaboration with Dynamo Camp

In line with its mission as a Benefit Corporation, Omnia Technologies has chosen to collaborate with Dynamo Camp, a third-sector organisation dedicated to improving the quality of life for children and young people suffering from serious and chronic illnesses, as well as their families. The partnership with Dynamo Camp represents a tangible commitment to social inclusion and support for people with diverse gender identities, abilities, and socio-family backgrounds. This partnership not only strengthens the Group's social impact strategy but also generates a positive and tangible impact in the lives of many families, in line with the Common Benefit objectives.

Dynamo Camp, a non-profit foundation, is the first Recreational Therapy camp in Italy, operational since 2006, offering free access to children and young people aged 6 to 17 with complex conditions. Thanks to Recreational Therapy, young guests and their families benefit from leisure activities and psychological support, which are fundamental elements in post-hospital recovery and disease management.

In addition to on-site activities, Dynamo Camp offers inclusive programmes ranging from Recreational Therapy in hospital facilities, city camps in major Italian cities, to online initiatives, thus addressing the needs of children and families across the country. The Dynamo model, inspired by the Serious Fun Children's Network founded by Paul Newman, is based on the principle that every child has the right to be "simply a child" and to experience moments of joy, regardless of their health condition.

Omnia Technologies' Support for the Dynamo Camp Project

As part of its sustainability plan and impact strategy, Omnia Technologies provided Dynamo Camp with a generous donation of €33,000, aimed at covering the costs of a Dynamo® Recreational Therapy session held from 1 to 3 November 2024. During this weekend dedicated to families, approximately 30 families, totalling over 100 participants, experienced a unique time at the Camp in Tuscany. The activities offered, including archery, climbing, and inclusive games, provided participants with moments of sharing, joy, and emotional support, fostering an environment of inclusion and positivity.

Furthermore, the donation enabled Dynamo Camp to offer a Recreational Therapy experience during the 2024 New Year session to a family in difficulty, bringing relief and joy to those going through challenging times.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
Community - Families	Families benefiting from the supported session	30 families (~100 participants)	50 families (~150 participants)	Participants in the Recreational Therapy weekend at the Camp (1–3 November 2024)
Community	Recreational Therapy sessions sponsored	1 session	2 session	Includes the 2024 New Year session for a family in difficulty
Inclusion	Families in socio-economic vulnerability reached	1 family	3 family	Targeted support for families in socio-economic hardship
Governance/ESG	Financial contribution to the project (€)	33,000 €	≥ 40,000 €	Increase planned in line with the expansion of sponsored sessions

This project contributes to the Sustainable Development Goals (SDGs) of the 2030 Agenda, particularly **Goal 10: Reduced Inequalities**.

10 REDUCED INEQUALITIES

Strategic Vision and Future Commitments

The Dynamo Camp project is fully aligned with Omnia Technologies' sustainability strategy, contributing not only to improving the quality of life for the families involved but also to promoting social inclusion and supporting the psychological wellbeing of participants. The Group is committed to continuing its support for Dynamo Camp, both financially and as a strategic partner, with the aim of expanding the initiative's impact and ensuring that an increasing number of families can benefit from the activities offered.

In 2025, the Group plans to strengthen its commitment by organising training events for its people on the themes of diversity and inclusion, in collaboration with Dynamo Academy.

1.4   Omnia Technologies and sport - Sponsorships

Sport as a Vehicle for Positive Values

Omnia Technologies recognises sport as an effective vehicle for promoting fundamental values such as equality, inclusion, and collective wellbeing. By supporting sports initiatives ranging from international excellence to local inclusion, the Group strengthens its connection with the community and contributes to fostering a corporate culture focused on wellbeing and sustainable growth.

Imoco Volley

The Power of Teamwork and International Excellence

Omnia Technologies is a proud supporter of Imoco Volley, a professional women's volleyball team that represents sporting excellence on an international level. This partnership is rooted in shared values such as teamwork, international outlook, dedication, and performance-driven mindset—core principles that also guide our Group.
The collaboration with Imoco Volley allows us to be part of a top-level sports project, inspiring our people and the wider community to pursue ambitious goals through passion and commitment.

Villorba Football

Promoting Women's Football and Local Inclusion

Through its sponsorship of Villorba Calcio, Omnia Technologies supports an amateur sports organisation that serves as a point of reference for the local community. Villorba Calcio is not just a football club, but a hub for education and social connection for children, young people, and adults alike.
Their commitment to developing a women's youth football programme—focused on both technical skills and personal growth—reflects our dedication to promoting inclusion and providing real opportunities for the next generation.

Mini Basket Trevignano

Growing Together Through Sport

By supporting the Basketball and Mini Basketball team of Trevignano, Omnia Technologies partners with a sports organisation that plays a key role in the educational and social development of young people. Based in the municipality that hosts the Group's headquarters, this initiative promotes values such as cooperation, respect, and physical and mental wellbeing, offering children a positive environment in which to grow through play and sport. This commitment reflects our desire to invest in future generations and to contribute to a more inclusive and healthy community.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
Health & Wellbeing	Number of sports clubs sponsored	3 sports clubs (Imoco Volley, Villorba Calcio, Mini Basket Trevignano)	4 sports clubs	Expand support to new local sports organisations
Gender Equality	Women's teams supported	2	3	Strengthen commitment to supporting women's sport
Community	Young athletes indirectly involved (estimated based on memberships)	>250	>350	Estimate based on active memberships in supported clubs

Through these sponsorships, Omnia Technologies is committed to contributing to the Sustainable Development Goals (SDGs), particularly **Goal 3: Good Health and Well-being** and **Goal 5: Gender Equality**.

1.5   B Corp Certification

The B Corporation (B Corp) certification represents one of the highest standards of social and environmental responsibility for a company, recognising its commitment to generating a positive impact on people, communities, and the planet. Omnia Technologies has embarked on this journey to strengthen its mission of sustainable and transparent growth, adopting a business model that balances profit with the creation of shared value.

The certification process began in 2023 with the first submission to the B Impact Assessment (BIA), based on data from the 2022 fiscal year. However, as the Group continues to expand, a new assessment was carried out in 2024, based on the 2023 fiscal year, to ensure a more accurate analysis of the company's overall impact. This review process has enabled the Group to better align its strategy with principles of sustainability and innovation, further reinforcing its commitment to a responsible business model.

B Corp status was awarded following a rigorous verification process conducted by B Lab Italia, a non-profit network that promotes an inclusive, equitable, and regenerative economic system. The B Corp certification independently and objectively measures a company's social and environmental impact according to the standards set by the B Impact Assessment (BIA). The evaluation analyses business practices and outcomes across five key categories: governance, workers, community, environment, and customers.

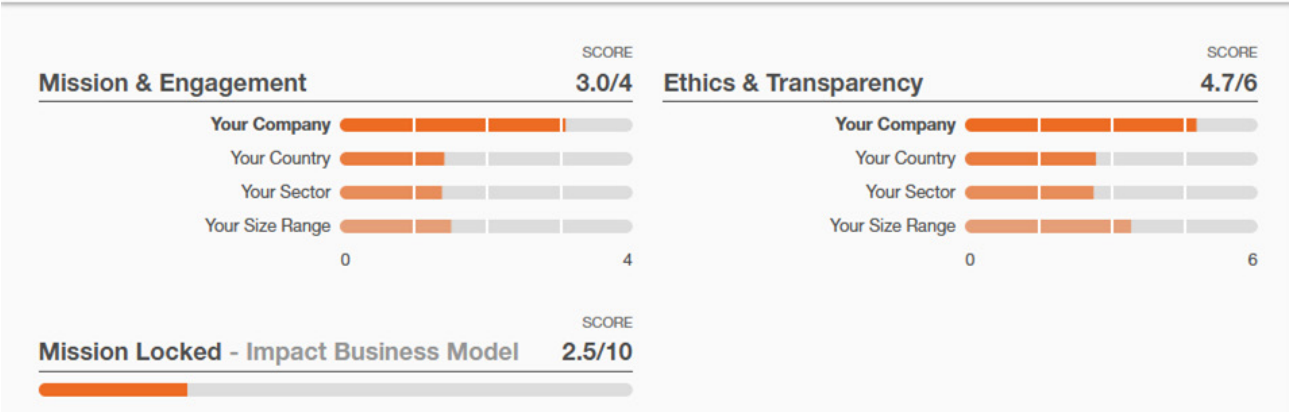## Omnia Technologies' B Corp Assessment Results

In 2024, Omnia Technologies completed the B Corp assessment process, achieving a B Impact Score of **80.3 points**, surpassing the minimum threshold required for certification. This result reflects the Group's ongoing commitment to improving its sustainability and social responsibility practices.
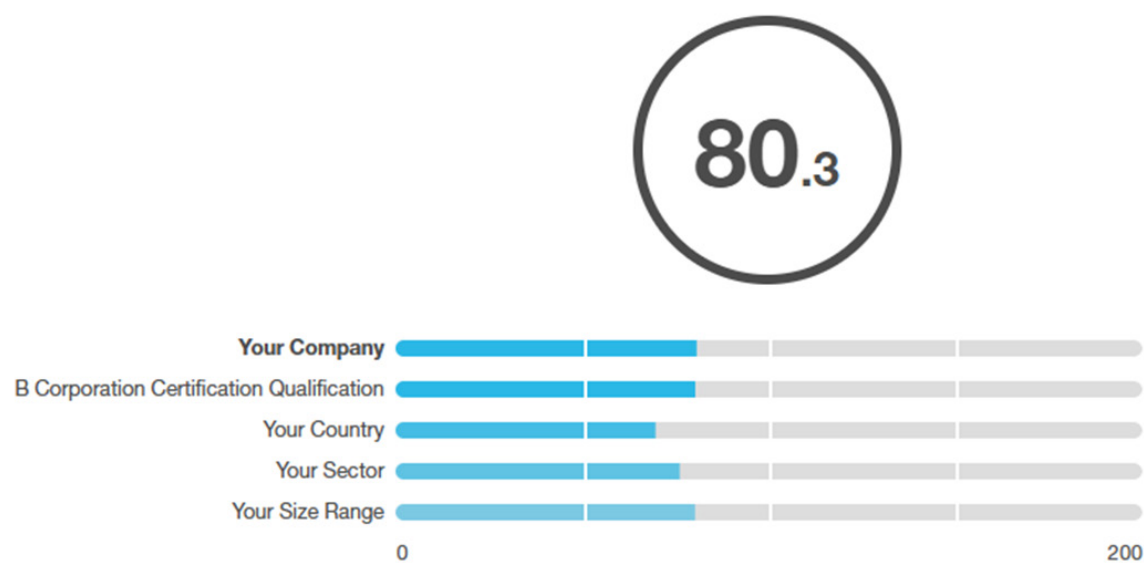
Allocated points for each evaluated area:

Governance: 10.3/20

- Strong commitment to corporate ethics and transparency
- Integration of the sustainable mission into decision-making processes

QUESTIONS ANSWERED **39/39**   OVERALL SCORE **10.3**

Your Company
Your Country
Your Sector
Your Size Range

0   20

Mission & Engagement   SCORE **3.0/4**

Your Company
Your Country
Your Sector
Your Size Range

0   4

Ethics & Transparency   SCORE **4.7/6**

Your Company
Your Country
Your Sector
Your Size Range

0   6

Mission Locked - Impact Business Model   SCORE **2.5/10**

Customers: 3.3/5

- Good management of air quality and climate (7.3/15)
- Strong commitment to creating value for end consumers

QUESTIONS ANSWERED **10/10**   OVERALL SCORE **3.3**

Your Company
Your Country
Your Sector
Your Size Range

0   5

Customer Stewardship   SCORE **3.3/5**

Your Company
Your Country
Your Sector
Your Size Range

0   5
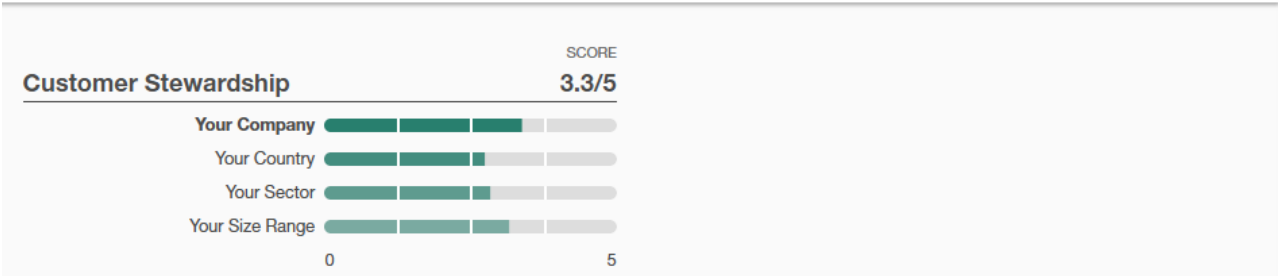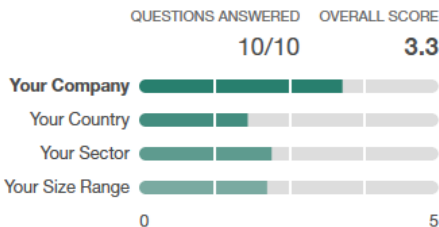
Workers: 27.6/40

- Excellent results in health, wellbeing, and safety (8.8/10)
- Enhanced professional development (2.4/3.5) and engagement and satisfaction levels (3.6/5)
- Diversity, equity, and inclusion with room for improvement (3.0/10)

	QUESTIONS ANSWERED	OVERALL SCORE
	59/59	27.6

	0	40
Your Company		
Your Country		
Your Sector		
Your Size Range		

Financial Security — SCORE 6.5/17

	0	17
Your Company		
Your Country		
Your Sector		
Your Size Range		

Health, Wellness, & Safety — SCORE 8.8/10

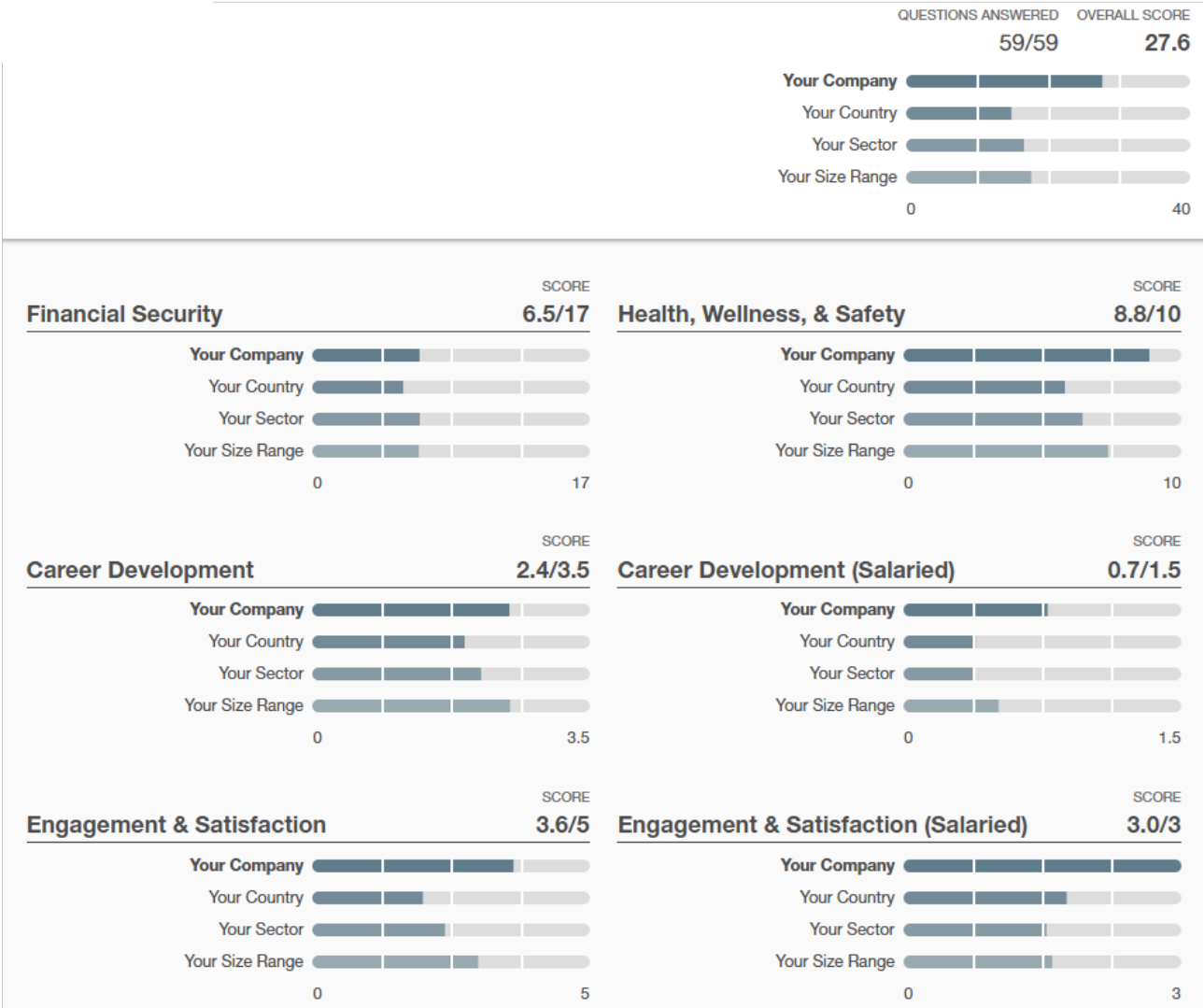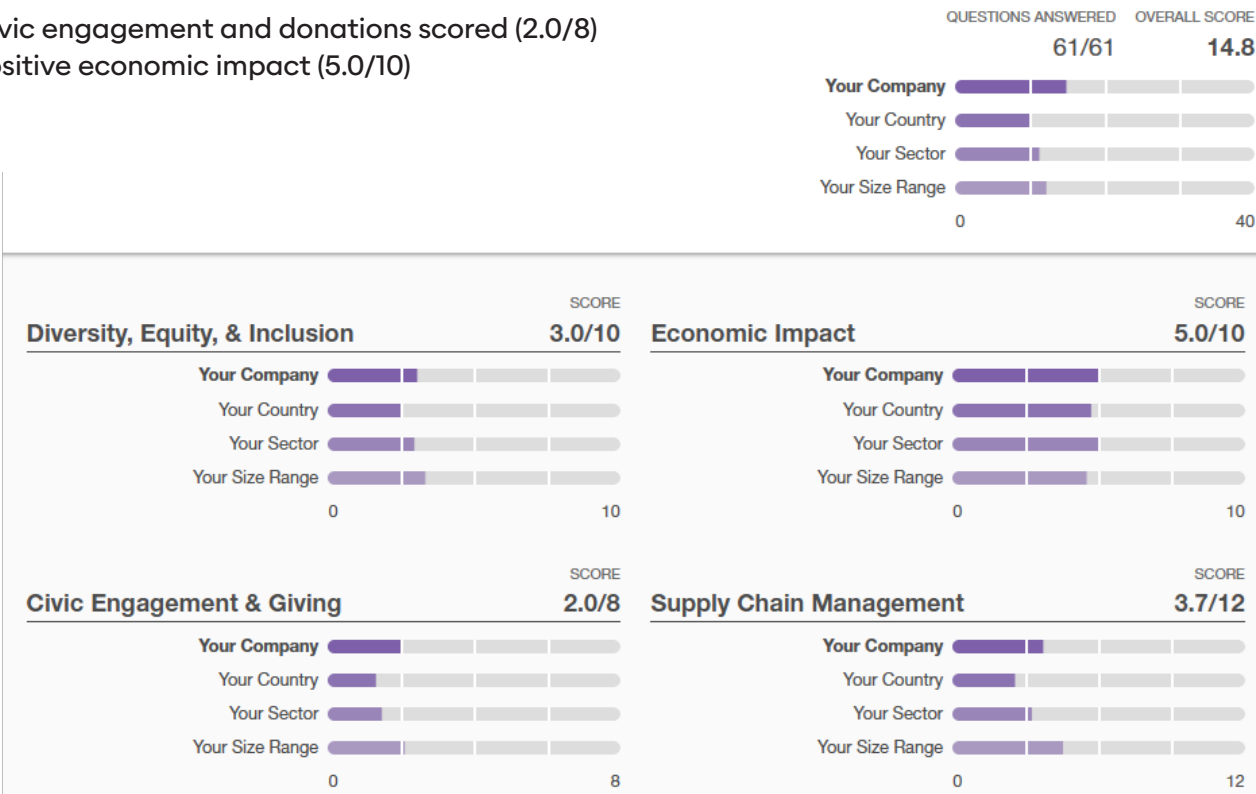|	0	10
Your Company		
Your Country		
Your Sector		
Your Size Range		

Career Development — SCORE 2.4/3.5

	0	3.5
Your Company		
Your Country		
Your Sector		
Your Size Range		

Career Development (Salaried) — SCORE 0.7/1.5

	0	1.5
Your Company		
Your Country		
Your Sector		
Your Size Range		

Engagement & Satisfaction — SCORE 3.6/5

	0	5
Your Company		
Your Country		
Your Sector		
Your Size Range		

Engagement & Satisfaction (Salaried) — SCORE 3.0/3

	0	3
Your Company		
Your Country		
Your Sector		
Your Size Range		

Community: 14.8/40

- Civic engagement and donations scored (2.0/8)
- Positive economic impact (5.0/10)

QUESTIONS ANSWERED   OVERALL SCORE
61/61   14.8

Your Company
Your Country
Your Sector
Your Size Range

0   40

Diversity, Equity, & Inclusion	SCORE 3.0/10

Your Company
Your Country
Your Sector
Your Size Range

0   10

Economic Impact	SCORE 5.0/10

Your Company
Your Country
Your Sector
Your Size Range

0   10

Civic Engagement & Giving	SCORE 2.0/8

Your Company
Your Country
Your Sector
Your Size Range

0   8

Supply Chain Management	SCORE 3.7/12

Your Company
Your Country
Your Sector
Your Size Range

0   12

Environment: 24.1/45

- Good management of air quality and climate (7.3/15)
- Efficiency in water resource use (3.9/8)

QUESTIONS ANSWERED   OVERALL SCORE
73/73   24.1

Your Company
Your Country
Your Sector
Your Size Range

0   45

Environmental Management	SCORE 4.9/10

Your Company
Your Country
Your Sector
Your Size Range

0   10

Air & Climate	SCORE 7.3/15

Your Company
Your Country
Your Sector
Your Size Range

0   15

Water	SCORE 3.9/8

Your Company
Your Country
Your Sector
Your Size Range

0   8

Land & Life	SCORE 7.6/12

Your Company
Your Country
Your Sector
Your Size Range

0   12

The Group has integrated sustainability principles into the design and development of its products, such as low-emission distillation solutions and energy-efficient bottling systems. Furthermore, the introduction of integrated technologies allows optimisation of production processes, minimising waste and resource consumption.

In 2025, this commitment will be further strengthened by allocating financial resources for the development of new sustainable products and technologies, as well as the refurbishment of the headquarters, production units, and workshop machinery. The goal is to modernise the facilities and improve health and safety standards, creating more sustainable and welcoming working environments for all employees.

As stated by CEO Andrea Stolfa: *"Being a B Corp for Omnia Technologies means going beyond economic value creation: it is our commitment to generating a positive impact on people, communities, and the environment, consolidating our role as a responsible leader in the global industry."*

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2027 Target *three-year recertification	Notes
Overall Impact	B Impact Score	80.3 KPI BIA	85.0 KPI BIA	Minimum threshold for certification (80 points) exceeded; focus on continuous improvement
Governance	Protection of the sustainable mission	2.5/10 KPI BIA	5.0/10 KPI BIA	Actions planned to formalise and integrate the benefit mission into internal processes
Workers	Diversity, Equity and Inclusion (DEI)	3.0/10 KPI BIA	6.0/10 KPI BIA	Enhancement of DEI policies and training on bias and inclusive culture
Community	Civic engagement and donations	2.0/8 KPI BIA	4.0/8 KPI BIA	Increase in social initiatives and strengthening of local community ties
Environment	Environmental management efficiency	4.9/10 KPI BIA	7.0/10 KPI BIA	Investments in sustainable facilities, consumption reduction, and new environmental KPIs
Customers	Value creation for customers	3.3/5 KPI BIA	4.5/5 KPI BIA	Development of low-impact solutions and improved ethical performance of products

CHAPTER 2

Common Benefit - Environment

Omnia Technologies has made environmental sustainability a strategic priority, committing to reducing its environmental footprint across all areas of its operations. The Group aims to significantly cut its greenhouse gas (GHG) emissions, adopt more responsible use of natural resources, and promote technological innovation to actively contribute to the fight against climate change.

The Group's environmental strategy focuses on three main areas:

- **Reduction of Greenhouse Gas (GHG) Emissions**:

With a focus on minimising both direct and indirect emissions throughout the entire value chain.

- **Responsible Use of Natural Resources**:

Optimising the consumption of energy and other resources through more efficient production practices.

- **Technological Innovation and Digitalisation**:

Introducing targeted technologies into business processes, with a special focus on digitalisation to optimise data management and improve operational efficiency.

2.1 Minimizing Environmental Impact

Omnia Technologies Group has established internal policies aimed at reducing the use of natural resources and eliminating waste, with a strong focus on energy and water consumption. These policies are designed to ensure that both production processes and finished products have the lowest possible environmental impact.

The Group's systemic approach includes:

- **Efficient Energy Management**: Use of low-impact technologies and maximization of self-produced energy.
- **Innovation and Digitalization**: Integration of digital technologies into business processes to optimize resource management and improve overall efficiency.
- **Eco-Design**: Designing products to minimize energy and water consumption throughout their lifecycle, ensuring greater durability and repairability.

Reducing Impact: Greenhouse Gas (GHG) Emissions Analysis

The Group conducted an analysis of emission categories following the **GHG Protocol** to identify non-relevant categories for its operations and to ensure focused and accurate reporting.
The GHG Protocol is an international standard providing guidelines for accounting and managing greenhouse gas emissions. Emissions are classified into three scopes:

- **Scope 1**: Direct emissions from company activities (e.g., fuel combustion).
- **Scope 2**: Indirect emissions from purchased energy, such as consumed electricity.
- **Scope 3**: Indirect emissions across the entire value chain, including suppliers, logistics, and end-user product use.

To ensure more precise reporting, an initial assessment was conducted to exclude categories that are not applicable to Omnia Technologies' operations. This exclusion is not intended to avoid emission reduction efforts, but to concentrate actions and resources on the categories that truly affect the company's footprint.

Results of the Analysis

The GHG emissions analysis revealed that the following categories of the GHG Protocol are not relevant to Omnia Technologies' operations and have therefore been excluded from reporting:

- **Category 3.10 - Homeworking**: Not significant, as a large portion of employees do not work remotely.
- **Category 3.11 - Upstream Leased Assets**: The Group does not hold upstream leased assets with meaningful emission impacts.
- **Category 3.13 - Downstream Sold Products**: The Group does not sell products that generate significant post-sale lifecycle emissions.
- **Category 3.14 - Franchising**: Not applicable, as Omnia Technologies does not operate under a franchise model.
- **Category 3.15 - Investments**: The Group does not manage investment activities that lead to reportable emissions.

On the other hand, the following categories have been deemed relevant and are included in the Group's GHG reporting:

- **Category 3.1** - Purchased Goods and Services
- **Category 3.3** - Fuel- and Energy-Related Activities (not included in Scope 1 and 2, including Well-to-Tank and Well-to-Wheel)
- **Category 3.4** - Upstream Transportation and Distribution
- **Category 3.6** - Business Travel
- **Category 3.7** - Employee Commuting
- **Category 3.12** - End-of-Life Treatment of Sold Products

Commitment to Emissions Reduction: Adherence to the Science-Based Targets Initiative (SBTi)

To align with international climate objectives, Omnia Technologies has chosen to adhere the **Science-Based Targets Initiative (SBTi)** – a global programme that supports companies in setting emissions reduction targets consistent with international climate commitments.
Science-Based Targets (SBTs) are emissions reduction goals grounded in scientific evidence. They define how much and how quickly a company must cut its greenhouse gas emissions in order to contribute to limiting global warming to **1.5°C above pre-industrial levels**.

Emissions Reduction Targets for 2030:

- **Scope 1 e 2**: 42% reduction in direct and indirect emissions by 2030 compared to 2022 levels.
- **Scope 3**: 25% reduction in value chain emissions by 2030 compared to 2022 levels.

Strategies for Achieving the Targets:

- Optimisation of natural gas and other energy source consumption.
- Implementation of Best Available Technologies (BAT) to reduce emissions.
- Maximisation of self-produced energy use, particularly from renewable sources.
- Product design with lower environmental impact, focusing on durability and reparability.

To support the SBTi, the Group is implementing Salesforce's **Net Zero Cloud** platform—an advanced tool for monitoring corporate emissions, ensuring a high level of data traceability and accuracy. The platform will also help collect and manage relevant information for emission categories linked to each employee's activities, enhancing data consistency and reliability.

Targets for 2025

In 2025, Omnia Technologies aims to achieve several key objectives to improve its environmental performance:

- **Recalculation of the SBTi Baseline**, as the Group continues to grow and evolve.
- **Employee training and awareness**: All Group employees will be empowered to collect information relating to the emission categories relevant to their roles, in order to correctly feed the Net Zero Cloud platform.
- **Increase in self-produced energy share**: A 10% increase compared to 2024.

The Group will continue to promote the digitalisation of business processes, using the Net Zero Cloud platform to monitor and analyse its environmental performance and to collect emissions data accurately and in a timely manner. Data collection will become a fundamental process for further optimising operations and contributing to the achievement of emission reduction targets.

With these commitments, Omnia Technologies not only aims to comply with international regulations, but also to make a significant contribution to the Sustainable Development Goals (SDGs), particularly: **Goal 13: Climate Action, Goal 7: Affordable and Clean Energy, Goal 9: Industry, Innovation and Infrastructure** to combat climate change and promote a more sustainable future.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
Environment	Total annual energy consumption (electricity + natural gas) in kWh	17,964,159.67 kWh	< 20,000,000 kWh	Reduction in resource consumption
Environment	Annual electricity consumption in kWh	8,909,167 kWh	< 10,000,000 kWh	Reduction in resource consumption
Environment	Annual natural gas consumption in kWh	9,054,993 kWh	< 10,000,000 kWh	Reduction in resource consumption
Environment	Percentage of renewable energy in total electricity consumption	71.2%	>75%	Increase in renewable energy share of total electricity consumption
Environment	Annual tCO_2 (direct and indirect emissions)	(data being collected – to be included in the 2024 Sustainability Report)	-5.25% tCO_2-eq per year compared to 2022	Reduction in resource consumption
Environment	Annual tCO_2 (value chain emissions)	(data being collected – to be included in the 2024 Sustainability Report)	-3.13% tCO_2-eq per year compared to 2022	Reduction in resource consumption
Environment	Implementation and use of the analysis and reporting platform	Platform development	In progress	Improved training and management for reporting and planning
Environment	Number of employees trained and involved in environmental data collection	People directly involved in development	In launch phase	Facilitate digitalisation to obtain unified and transparent data

Carbon Offsetting Plan

As a complement to Omnia Technologies' initiatives to manage and reduce its absolute greenhouse gas ("GHG") emissions, since 2022 the company has been purchasing carbon credits to neutralise ("offset") its residual operational emissions under Scope 1 and 2. The company's primary approach to climate mitigation remains the progressive reduction of its absolute carbon emissions over time. Through the purchase of carbon credits, Omnia Technologies also provides funding for climate mitigation projects outside of its own value chain. As each credit corresponds to the offsetting of one tonne of carbon dioxide equivalent (CO2e), the company is able—according to the standards and guidelines of the voluntary carbon market—to declare carbon neutrality (for Scope 1 and 2) for a given year by purchasing credits to compensate for its residual emissions. From the outset, the two projects the Group has supported through carbon credit purchases are the "Great Bear Forest Carbon" and the "Guatemalan Conservation Coast" projects. These projects were chosen for their strong credentials in environmental and biodiversity matters, as well as for their social impact initiatives.

## Great Bear Forest Carbon - Canada [1]

The Great Bear Forest covers some 6.4 million hectares of the north and central coast of British Columbia in Canada and is home to the first Nations peoples who have inhabited this land for around 10,000 years. This rare and rich ecosystem is also home to rare species of plants and animals (including the Kermode Bear). The objective of this project is to improve forest management in the region, generating emission reductions through the protection of forest areas that were previously designated, sanctioned or approved for commercial deforestation. The project activities include changes to legislation and regulations on land use that result in the protection of forest areas and the reduction of harvesting levels.

[1] The Great Bear Forest Carbon project is registered in 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. These projects aim to generate carbon credits based on improved forest management and reforestation.

Guatemalan Conservation Coast - Central America [2]

The Guatemalan Conservation Coast program works to address the causes of deforestation through effective law enforcement, land use planning, education, economic opportunities, and sustainable agroforestation initiatives. Some of the project's most important achievements to date include the protection of 30 endangered tree species, including Baird's tapir and the West Indian Manatee, the protection of 54,157 hectares of endangered forest in the Mesoamerican Biological Corridor and the creation or support of 487 jobs for indigenous and local communities.
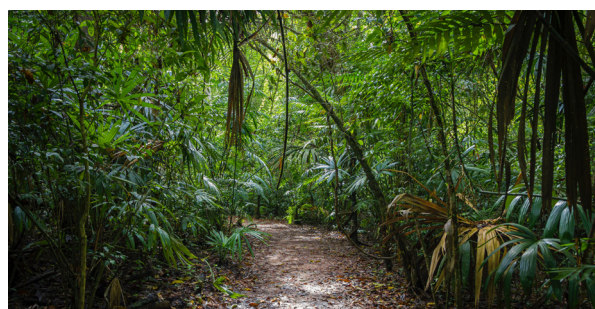
[2] The Guatemalan Conservation Coast project is registered in the Verra, REDD+ Project for Caribbean Guatemala register: The Conservation Coast 1622, applies the Verra's Verified Carbon Standard (VCS Standard v4.3 Vm0015) and the Climate, Community and Biodiversity Standards v.3.1, and it will generate carbon credits from avoided unplanned deforestation, accounting for about 22 million tons of CO_2e.

Through these initiatives, the Group is committed to achieving sustainable development, particularly regarding **Goal 13: Climate Action** and **Goal 14: Life on Land.**

2.2 The Integrated Management System

In 2022, we began integrating the various management systems adopted by our entities into a single Integrated Management System for Quality, Environment, and Health & Safety. This was one of the key actions outlined in our Sustainability Plan. The objective is to ensure more effective oversight of Group-wide compliance with current regulations—particularly those related to worker safety and the minimisation of environmental impact—while also improving the efficiency of organisational processes and, consequently, the overall quality of our services. In October 2023, we obtained certification of our Integrated Management System in accordance with UNI EN ISO 9001 (Quality), UNI EN ISO 14001 (Environment), and UNI ISO 45001 (Occupational Health & Safety) for all companies that were part of the Group as of the end of 2022.

Implementation of the management system for all companies acquired thereafter began in 2023 and continues throughout 2024, reaching a total of 25 certified Italian sites out of 30—with the number steadily increasing.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
Environment & Safety	Number of companies externally certified for the Integrated Management System (ISO 14001, ISO 45001, ISO 9001)	25/30	29/30	KPI constantly evolving as the Group's scope changes significantly from year to year

CHAPTER 3

Shared Benefit - People

Omnia Technologies firmly believes that the well-being of people and the creation of an inclusive and respectful working environment are key to long-lasting success. The Group's objective is to promote the professional and personal development of all its members, while ensuring a positive impact on the community and the region in which it operates. This commitment is a cornerstone of its ethical and responsible vision, reflected in all corporate initiatives.

Omnia Technologies has always regarded the well-being of its people as a strategic priority. The company not only aims to guarantee professional growth but also strives to foster a healthy work-life balance, helping to build a more cohesive and supportive corporate community. Corporate and local welfare policies, alongside inclusivity and the promotion of a corporate culture based on respect and transparency, are some of the tools the Group uses to promote well-being and the empowerment of people.

The main focus areas for Omnia Technologies are:

- **Well-being: Maximising Personal and Professional Growth**

Omnia Technologies is committed to ensuring that every individual can thrive in a work environment that fosters both personal and professional development. Employee well-being goes beyond financial compensation - it also includes promoting a company culture that supports mental and physical health, continuous skills improvement, and a healthy work-life balance. The tools used to maximise well-being include:

  ▷ Ongoing training programmes: ensuring employees have continuous opportunities to learn and grow professionally.

  ▷ Health and wellness initiatives: activities promoting a healthy lifestyle, such as mindfulness courses, psychological support, and corporate fitness programmes – all accessible through the welfare platform.

  ▷ Support for work-life balance: for example, introducing flexible working arrangements and smart working options.

- **Culture: Promoting a Corporate Culture Based on Respect, Transparency and Inclusion**

Omnia Technologies fosters a corporate culture grounded in respect, transparency, and inclusion, ensuring that everyone feels valued and involved in business decisions. Creating a workplace that encourages active participation, dialogue, and the listening of diverse opinions is fundamental for the Group—only in an open and collaborative environment can the full potential of each individual be realised.

Some of the initiatives to support this culture include:

▷ Inclusivity policies: specific programmes aimed at promoting diversity in all its forms, including those related to gender, ethnicity, and disabilities.

▷ Transparent communication: regular updates on company goals, achievements, and challenges to encourage open dialogue across all levels of the organisation.

▷ Spaces for sharing and participation: opportunities for employees to express ideas and suggestions, fostering an environment of trust and collaboration.

Welfare: Proposing and Implementing Corporate and Local Welfare Policies

Omnia Technologies' welfare policies are designed to improve the wellbeing and quality of life of its employees, aiming to create a working environment that goes beyond professional needs and also addresses personal and family requirements. Corporate welfare also extends to the local community, with initiatives that have a positive impact on the local area, contributing to building a more cohesive and sustainable society.

Corporate welfare policies include:

- Employee benefits: health insurance, support for managing family expenses, and social assistance services.

- Social responsibility initiatives: support for sustainability projects and collaboration with local organisations.

- Contributions for training and personal development: in addition to professional training, welfare also covers personal growth paths, such as language courses, leadership, and soft skills development.
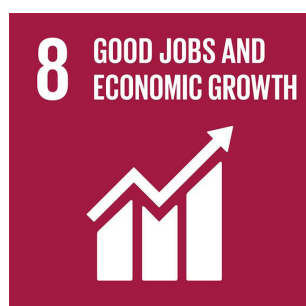
3.1 Wellbeing and Employee Engagement - Great Place To Work

Over the past year, Omnia Technologies conducted an internal survey via the Great Place To Work platform, involving all companies within the Group. The survey, completely anonymous and comprising around 60 questions, explored five key areas: credibility, respect, fairness, pride, and camaraderie. The purpose of this survey was to gather feedback on strengths and areas for improvement in the working environment, enabling targeted improvement actions.

Survey Results:

The **overall survey score was 45%,** which, although not yet sufficient to achieve **Great Place To Work** certification, represents a positive sign for the company. Employees appreciated several aspects, including:

- **Good relationships between colleagues** and a sense of teamwork in facing challenges.
- **Broad opportunities for professional growth** and a high level of autonomy granted by managers.
- The dynamic and diverse nature of the working environment.
- Collaboration among colleagues and the presence of corporate welfare and benefits, which were particularly valued, although there was a request for their expansion.

However, the survey also highlighted some areas for improvement that the Group intends to address. The main issues identified were:

- A call for **strengthening corporate welfare plans** to provide greater benefits and support to employees.
- **Internal communication**, which requires better flow and clarity at all levels.
- The need for increased **meritocracy** to reward talent and individual achievements.
- The necessity for **better work organisation** to reduce overload and **workplace stress**.

Additionally, there was a recognised need to improve the management **of newly acquired companies** within the Group to optimise the integration process and reduce **fragmentation** among different corporate identities, thereby strengthening the **sense of belonging** to a single entity.

At the conclusion of this first survey, Omnia Technologies will share the results with all employees and launch targeted initiatives to make the workplace increasingly inclusive, sustainable, and rewarding.

In 2025, we will broaden the scope of the analysis and subsequently enter the phase of sharing the results. In parallel, several key processes will be launched to support the organisation and meet the needs of our people. Specifically, the Performance Management process will be introduced to increase clarity around roles, objectives, and evaluations, while the Leadership Model will help align leadership skills and bring management closer to employees. Other initiatives will focus on welfare, internal communication, and new training opportunities. The Great Place To Work survey will be repeated in the first half of 2026 and will become a regular fixture to monitor progress and continue improving, with the goal of achieving certification.

Through these commitments, Omnia Technologies aims to ensure that every employee feels part of a community that **promotes personal growth, mutual respect, and shared wellbeing**.
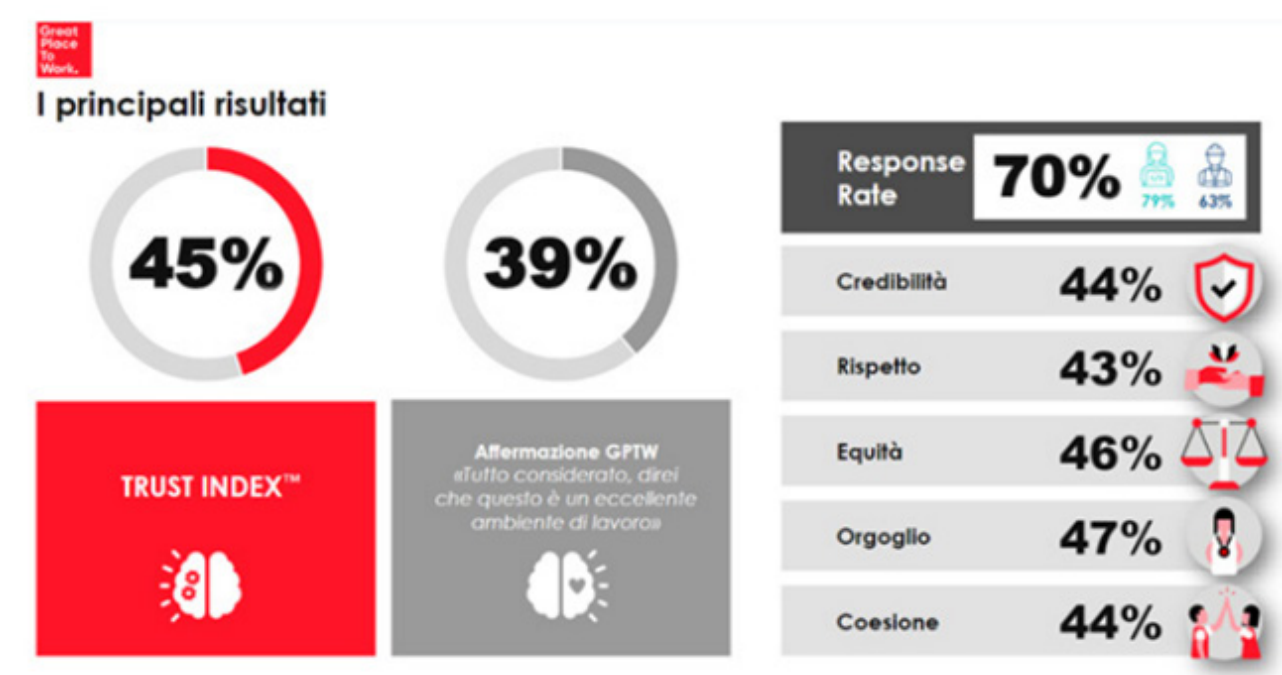
KPI and Improvement Targets

Area of Impact	Indicator (KPI)	2024 Result	2025 Target	Notes
Work-Life Balance	Response rate	70%	80%	Percentage of employees who completed the survey out of the total invited
Employee Engagement	Staff involved in survey	1,238	100%	Total number of employees invited to participate in the survey
Employee Engagement	Positive response rate	45%	50%	Percentage of favourable responses to survey questions

3.2 Diversity and Inclusion ISO 30415

Omnia Technologies commissioned a third-party organisation to carry out an assessment of the maturity level of its corporate human resources management model in relation to the international standard "ISO 30415:2021 – Human Resource Management – Diversity and Inclusion."

The "ISO 30415:2021 – Human Resource Management Diversity and Inclusion" standard provides guidelines for a D&I framework, serving as an effective tool for embedding diversity and inclusion principles into business processes, governance bodies, and more broadly, among key stakeholders. The standard introduces a systemic approach aimed at continuous improvement, applicable across the entire human resources lifecycle—from the provision of products and services, to supply chain relationships, and interactions with external stakeholders—with the goal of ensuring equity, fairness, and equality.

The objective of the assessment conducted by the third-party entity focused on the human resources lifecycle. Based on the methodology adopted and the findings gathered, it emerged that Omnia Technologies demonstrates a good level of awareness and strong interest in issues related to diversity and inclusion. However, it was noted that the D&I principles and goals are not yet fully integrated into a formalised strategic framework, and accountability for these matters remains primarily limited to a small number of individuals.

The recommendations and improvement opportunities provided by the third-party body are intended to support Omnia Technologies in the ongoing development and refinement of its D&I policies and framework, with the aim of extending implementation across the entire organisation.

Among the next steps, the Group will need to ensure that diversity and inclusion principles are fully embedded into both the company's vision and daily operations, involving all functions and staff. Another key element will be the broadening of accountability, to ensure that the management and evolution of D&I policies are monitored more widely and transparently across the organisation.

These steps will enable us to continue strengthening our commitment to building an inclusive workplace, further integrating D&I policies into all aspects of our business operations and promoting an inclusive culture at every level.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
People	Individual Responsibility and D&I Framework	Strategic DEI Plan formalised (27/11/2024). DEI Committee established with defined regulations, activities, and budget. DEI Policy accessible online and in print, in Italian and English. Context and D&I risk analysis completed.	Organise one event within each Division of the Group.	Strengthen leadership commitment to promoting an inclusive organisation.
People	Inclusion Culture	DEI Policy well-structured and accessible. Whistleblowing platform with guaranteed anonymity. Internal diversity and inclusion surveys (e.g. 2024 survey with 39% response rate).	Conduct a survey to assess internal and external perception of D&I (e.g. GPTW).	Increase engagement with DEI topics.
People	Employee Lifecycle	DEI procedures integrated into recruitment, onboarding, and training. Strengthened smart working policies.	Onboarding and DEI practices. Training for managers and staff on smart working and satisfaction questionnaire.	Increase engagement with DEI topics.
People	Supply Chain Relations	Supplier Code of Conduct includes ethical and D&I criteria.Sustainable Procurement Policy and ESG evaluation questionnaires.	Obtain Ecovadis certification.	Increase engagement with DEI topics.
People	Relations with External Stakeholders	Editorial plan for internal and external DEI communications. Partnerships with third-sector organisations for co-marketing and outreach activities.	Strengthen DEI communication towards specific stakeholders. Collect structured feedback from stakeholders on DEI initiatives.	Increase engagement with DEI topics.

3.3 Gender Equality UNI/PdR 125:2022 Certification

Omnia Technologies' Activities for Certification

As a Benefit Corporation, Omnia Technologies has developed a gender equality management system to obtain the UNI/PdR 125:2022 certification, reinforcing its commitment to inclusion, respect for diversity, and professional equity. The certification process, concluded with the audit in December 2024, assessed various business areas and confirmed the presence of solid policies and operational tools for diversity management.

Among the main initiatives implemented by the Group:

- **Corporate Policies for Diversity, Equity & Inclusion (DE&I):** Omnia Technologies formalised its Group DE&I Policy (Ed. 1 rev. 01 dated 13/09/2024), integrated into the ESG plan and approved by the Board of Directors. This document, publicly available on the company's website, defines the company's commitments to promoting gender equality and combating all forms of discrimination.

- **DE&I Steering Committee:** Established on 7 October 2024, the Committee comprises key representatives from the Group and is tasked with monitoring the implementation of DE&I strategies, managing the dedicated budget, and promoting continuous improvement initiatives. It meets quarterly and reports directly to the CEO.

- **Reporting Channel for DE&I Violations:** To ensure a respectful and inclusive work environment, Omnia Technologies has launched a whistleblowing system accessible to both employees and external stakeholders. Through the Integrity Line platform (www.omniatechnologiesgroup. integrityline.com), potential violations can be reported anonymously and securely.

- **Inclusion-Based HR Processes:** Recruitment, onboarding, training, and internal mobility policies have been designed to ensure fair treatment, with a focus on female representation in leadership roles and equal pay.

- **Pay Equity and Corporate Welfare:** Omnia Technologies continuously monitors and analyses salaries to identify and correct any gender-based discrepancies. In addition, it has adopted a Parental Policy to support parenthood and promote work-life balance.

- **Communication and Training on Gender Equality:** The company regularly promotes awareness campaigns on inclusion issues, using various communication channels (website, company noticeboards, training events). In 2024, webinars and meetings dedicated to diversity and inclusion topics were organised.

Opportunities for Improvement

The audit highlighted the significant progress made by Omnia Technologies in the area of gender equality, while also identifying several areas for improvement to further strengthen the DE&I management system:

- **Definition of more precise targets within the DE&I Strategic Plan**, with clear indicators to measure annual progress.
- **Increase in female representation in leadership roles** through targeted professional development policies.
- **Formalisation of a Recruitment Policy** to ensure increasingly gender-balanced selection processes.
- **Enhancement of internal mobility initiatives** to support fair and skills-based career development.
- Improved **structuring of data collection on compensation policies** to refine the monitoring of pay equity.
- **Better internal and external communication on DE&I topics**, with active involvement of stakeholders and local communities.

Achieving the UNI/PdR 125:2022 certification represents a significant milestone for Omnia Technologies, but above all, it marks the beginning of a journey of continuous improvement. The company will continue to invest in strategies and initiatives aimed at fostering a workplace that is increasingly fair, inclusive, and respectful of diversity.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
People	Expansion of Training Scope	60%	100% of employees complete annual training	Percentage of employees completing training on gender equality, inclusion, and diversity
People	Increase in Female Representation in Leadership Roles	29%	32%	Percentage of women in leadership positions relative to total managerial roles
People	Increase in Female Representation in Production Roles	<1%	>1%	Percentage of women in production positions
People	Pay Equity	10%	8%	Average salary gap between men and women
People	UNI/PdR 125:2022 Certification	Certification obtained	Maintain certification and expand the scope of certified companies	Status of UNI/PdR 125:2022 certification

3.4 Training for All Omnia Academia

At the beginning of 2024, the Omnia Technologies Group launched its Group Academia, the company's internal corporate school. The decision to create an Academia was made to ensure the internal development of skills that are increasingly difficult to find on the market, particularly for technical competencies specific to the sector.

The Academia is structured around the business's key competencies, mainly covering the Group's critical professions, such as engineering, sales, technical, and operational areas. Over time, it will also include modules focused on managerial skills. The goal of the Academia is to consolidate the competencies that will guide the Group over the next fifty years of evolution, while also enhancing its relationship with local communities and the territories where it operates.

The Academia allows the Group to address current labor market challenges and to engage with young people in schools, sharing the passion and appeal of trades and work. The Group believes that dialogue and collaboration with key educational institutions in the region are essential levers to strengthen the company's knowledge capital, thereby improving its global competitive advantage.

The Group has already established strategic partnerships with major secondary institutions in its operational territories, including ITS Meccatronico Veneto and the Universities of Venice, Padua, Udine, Parma, Milan's Catholic University, and the Sant'Anna School in Pisa. Additionally, since 2023, the Group has collaborated with agencies specializing in training and placing welders, carpenters, and electromechanical assemblers.
Technical-commercial training courses have also been launched, focusing on the Group's product portfolio technologies, with a full calendar of both in-person and online training sessions, delivered through the new Digital Training platform.

Omnia Academia is built on three pillars: Omnia Academia Mestieri, Omnia Academia Manageriale, and Omnia Academia Prodotti.

- **Omnia Academia Mestieri** enhances the Group's "know-how," collaborating with specialized agencies and recognized educational institutions. The focus is on the ability to create and build, highlighting the craftsmanship of the production process and promoting continuous improvement in industrial processes.

- **Omnia Academia Manageriale** focuses on developing corporate culture by engaging the Group's managers in leadership development programs. Through training across three dimensions—knowledge, skills, and behavior—the Academia aims to strengthen the competencies necessary for the Group's success and the growth of all its people.

- **Omnia Academia Prodotti** aims to create a knowledge transfer system, combining the engineering and technological know-how of the Group's companies. The program spreads best practices within the industries served and optimizes the application of the Group's products and technologies, with dedicated classes for updating the sales force on new technologies.

In 2024, the Group also launched a dedicated digital training platform, with the goal of centralizing and optimizing the entire training process. The platform offers a wide range of courses, including mandatory safety training, courses related to Group identity, programs on Diversity, Equity & Inclusion (DE&I), language courses, and much more.

The Docebo platform has become the company's reference point for learning, ensuring more effective management of training paths and constant monitoring of progress. All Group employees have access to the platform, which allows them to access content flexibly and independently, with the possibility of viewing learning materials and recordings of past courses. Among the courses with the highest completion rates are those on safety and language training, demonstrating the interest in and need for these topics.

Investing in training means investing in the future of the company and its people. The e-learning platform addresses various strategic needs: skills development, adaptation to change, personal and professional growth, and added value for the company. A well-prepared and competent team is more innovative, efficient, and capable of tackling challenges with a proactive approach.

The Group is committed to continually improving the platform and the content offered, making training a key element of its development strategy. In 2025, the Docebo platform will be further enhanced, expanding the course offerings and ensuring an even more effective and accessible learning experience. During 2025, the training offer will be enriched with vocational and soft skills courses. In support of the new processes being launched (particularly Performance Management and the Leadership Model), internal training sessions will be conducted to engage the entire affected workforce.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
People	Number of people hired through Academia	15	20	Number of new employees who started their professional journey in the company through the Academia program
People	Number of training hours delivered through Omnia Academia Mestieri	160	200	Total number of hours dedicated to developing technical and professional skills via Omnia Academia Mestieri, with a focus on specific roles and operational know-how
People	Number of training sessions from Omnia Academia Prodotti	18	20	Number of training sessions conducted under Omnia Academia Prodotti, aimed at deepening knowledge of company products, their features, and best practices for their use
People	Number of training hours delivered through Omnia Academia Prodotti	31.4 per person	30	Total hours of training provided through Omnia Academia Prodotti, intended to ensure thorough knowledge of the company's solutions, improving staff competence and specialization
People	Employee Satisfaction with Training	Data not available for 2024 due to significant scope evolution	75% satisfaction in post-course surveys	Percentage of employees expressing satisfaction after completing a course
People	Participation Rate in DE&I Courses	Data not available for 2024 due to significant scope evolution	75% annual participation in DE&I courses	Percentage of employees participating in Diversity, Equity & Inclusion courses
People	Access to the Training Platform	Data not available for 2024 due to significant scope evolution	95% platform access	% of employees with access to the training platform

3.5 Corporate Welfare Partner: Willis Towers Watson

Corporate welfare represents a range of initiatives, benefits, and services offered by Omnia Technologies to its employees, with the aim of improving both their professional and personal quality of life. These initiatives go beyond financial compensation, striving to create a more sustainable, inclusive, and productive working environment. For the company, investing in welfare means not only fulfilling contractual obligations but also demonstrating genuine care for the wellbeing of its people.

Omnia Technologies has chosen to adopt a structured corporate welfare plan to enhance its human capital, recognising that a satisfied and supported employee is more motivated, productive, and likely to develop a strong sense of belonging. Offering a comprehensive welfare package also helps attract and retain talent, thereby increasing the company's competitiveness in the job market.

Investment in welfare yields numerous benefits for both employees and the business. For employees, it means a better work-life balance, increased purchasing power through benefits and incentives, and the reassurance of having access to services designed with their wellbeing in mind. For the company, this translates into improved productivity, reduced absenteeism, a better workplace atmosphere, and a stronger corporate image both internally and externally.

For these reasons, Omnia Technologies has implemented a comprehensive welfare programme, which includes the following initiatives:

- **Company Canteen/Meal Vouchers**: An external service provides single-portion meals daily, or employees can use vouchers to purchase meals or groceries at participating outlets.

- **Metasalute**: After the probation period, employees gain access to the Metasalute health platform.

- **Welfare Vouchers**: An annual €200 in welfare vouchers is provided through the Willis Towers Watson (WTW) platform, a leading consultancy in risk management and corporate welfare solutions. Through this platform, employees can easily access their benefits, manage welfare vouchers, and take advantage of available perks. WTW supports the company in developing an effective and tailored welfare system, offering an intuitive and valuable service for all employees.

- **Supplementary Pension Funds**: Employees may choose to allocate their severance pay (TFR) to a supplementary pension fund such as Cometa or Solidarietà Veneto.

- **Parental Leave and Maternity Support**: In addition to the entitlements provided by the national collective labour agreement (CCNL), the company offers a €500 bonus for each birth.

- **Smartworking**: Employees are entitled to work remotely one day per week (two days for those living more than 40 km from the office), upon agreement with the HR department.

- **Language Courses**: Through the company's e-learning platform, employees have access to unlimited free language lessons with native-speaking instructors, along with teaching materials and interactive activities.

Thanks to this welfare strategy, Omnia Technologies not only enhances the wellbeing of its workforce, but also reinforces its corporate culture based on values of inclusion, responsibility, and innovation. The company firmly believes that investing in people is the best way to build a strong and sustainable future.

KPI and Improvement Targets

Impact Area	Indicator (KPI)	2024 Result	2025 Target	Notes
People	Access to Welfare Benefits	100%	100% of employees access welfare benefits	Percentage of employees who have used the benefits available on the Willis Towers Watson platform
People	Use of Welfare Vouchers	100%	100% of employees access welfare benefits	Percentage of welfare vouchers used via the Willis Towers Watson (WTW) platform
People	Percentage of Employees Using the Canteen/Meal Vouchers	82%	90%	Number of employees who have used the company canteen service or meal vouchers
People	Use of Smart Working	17%	90% of employees use smart working regularly	Percentage of employees who regularly benefit from weekly remote working
People	Smart Working Survey	Survey to assess the effectiveness of the Smart Working policy	Survey to assess the effectiveness of the Smart Working policy	Data not available as the survey will be conducted upon completion of the GPTW climate survey
People	Participation in Supplementary Pension Funds	41%	10% increase in employees enrolled in supplementary pension schemes	Number of employees who have chosen to allocate their severance pay (TFR) to a supplementary pension fund, evaluating the overall level of participation in private pension instruments
People	Impact on Workplace Wellbeing	Data will be available following the second climate survey	10% increase in perceived improvement in workplace wellbeing	Percentage of employees reporting an improvement in their workplace wellbeing

These initiatives are part of Omnia Technologies' broader commitment to sustainable development, in line with the United Nations 2030 Agenda Sustainable Development Goals (SDGs), in particular: **Goal 3: Good Health and Well-being, Goal 4: Quality Education, Goal 5: Gender Equality, Goal 8: Decent Work and Economic Growth, Goal 10: Reduced Inequalities.**