



**Omnia
Technologies**

Enabling Evolution

A new path

Our 2030 Agenda

SUSTAINABILITY
REPORT
OMNIA TECHNOLOGIES
GROUP
2024

Omnia Technologies Group

Sustainability report

Fourth edition | 2024

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Stakeholders letter

Dear Stakeholders of Omnia Technologies,

It is with great pleasure that I present to you our 2024 Sustainability Report - a testament to a year marked by challenges, achievements, and shared progress. This document reflects our unwavering commitment to creating sustainable value through a journey that combines innovation, responsibility, and global growth.

2024 has been a year of robust growth and strategic evolution for the Group, in line with our long-term vision: to be an end-to-end partner in automation and bottling technologies for the beverage and pharmaceutical sectors, providing integrated solutions that combine industrial quality, sustainable innovation, and lifecycle service. Even in a transforming international landscape, we have pursued a balanced growth trajectory, strengthening our ability to generate lasting value for customers, people, and communities.

In the Beverage sector, we have consolidated our presence in key segments, supporting our clients during a phase of dynamic demand, characterised by portfolio expansion and increasing requirements for efficiency, traceability, and flexibility. Meanwhile, in Pharma we have accelerated our path of specialisation, offering solutions designed to ensure reliability, safety, and compliance with the most stringent regulatory standards. This progress has been made possible by targeted investments in research and development, process digitalisation, technical capabilities, and supply chain partnerships - all with the aim of reconciling performance and sustainability across every stage of the value chain.

Our growth is rooted in the central role of people. My sincere thanks go to all those who design and build our systems, to those who support clients in the field, and to those who work across our offices and production sites in Italy and worldwide. The diversity of cultures, experiences, and perspectives is a key driver of innovation and competitiveness; this is why we actively promote initiatives focused on training, safety, wellbeing, and professional development, within an environment guided by integrity, responsibility, and respect.

In 2024 we expanded our footprint in the APAC region, with a particular focus on India, China, and Singapore, enabling us to be closer to our customers, reduce response times, and strengthen supply chain resilience. At the same time, we continued to invest in growth in the United States and launched new opportunities in Africa and the Middle East - fast-evolving markets offering strong potential for our technologies. Proximity to local markets allows us to adapt our solutions to specific contexts while valuing local talent and expertise within inclusive, multicultural teams.

The strength of our model is reflected in our results: revenue growth of more than 80% compared to 2023, an export share exceeding 80%, and a workforce of over 2,600 people. These achievements are the outcome of a strategy that places people, quality, and foresight at the centre - anticipating customer needs across markets while consistently investing in sustainability, innovation, and training. Sustainability is embedded into our product development approach. Integrating environmental and social criteria from the earliest design stages means focusing on energy efficiency, waste reduction, ease of maintenance and upgrading, the use of lower-impact materials, and circularity-driven design. At the same time, we are advancing digital capabilities - from edge computing to data analytics - to optimise plant efficiency, reducing consumption and emissions throughout operations. This approach is fully aligned with the double materiality assessment and climate risk evaluation outlined in our Sustainability Report, a framework

that integrates objectives, responsibilities, and measurable indicators, engaging the entire value chain in the transition towards more efficient and responsible models.

The enhancement of our Service offering is a core part of our customer promise. From commissioning to predictive maintenance, from technological upgrades to training programmes and remote support, our goal is to maximise availability, reliability, and safety over the lifecycle of each installation - while reducing total cost of ownership and environmental impact. In this respect, we are extending increasingly flexible service models, with tailored packages and defined service levels, to accompany the entire lifecycle of our plants and support client competitiveness across markets.

We are fully aware that industrial progress must advance hand in hand with the protection of people and communities. This is why we continue to invest in health and safety, training and development programmes, transparent governance practices, and open dialogue with stakeholders. Integrity, regulatory compliance, and social responsibility remain the guiding principles for our daily decisions, risk management, and the creation of shared value.

Looking ahead to 2025, we approach the future with both confidence and responsibility. We aim to consolidate our growth in the Beverage sector, accelerate in Pharma and Life Sciences, and continue investing to be ever closer to our global customers. Sustainability will remain the compass of our product development and operations, while our Service will evolve as a value platform supporting performance and ecological transition for our partners. We will continue to innovate, place people at the centre, and collaborate with our stakeholders to build, together, a more efficient, safer, and sustainable industrial future.

I wish to thank you sincerely for your trust and for the continuous dialogue that helps us improve every day. Your contribution is vital to the quality of our decisions, the positive impact of our projects, and the shared results we have achieved once again this year.

Sincerely,

Andrea Stolfi

CEO Omnia Technologies



Highlights

To see the 2023 highlights, frame
or click here



PRODUCTION*



38

**Manufacturing
plants, 35 in Italy, 3
abroad**

(France, Argentina and
China)



24

**Sales and service
platforms**



429,964

**m² total
operating
surface area**

(indoor and outdoor
surface area – roofed
and unroofed)
production sites



5,251

**Tons of steel
purchased**

Our main raw
material (stainless
steel)



€ 725.200 M

Turnover



€ 14 M

**Investments in
new product
development**



€ 1.033 M

**Sustainability
investments**

PEOPLE*



2,628

Total FTE¹

2,217 employees in Italy
411 employees abroad



154

**New recruitment
including women**

of whom
36 are women



15 %

**Women out of
total employees**



15.22%

**of employees
engaged in R&D
activities²**

calculating 400 out
of 2,628



9.6

**Average training
hrs per capita**



0.67%

**FTE accident
rate³**



83%

**Electricity from
renewable sources**

including 15.51% from
panels and the rest with
guarantee of origin



99%

**Waste sent
to recovery/
recycling**

* The figures are intended as final balance at 31.12.2024

** The data refer to the whole Group as of date of publication of this report → [Group's organisation](#)

1 The figure is calculated in full-time equivalent FTE employees: a unit used to measure the number of employees for comparison against each other, although they can work a different number of hours per week. Usually, an FTE corresponds to 2,080 hours per year (40 hours per week x 52 weeks).

2 Italy alone. Our branches abroad are sales offices, and therefore do not employ R&D staff members.

3 Accident rate: Calculated by the number of work days lost (due to work accidents) x 1,000/ Total Hours Worked.

Our Sustainable Growth

2023

Installation of **photovoltaic systems in five plants**

Change of Articles of Association in **Benefit Corporation**

Award for best **training program** under “Excellence in management training 2023”

Digital platform for interconnection of 4.0 machines **in all companies of the Group**

New Group e-learning platform

Subscription to the **UNGC**

Joining the Sustainability Group of **Confindustria Veneto Est**

2024

SBTi validated **carbon emission reduction targets**

Group Certification – B Corp

Certification - UNIPdr125 and ISO30415

Launch of **Omnia Academia** internal academy

ISO 45001 / 9001 / 14001 certifications for all sites

Product sustainability: reducing energy and water usage in new products – **5 innovation awards** won at **SIMEI 24**

Supply Chain: **supplier sustainability** questionnaire

2025

Group **Certification – EcoVadis** rating **Silver medal**

Project kick off for the **corporate well-being analysis** according to the **Great place to work®** model

Digitising HR processes through **Success Factor** platform

New HQ in Signoressa and Tuscany

New validation of SBTi targets for the new perimeter

Certification of all Group premises according to **UNIPdr 125** and **ISO30415** (DE&I)

Publication of the **first Impact Report as a Benefit Corporation**

People Engagement: first Group Townhall and Roadshow on Sustainability topics

A tangible commitment, backed by certifications

UN global compact



ECOVADIS



ISO 9001 | ISO 14001 | ISO 45001



Science Based Target Initiative ISO 30415 | UNI/PdR125:2022



Società benefit | B CORP



B Corp Certification

Following an amendment to its Articles of Association, Omnia Technologies Group officially became a Benefit Corporation in December 2023. This important milestone underscores the Group's commitment to placing sustainability at the heart of all its operations, transforming its corporate mission into a driver for generating tangible social and environmental value for people, communities, the environment, and all stakeholders.

The Common Benefits pursued by the Group are structured around three fundamental pillars:



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 well-being and ensure a measurable and meaningful impact at local level.



ENVIRONMENTAL IMPACT: Sustainability lies at the core of Omnia Technologies' strategy. The company adopts increasingly responsible practices across its entire value chain, focusing on reducing emissions, optimising resource use, and advancing green technological innovation. The goal is to minimise the ecological footprint and contribute to the protection of ecosystems.



PEOPLE'S WELL-BEING: The success of the company is closely tied to the well-being of its member individuals. Omnia Technologies implements internal policies aimed at improving the quality of working life, fostering an inclusive, collaborative environment that supports both personal and professional development.

Becoming a Benefit Corporation is one of the many milestones Omnia Technologies has set across its growth journey. Initiatives in each of these areas are fully integrated into the Group's Sustainability Plan. For further information and for a detailed account of the results achieved in 2024, reference shall be made to the → [Impact Report](#) available on our website.

ACHIEVING B CORP CERTIFICATION

B Corp certification represents one of the highest standards in terms of social and environmental responsibility, demonstrating a company's commitment to generating a positive impact on people, communities, and the planet. Omnia Technologies embarked on its certification process in 2023 and was officially awarded the B Corp status in 2024, following a rigorous verification procedure conducted by B Lab Italy, a non-profit network that promotes an inclusive, equitable, and regenerative economic system.

The B Corp certification independently and objectively assesses a company's social and environmental impact based on the standards outlined in the B Impact Assessment (BIA). This evaluation reviews corporate practices and performance across five key categories: governance, workers, community, environment, and customers.

For further information and for a detailed account of the results achieved in 2024, reference shall be made to the → [Impact Report](#) available on our website.

To read the news scan or click here



“To Omnia Technologies, there is much more to being a B Corp than creating economic value: it represents our commitment to generating a positive impact on people, communities, and the environment, while strengthening our role as a responsible leader in the global industry,”

stated **Andrea Stolfi**, CEO at Omnia Technologies

01

Omnia Technologies Group

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- 1.2 Products and services
- 1.3 Reference Markets
- 1.4 Economic Performance
- 1.5 Our Positioning
- 1.6 Value Chain
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- 1.8 Our People
- 1.9 Key Stakeholders
- 1.10 Customer Centricity
- 1.11 Product Quality and Safety

NOTE TO THE READER

In this document, **Omnia Della Toffola S.p.A.** is referred to by its new name **Omnia Technologies S.p.A.** (hereinafter also referred to as 'Omnia Technologies' or 'the Group'), introduced in December 2024.

1.1 Company Profile

Omnia Technologies S.p.A. is an **Italian industrial holding company that integrates** leading companies in the **metalworking** industry engaged in the **design, production and installation of complete machines and complex systems**.

The Group **designs and manufactures integrated and automated technologies** capable of offering innovative solutions to **govern the entire production process for the beverage, food and life sciences sectors**⁴.

The Group operates through **these divisions**:



BEVERAGE SYSTEMS - SPECIALTY

Delivers specialised processing, bottling and labelling solutions mainly for wine, spirits, beer and premium beverages.



BEVERAGE SYSTEMS - WATER & SOFT DRINKS

Provides large-scale processing and high-speed packaging solutions mainly for water and soft drinks producers, offering integrated end-to-end lines.



LIFE SCIENCES

Provides advanced automation and packaging solutions for the pharmaceutical, cosmetic and diagnostic industries.



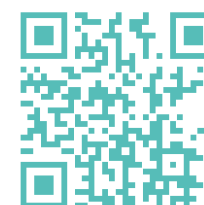
COMPONENTS

Develops standalone components used across divisions and supplied to other OEMs.

⁴ End markets served: water, juices and other soft drinks, spirits, wine, beer, food, beauty and cosmetics.



Scan or click here to discover our brands:





Omnia Technologies Life Sciences Division

From production to packaging: integrated technologies for the Pharmaceutical, Nutraceutical, Diagnostic and Cosmetic industries.

Omnia Technologies' strategic entry into the Life Sciences sector is driven by a clear ambition: to harness the excellence of Italy's industrial ecosystem—particularly within the regions of Lombardy, Tuscany and Lazio—and guide its growth through the integration of specialised expertise, advanced technologies and long-term strategic vision.

Italy has a well-established heritage in pharmaceutical machinery and process technologies. Recognising this, Omnia Technologies has expanded beyond its traditional core markets of Beverage and Food, positioning itself within the high-growth Life Sciences sector.

The Group's distinctive approach lies in its ability to integrate complementary businesses while preserving their technical know-how and vertical specialisation. This is enhanced through centralised governance, industrial synergies and a forward-looking strategic framework.

Investment in the Life Sciences division aligns with global market trends, particularly the rising demand for flexible, integrated and high-performance solutions across the pharmaceutical value chain.

The division comprises five key entities:

- **Tecnomaco** (Aprilia, Lazio): a specialist in capsule filling machines, blistering, capsule banding and complete lines for both primary and secondary packaging.
- **Ronchi Officina Meccanica** (Milan, Lombardy): a centre of excellence in high-precision tablet press machinery for powders, serving pharmaceutical, nutraceutical, chemical and food sectors.
- **Pharmagel** (Lodi, Lombardy): globally recognised for its design and manufacture of softgel encapsulation systems for the nutraceutical and pharmaceutical industries.
- **Comas** (Poggibonsi, Tuscany): focused on bespoke solutions for pharmaceutical, diagnostic and cosmetic applications.
- **Giuseppe Desirò** (Sesto Fiorentino, Tuscany): specialised in assembly technologies for packaging closure components, offering both low- and high-speed solutions tailored to the pharmaceutical sector.

The Life Sciences division is well-positioned for robust growth across both established and emerging markets. The integration of Ronchi Officina Meccanica enables Omnia Technologies to cover the full spectrum of tablet compression technologies, strengthening its

process-phase capabilities. Pharmagel complements this with softgel encapsulation solutions, while Tecnomaco is expanding its portfolio to offer fully integrated packaging lines, leveraging internal synergies such as labelling. Comas' tailor-made solutions, already applicable to diagnostics and cosmetics, unlock new business opportunities and reinforce the Group's end-to-end offering—from processing to final packaging.

The divisional structure, underpinned by centralised leadership and shared key functions (e.g. Sales Engineering, Service), supports a medium- to long-term strategic outlook and enables inorganic growth along the value chain, including through future acquisitions.

The companies within the Life Sciences division are united by three core pillars:

- 1. Operational efficiency**, with lead times below industry average thanks to an integrated supply chain and streamlined production processes.;
- 2. End-to-end solutions**, offering complete lines from compression to packaging through a single point of contact.
- 3. Flexibility and customer centricity**, delivering bespoke solutions tailored to specific client needs—setting the division apart from more standardised global players.

These strengths define the division's value proposition: a nimble, technically proficient and integrated alternative to large international competitors.

The strategic roadmap for the division encompasses multiple growth levers:

- Geographic expansion, leveraging Omnia Technologies' global footprint and existing international platforms (e.g. United States, Southeast Asia, Europe).
- Leadership consolidation in the nutraceutical sector, where the Group is already recognised.
- Progressive penetration into the pharmaceutical market.
- Technology development, through cross-brand collaboration to launch innovative solutions.
- External growth, aimed at expanding coverage across the value chain—including inspection, traceability and advanced secondary packaging.

A detailed growth plan is currently being defined in collaboration with strategic advisors.

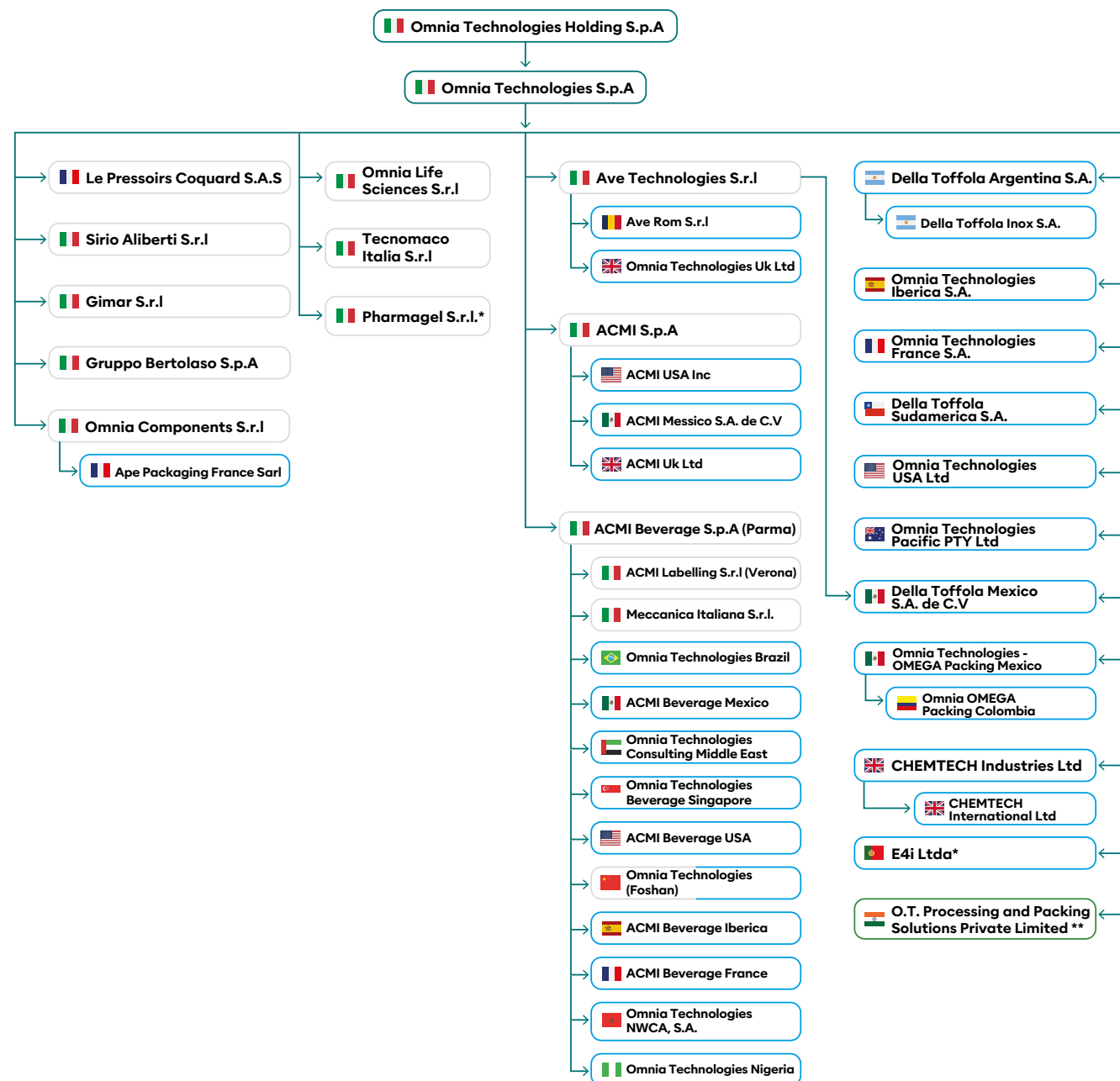
TECNOMACO
PHARMA PACKAGING MACHINES



The Group's coordinating and controlling entity, Omnia Technologies S.p.A., is headquartered in the Province of Treviso.

As of date of publication of this report, the Group consists of **40 companies** (including **40 manufacturing plants** mainly spread across the regions of North-Central Italy) and **25 sales platforms abroad for distribution, support and after-sales services worldwide**. Both the manufacturing plants and the sales and service platforms are coordinated by the headquarters.

The organisation of the Group



Compared to the content of the previous 2023 Sustainability Report, it should be observed that:

- TMCI Padovan, SAP Italy, F2 Srl were incorporated at the end of the 2024 financial year into Omnia della Toffola, which in January 2025 took on the new name Omnia Technologies S.p.A.. At the same time, the former Omnia Technologies S.p.A. was renamed Omnia Technologies holding S.p.A.
- Co.Me.S Srl was merged by incorporation, as of January 2025, into Omnia Technologies S.p.A.
- Eospack and Giuseppe Desirò were incorporated into Comas Srl, which was subsequently renamed Omnia Life Sciences Srl.
- Bertolaso Espana Group and Permeare Iberica were merged into Omnia Technologies Iberica S.A.
- Innotec, Win&Tech Acram, Alfatre and Masterlaser were incorporated into Omnia Components Srl in the second quarter of 2025.
- I.C.M. S.r.l. was merged into ACMI S.p.A in the second quarter of 2025
- Sirio Aliberti S.r.l. and Gimar S.r.l. will be merged into Omnia Technologies with effect from 1st October 2025

* The acquisition of Pharmagel S.r.l. and E4i Ltda was announced on 08.09.2025

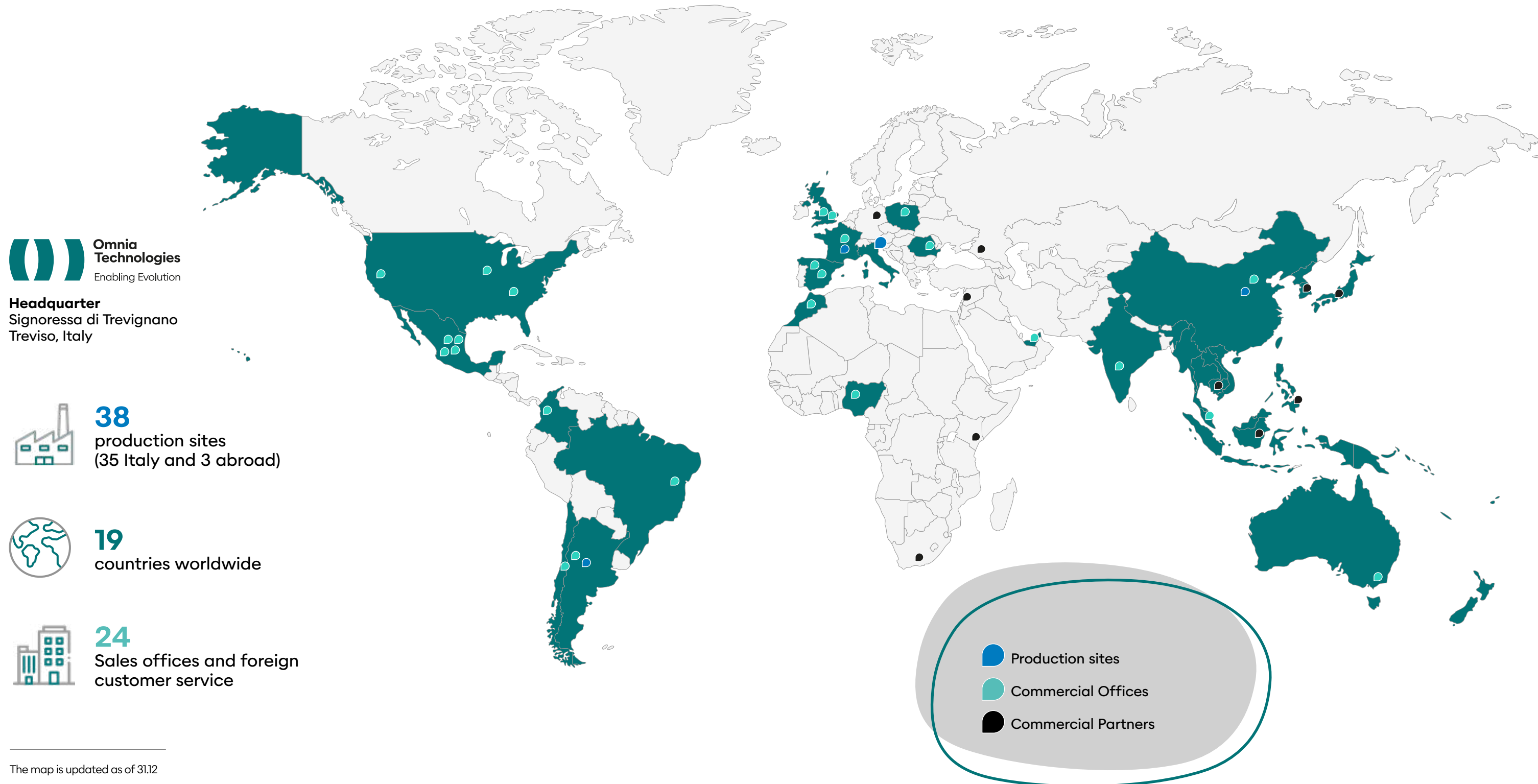
** O.T. Processing and Packing Solutions Private Limited is an Indian Joint venture

The table is deemed up to date as date of publication of this Report.



Omnia Technologies Worldwide

A global enterprise with a strong commercial footprint and robust after-sales support.





Foreign Platforms

Omnia Technologies South East Asia Pacific (SEAP)

Interview with **Stefano Romanelli** – SEAP Regional Sales

With more than twenty years of experience in the industry, gained combining Sacmi Beverage and other international companies, Stefano Romanelli leads the SEAP region today for Omnia Technologies, based in Singapore. His career path has led him to operate in complex markets such as Hong Kong, Tokyo and Shanghai, contributing significantly to the growth of the Asian business.

The SEAP platform stands out for a lean, decentralised operating model based on a network of local partners and strategic joint ventures. Core activities include selling and supporting beverage, spirits, and food technologies with a growing focus on high-value markets such as Japan and South Korea. Singapore serves as a regional hub, given its low operating costs and a favourable logistics position.

Asia is a strategic area for Omnia Technologies, and the local presence allows us to respond to the cultural and operational needs of our customers providing a customised and timely technical service. The decision to make Chinese platform autonomous – and separate it from Singapore's – has proved successful, enabling more effective management of geopolitical dynamics.

From a sustainability perspective, sensitivity varies from country to country. In Japan, after Fukushima, a strong focus on solar energy and reducing environmental impact has developed, while in Australia, we are working on increasing material recyclability ratios. In Korea, waste management regulations are among the most stringent in the world. Omnia Technologies is committed to driving sustainable practices in less mature markets by adapting its technologies to local needs.

The governance of the platform shall be based on a balance between local independence and central coordination. Local teams have direct visibility and accountability, while monthly HQ comparison ensures strategic alignment and cross selling opportunities. The cultural approach is fundamental: collaboration with local technicians and the enhancement of national specificities are key to success on the Asian continent.



Omnia Technologies Iberica

Interview with **Massimo Nanni** – Head of Spain Platform

After a long experience at Sacmi and an initial position at Omnia Technologies South America, Massimo Nanni took over the reins of Omnia Technologies' Spanish platform in 2023. His task is to integrate three separate businesses – Della Toffola Iberica, Permeare Iberica and Bertolaso Iberica – into a single cohesive and strategically positioned entity.

The new facility, Omnia Technologies Iberica, has its registered office in Logroño and maintains a widespread presence in Spain. The Permeare Iberica headquarters has been transformed into a technical hub for La Mancha region, while Bertolaso Iberica staff operates in smart working mode. Although the platform currently primarily focuses on wine and spirits, it is progressively expanding its range of services to other beverage and food industries, including non-wine markets such as beer, milk, juices, and oil. Spain is a key market for Omnia Technologies, both for its geographical extension and for the widespread distribution of its customers. The ability to offer integrated solutions and turnkey lines has opened up new opportunities, such as working with San Miguel in the High-Speed Beverage segment. Local presence brings us closer to our customers while maintaining a high level of technical specialisation.

In terms of sustainability, Spain stands out for its strong environmental awareness. Large groups require certified suppliers who are genuinely committed, while smaller producers are also beginning to pay attention to energy efficiency, with a particular focus on water consumption. Wine dealcoholisation is among the emerging trends. Omnia Technologies has invested in a pilot module to test the technology directly at customer sites, encountering significant interest, combined with the need to fully understand how the technology operates.

The platform is governed based on a collaborative and progressively evolving model. The integration of teams with different backgrounds and cultures has required significant harmonisation efforts, which have already led to tangible results. Collaboration with Italian sites is ongoing – both in terms of training and technical development – and contributes to strengthening the Group's identity and cohesion.



Omnia Technologies North America

Interview with **Dino Martina** – CEO Omnia Technologies North America

After an extensive international career at Acmi, culminating in incorporating its American branch in 2017, in 2025 Dino Martina resumed the leadership of the North American market of Omnia Technologies USA. The new headquarters in Charlotte, North Carolina, is establishing itself as the strategic operational centre: activities such as spare parts warehousing, project management, sales functions, and after-sales service are being progressively centralised here, with a dedicated approximately 50-member team.

The Wine & Spirits segment, however, will continue to be managed by Antonino Librizzi in California, ensuring a direct and strategic presence on the West Coast.

The United States represents the largest global market for the Beverage industry and generates around 15% of the Group's total revenue. Local presence enables to provide fast, tailored, and competitive service, distinguishing the company from its European competitors, also thanks to multiple locations across the territory. The establishment of a production facility in the USA is currently under consideration, driven both by geopolitical factors and the desire to strengthen the "Made in USA" positioning.

From a sustainability standpoint, the American market is showing increasing attention to innovative

and responsible solutions. Commitment to recycled raw materials (PET, glass, aluminium), adoption of circular packaging promoted by major players such as PepsiCo and Coca-Cola, bottle lightweighting, use of biodegradable materials (such as PLA derived from corn or wheat), and replacement of single-use plastics with compostable alternatives, are among the most significant trends.

After-sales service represents a distinctive strength: a 24/7 call centre in Cincinnati coordinates the deployment of local and Italian technicians, ensuring average response times of less than three hours. This model, currently active in the Beverage industry, will be gradually extended to the other divisions operating in the USA.

The platform is governed based on strong coordination with the central commercial management and division heads in Italy, while operational implementation is entrusted to American managers. The approach adopted is flexible and sensitive to cultural differences across the various regions of the country, facilitating effective integration.



Omnia Technologies China

Interview with **Roy Shao** – General Manager Omnia Technologies China

With a strong background at Sacmi and extensive experience in managing business units, Roy Shao is currently General Manager of Omnia Technologies China¹, with operational headquarters near Shanghai. He oversees the economic, operational, and commercial management of the platform, which comprises approximately 30 employees and integrates production, sales, and technical support.

Approximately 30 ACMI labellers are assembled locally each year, with roughly half of the components sourced from Italy and half from local suppliers. These machines serve both the Chinese domestic market and exports to Africa, Southeast Asia, the Middle East, and Russia.

The presence in China plays a strategic role for three main reasons: proximity to customers, reduction of production costs (up to 20% compared to Italian manufacturing), and the ability to use the site as a logistical hub for Asia.

The current business lines include Beverage Systems – Water & Soft Drinks and Beverage Systems – Specialty (under the brands TMCI Padovan and Bertolaso). While price remains the primary purchasing driver for local customers, there is growing attention to energy efficiency and water consumption reduction, in line with global sustainability trends.

Localised production continues to be a strategic lever to ensure competitiveness, while also enhancing responsiveness to the needs of the Asian market.



¹ legal entity Omnia Technologies Beverage Machinery Co., Ltd.

1.2 Products and services

Machines, plants and complete systems

Omnia Technologies offers a complete **range of technologically advanced and highly automated solutions. Thanks to the vertical integration of the entire value chain**, the Group offers complete and **tailor-made solutions: including single machines, integrated production lines or complete and turnkey plants.**

Our solutions for integrated market presence

Wine

Spirits

Water / Soft drinks
Beer

Dairy

Life Sciences

Raw materials management

Processing

Machines for tangential filtration

Grape crushing

Tanks and autoclaves

Low-carbon emission distillery

Tangential filtration systems

Stabilization systems

Cooking rooms

Syrup rooms

Pasteurizers

Cheese production plants

Pasteurizers for oils and fats

Capping machines

Bottling & Repackaging

Bottling systems

Palletizers

Blow molding machines

Stretch wrappers

High-speed fillers

Shrink-wrapped packages

Labeling machines

Twisterbox

Packaging systems

Transport systems

Filling machines

Air cleaning systems

Finished Product Distribution

Turnkey solutions provider

Cross-Selling Potential

Customization and Standardization

Market-leading innovations

Sustainability Leader

Made in Italy Technology

The table is deemed updated as date of publication of this report.

To learn more about all Group's products and services, scan or click here

Omnia Technologies develops high-quality, flexible and customisable products that can be integrated into the customer's production processes.

Thanks to the multidisciplinary expertise of its technicians and the close collaboration with customers throughout all stages of the product's life, the company determines the optimal production and plant engineering configuration, combining efficient management of energy carriers and water consumption, with a financial investment that is sustainable over time.

What is Omnia Technologies' long-term vision?

"Our long-term vision is to be a trusted partner for our customers, providing solutions that not only meet current needs but also anticipate future challenges in the industry. A key element that sets our offering apart is the 'One-Stop Shop' approach with an end-to-end logic, enabling us to support customers throughout the entire production cycle and to build strong, reliable partnerships by offering a full range of integrated services and solutions. Furthermore, our global presence across various segments-combined with vertical integration of production stages-is supported by outstanding in-house manufacturing expertise. This approach allows us to deliver highly customised, distinctive solutions that represent a unique competitive advantage over our competitors."

Andrea Stolfi,
CEO of Omnia Technologies Group

Service

Service is one of the three values (see. → [Sustainability strategy](#)) that guide Omnia Technologies growth plan.

Through a team of more than
400 people
operating throughout
the Group.



13.12%
Women



The Group maintains a solid and continuous relationship with its customers, ensuring timely and qualified support in resolving any critical issues and offering a range of after-sales services designed to predict and meet future needs.

Omnia Technologies offers services such as full line management, remote support to customers via IoT diagnostic devices, integration of CRM systems to track and improve performance, internal and external training sessions to ensure the best product performance.

STANDARD SERVICES

The following services are included for each machine or plant we manufacture and sell:

- **installation, start-up, testing and training** of designated personnel;
- **technical support (both remote and face-to-face)**, during weekdays and business hours within 20 minutes.

These services are guaranteed worldwide. The resolution approach is integrated: starting from remote service and, if necessary, sending a technician or spare part.

Compared to remote support, technical specialists with years of field experience make up the **Technical Support department**, which operates through a remote support system to remotely connect to the machine's software and uses Salesforce CRM to track requests.

Omnia Technologies not only intervenes on machines, but also advises on product preparation and ideal environmental conditions, thanks to the technicians' expertise on the entire process.

SUPPLEMENTAL SERVICES

The following additional services are available upon request:

- **Service for the lifetime of the machinery Upgrade and engineering** (average life of 20 years) Scheduled and predictive maintenance: management of all periodic monitoring and scheduled maintenance activities, supply of ready-to-use spare parts to ensure maximum efficiency and cost-effectiveness, also reducing the risk of downtime.
- **Purchase and resale of second-hand equipment**, ensuring efficiency in terms of consumption and costs. If the machine is at the end of its life, Omnia Technologies will ensure it is disposed of correctly.
- **Servitisation** – filtration and bottling service by third parties, releasing the customer from the obligation to purchase the machine. For further information, reference shall be made to → [Innovation](#).



“Omnia Technologies' after-sales service philosophy strives to go beyond passive models such as "supermarket", where people buy what they need, or "first aid", where intervention is required only in the event of serious failures. Ours is a much more proactive and propositional model, focused on paying regular visits to customers, listening to their experiences, helping them prevent failures and, most importantly, supporting them in the growth and development of their production operations. In short, we go beyond avoiding problems for our customers, we aim to support them grow, we create a synergy to contribute to their success. **The goal of our customer service is to contribute to "customer success."**

Paride Colantoni
Customer Service Manager

To read the full interview, please
scan or click here



In 2024, the new Customer Service organisation for the Wine&Spirits markets. Its objective is to provide support no longer focused on individual brands or products, but on the customer's entire production process-from grape reception to final packaging. This service model is applied evenly on a global scale: the Group's various international platforms replicate its structure, with dedicated teams for technical support, service management and performance, promotion of after-sales services, and training.

The after-sales service **is managed and monitored by the headquarter Service Department** which it coordinates centrally:

- **the team of highly specialised in-house technicians** (FSE - Field Service Engineers) involved in the installation and testing of plants, tests and maintenance operations (scheduled and special), and in remote support (envisaged for all new types of plants/ machines);

- **the activities of the after-sales service departments** of each abroad platform. Every platform of the Group is in fact responsible for collecting requests for services and/or spare parts, processing and handling orders internally, whether they are requests from the end customer (manufacturer) or international distributors.

The company verifies the relevance of the service provided through the Net Promoter Score (NPS) model. For further information, reference shall be made to the paragraph → [Customer centricity](#).



The Strategic Role of Service at Omnia Technologies

What does service mean to Omnia Technologies?

Service is the core value of Omnia Technologies. Our Group is an end-to-end platform for our customers, for whom we provide not only the most advanced automation technologies, but also state-of-the-art support capable of responding promptly to all needs and predicting the risks of operational downtime.

Why is it so important to us?

We intend to be partners with our customers, supporting them with our portfolio of technologies and complete lines offered by the Group's brands throughout the production process: from the initial stages of the process to primary and secondary packaging. The "one stop shop" is the guiding principle of Omnia Technologies. We are proud to say that the average life of our historical relationships with customers is now 30 years and we have more than 400 service personnel worldwide.

Which are the customer's service demands?

First, customers are asking for prompt action to resolve issues. For wineries, the downtime of a machine, such as filling or packaging, even for half a day can cause significant damage. Our teams must prevent this from happening. This is our main mission.

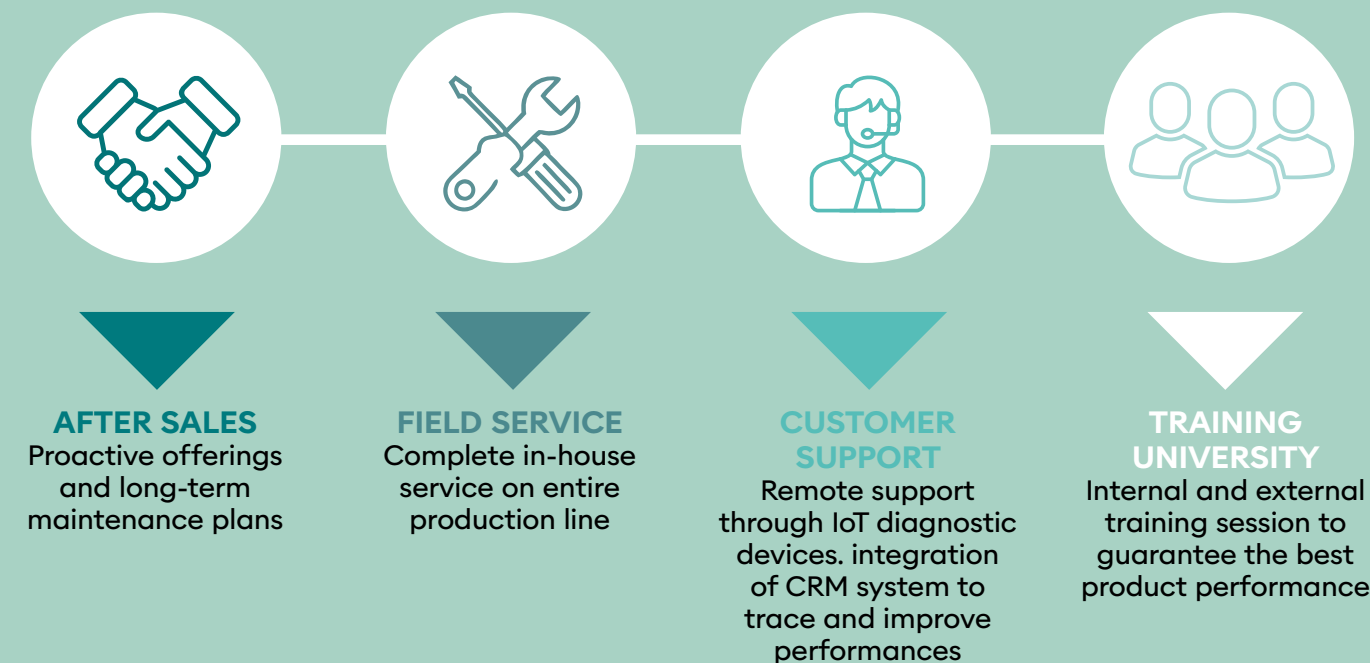
How does our customer service work?

The service level we provide to our customers spreads out in three levels: the basic level is the prompt handling of service requests, on which we have invested in terms of speed of response and widespread action. The second and third levels are the areas of greatest focus and consist of proactive planning of interventions and predictive maintenance based on the information generated by our technologies, including with the help of artificial intelligence and IOT. The three levels combined allow us to fully guide our customers on their journey to innovation and growth.

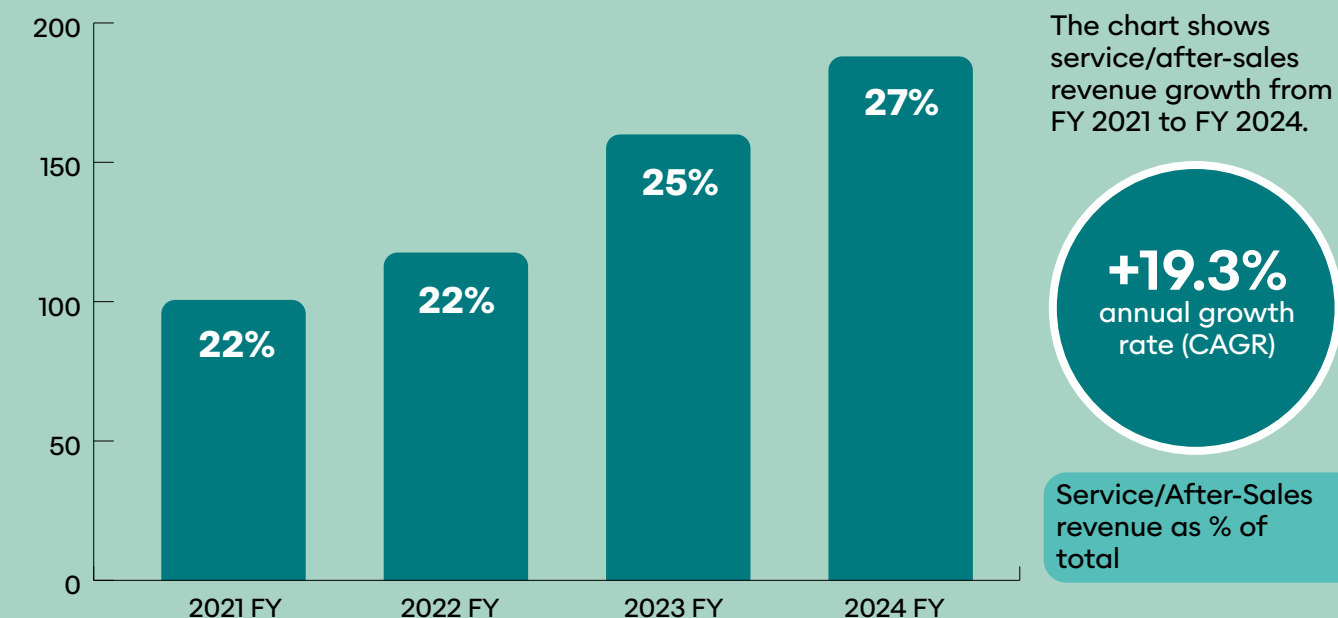
CEO of Omnia Technologies, **Andrea Stolfi**



Best -in-class after sales service and technical offering



Growth in Service/After-Sales Revenues (€M)



Service revenue provide a hedge in economic downturns, as customers tend to extend life of equipment and increase expenditure in services to maintain thei equipment.

1.3 Reference Markets

The extensive product expertise developed by each company within the Omnia Technologies group is **continuously strengthened through ongoing process innovation and a shared, synergistic organisational structure. This integrated model enables the Group to maximise the effectiveness and responsiveness of its quoting and offering processes, ensuring consistent value creation across all business units.**

Our customer portfolio includes both large companies (blue-chip) as well as local and regional businesses. This distribution is balanced between the Italian and international markets, extending to all divisions and end-markets served.

Large customers tend to invest in technologically advanced equipment to increase automation and operational efficiency. Relationships with these partners often develop in a key account model, characterised by constant customer contact and a willingness to establish themselves as trusted advisors for all strategic projects and investments, particularly in the beverage, spirits, wine, and food industries.

Local and regional operators, operating mainly in the wine and beer markets, instead have longer investment cycles - often exceeding ten years. We dedicate tailored solutions to this segment, designed to drive operational efficiency and provide access to our advanced technologies and know-how throughout the entire production process.

Our solutions enable us to reach every type of customer, providing consistent support and excellent service through a broad and well-structured distribution network, including proprietary platforms, agents and distributors around the world.

The main markets for Omnia Technologies are:

Europa

Omnia Technologies operates across Europe, providing integrated process and bottling lines, as well as customised solutions for the wine, beverage and spirits industries. The group is active both in the main producing countries, such as Spain, France and Germany, and in markets where there is a strong focus on specific consumption segments: spirits in the United Kingdom, beer in Belgium and the Netherlands, wine in Portugal and in the countries of the former Yugoslavia such as Slovenia and Croatia.

In a context of high competition and strict regulatory standards, the Group faces these challenges on a daily basis by investing in technological innovation, building strong customer relationships and continuously improving the quality of its products.



Italy

Omnia Technologies Group stems from the combination of Italian excellence with a strong imprint on the territory, which is reflected in all the reference industries. The Italian production landscape is extremely varied: alongside large international groups, numerous local businesses and family-run businesses coexist, representing a unique heritage for the industry. In this context, Omnia Technologies – whose name reminds of the idea of “everything for everyone” – has developed a comprehensive and flexible commercial offer. The Group is able to provide both simple and automated solutions designed both for local manufacturers and turnkey high-engineering plants for medium and large players.



America

In the Americas, Omnia Technologies has a number of sales and service platforms across North, Central and South America. The range consists of machines in the catalogue and modular installations, both for craft and industrial producers, but also complex engineering projects managed directly by local organisations. In the United States, the Group addresses the geographic complexity of the market with a structured presence on both coasts, ensuring effective coverage and support. In Central and South America, the Group is active in the main production districts, with direct offices in Mexico and Colombia for Central America, and in Argentina and Chile for South America. Challenges related to the diversity of production, logistics and distribution needs are addressed through local partnerships and a timely adaptation of the solutions offered, ensuring close customer support and increased operational efficiency.



Asia

Asia represents a strategically important and rapidly expanding market, driven by significant demographic growth and a resulting increase in consumption in the beverage sector, particularly in the non-alcoholic drinks and spirits segments. In China and India, two of the world's major manufacturing hubs, large domestic companies are seeking global technology partners capable of providing advanced solutions and local support. Therefore, Omnia Technologies has established sales offices and production plants dedicated to the Chinese market, in addition to a recently signed production and commercial joint venture aimed at strengthening its presence in the Indian subcontinent. The Group also runs sales offices in Singapore and Australia to support the entire Asia-Pacific region. The expansion of the corporate perimeter now enables Omnia Technologies to offer a broader and more competitive product portfolio capable of meeting the needs of major Asian players.



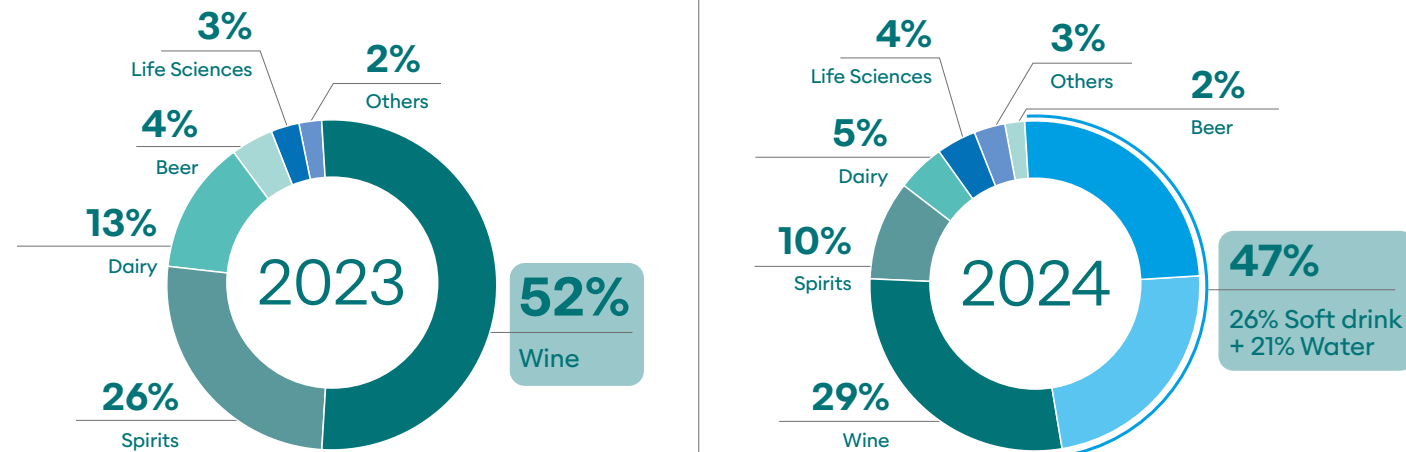
Africa

The African continent is characterised by a fast-evolving beverage market, with a growing demand for accessible technological solutions suited to specific formats, such as those commonly used in sub-Saharan Africa. Although awareness around sustainability is still evolving, many medium-to-large enterprises are investing in innovative equipment to enhance production efficiency. Omnia Technologies addresses these needs with flexible and high-performing technologies, such as the double cavity system developed by ACMI, which is particularly suited to the single-use formats prevalent in the region. Thanks to recent agreements with local partners, the Group has strengthened its commercial presence and technical support network across the territory, ensuring widespread and timely service. This approach enables to establish strong relationships with African customers and supports them in their industrial growth journeys.

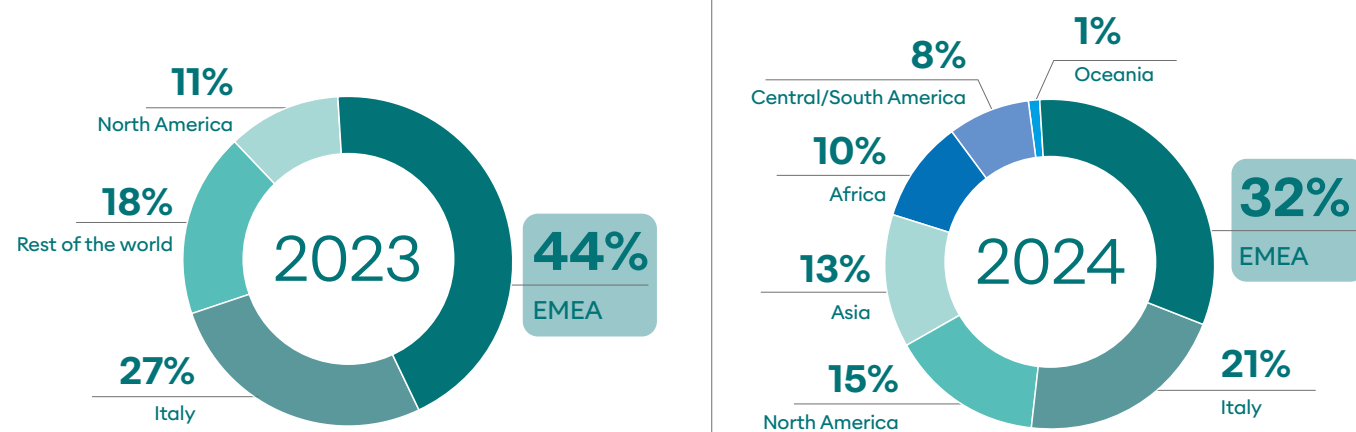


Sales Results by %*

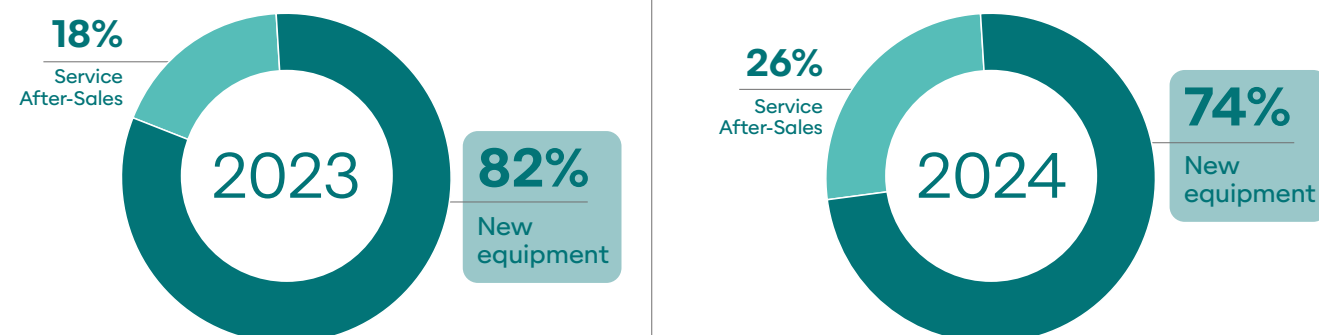
BY END MARKET



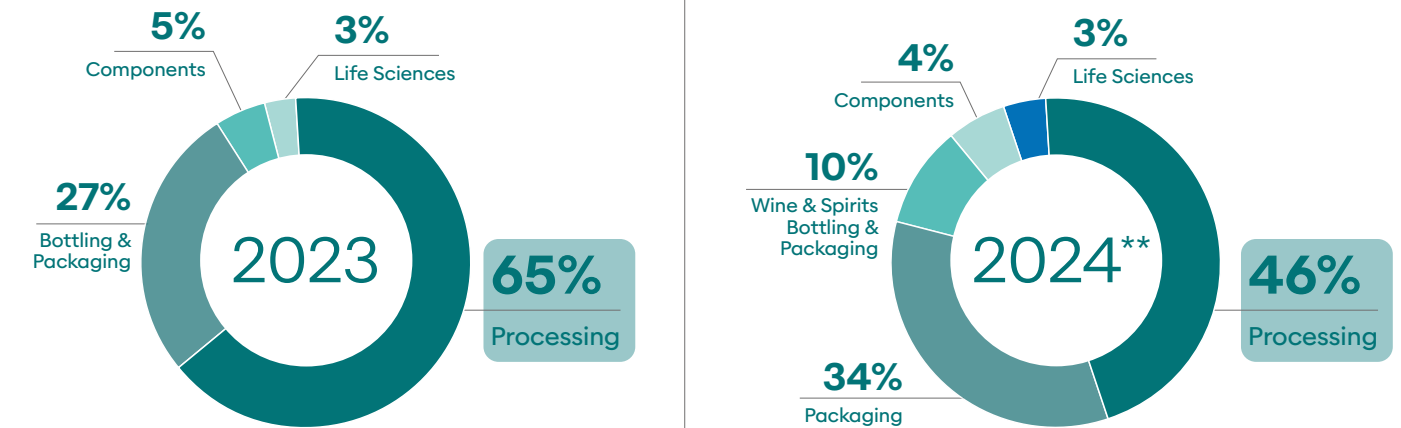
BY GEOGRAPHY



BY BUSINESS CATEGORY



BY DIVISION



* Data source: from SAP management software; data and systems Group updated as of 31/12/2024

** Group divisions updated as of 31/12/2024



1.4 Economic Performance

Macroeconomic scenario 2024

In 2024, the global economy grew by 2.7%, rising to +2.9% in the fourth quarter, despite persisting geopolitical tensions. Global inflation fell to 4.5% (from 5.6% in 2023), with a further improvement in the fourth quarter (+3.7%).

In the European Union, GDP growth stood at 1.0%, up from +0.4% in 2023. The trend was heterogeneous: Spain (+3.2%) and France (+1.2%, driven by the Olympic Games) offset Italy's moderate growth (+0.7%) and Germany's contraction (-0.2%). Annual inflation fell to 2.6% (from 6.4% in 2023), aiding the easing of monetary policy by the ECB, which cut interest rates by 100 basis points, bringing the deposit rate to 3.0% at the end of the year.

Group performance in 2024

In this complex but gradually improving macroeconomic context, the Group confirmed its growth path in 2024, strengthening its position in the target markets through new strategic acquisitions and the expansion of the range of products and services. Diversification of supply, combined with the organisational and financial strength, allowed to effectively address the uncertainties of international markets.

During the financial year, the internal reorganisation process continued through mergers and corporate consolidation, accompanied by the adoption of more advanced governance models. These initiatives have contributed to a streamlined, integrated, and efficient business structure and strengthened management.

The increase in turnover, compared to the previous year, was supported in particular by the final markets for beverage and spirits, which compensated for the decrease in the wine industry.

The United States recorded a 2.8% growth, driven by employment and consumption. Inflation fell to 2.9% (from 4.1% in 2023), allowing the Federal Reserve to cut interest rates to the range of 4.25%-4.50%.

In China, GDP grew by 5.0%, slightly below +5.4% recorded in 2023, due to the weak domestic demand linked to the housing crisis. However, stimulus measures introduced in the second half of the year supported the recovery in the fourth quarter (+5.4% on annual basis). The euro/dollar exchange rate remained stable, with an annual average of 1.08.

Early 2025 was marked by uncertainty, linked in particular to new US economic policies, which include tariffs and trade barriers. These measures are negatively affecting global trade, economic growth, and inflation trend.

At trade level, the Group has continued to expand its international presence, with an increasing focus on after-sales services and spare parts availability, components that have recorded a significant increase in their impact on turnover and are strategic levers for future growth.

In line with the goals of sustainability and continuous improvement of customer relations, investments in digital tools and remote-control technologies continued to improve operational efficiency, monitor plant performance and optimise maintenance activities, reducing time, costs and environmental impacts.

In summary, 2024 saw a further consolidation of the integration process between the Group's companies, with the aim of supporting sustainable development in the various markets, offering increasingly comprehensive solutions to customers and generating significant synergies both in terms of costs and revenues.

GRI 201-1 Economic performance of the group in million euros*

Omnia Technologies considers economic growth to be a key and necessary factor for long-term value creation.

	2022	2023	2024	Variation 2024 vs. 2023
Economic value generated directly:	260.46	407.84	745.70	82.84%
Sales revenue	239.93	380.13	725.20	90.77%
Inventories delta and other revenue	20.53	27.71	20.50	-26.02%
Economic value distributed divided by:	258.19	408.73	744.0	82%
Operating costs (direct costs up to industrial margin)	197.54	300.71	520.80	73.19%
Remuneration of staff	56.97	86.76	164.90	90.07%
Payments to capital providers	0.524	17.09	37.70	120.57%
Public Administration Remuneration (100% income tax)	3.151	4.16	20.60	394.47%
Retained economic value (that is "Economic value generated directly" minus "economic value distributed")	2.277	-0.888	1.70	291.44%
EBITDA	24.5	55.18	104.1	88.65%

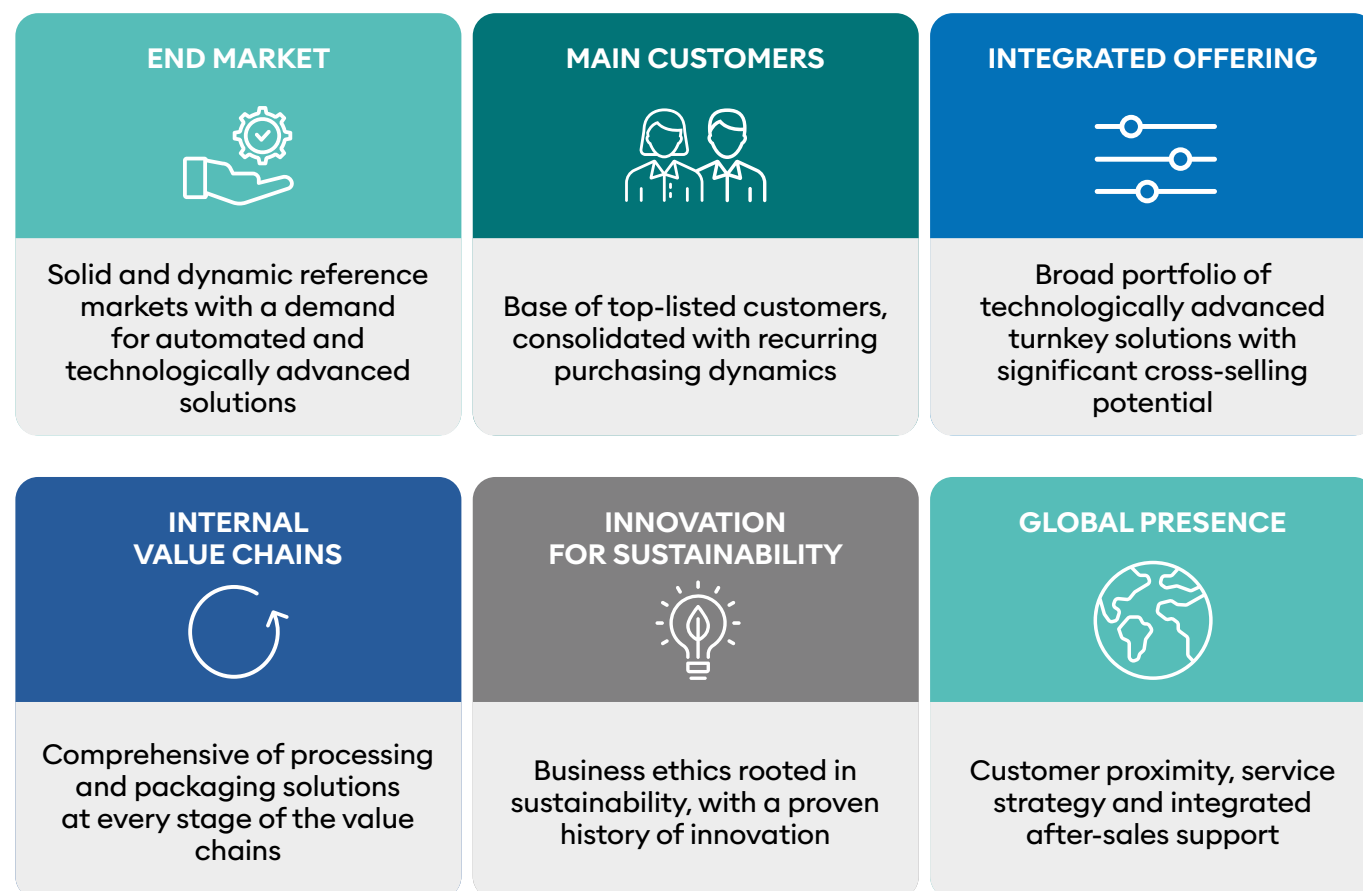
* All Group's economic performance figures as of 31.12
The information is presented on the assumption that business acquisitions made during the reporting years are included as having occurred on 1 January of the reporting year.

1.5 Our Positioning

Omnia Technologies operates across the beverage, food, and life sciences sectors with **an integrated offering that addresses the historical fragmentation of the value chain** typical of these industries. **By aligning expertise and technological innovation** - hallmarks of these sectors - **the Group delivers a comprehensive and cohesive solution.**

Today, Omnia Technologies **stands as the leading platform in automation technologies for the end markets it serves.**

Group's differentiating factors



The organisational changes implemented over the past two years have undoubtedly strengthened **the Group's competitive advantage, enabling Omnia Technologies to position itself as a technological partner for integrated solutions, following a one-stop-shop model.** This approach now extends across all production processes in the beverage, spirits, wine, beer, food, and life sciences sectors.

Omnia Technologies' *one stop shop* model

Omnia Technologies' organisational model simplifies and centralises access to products and services, improving the customer experience through an integrated approach and a single point of contact.

With the broad portfolio of solutions and product lines available today, Omnia Technologies is able to support the customer in all (or most) stages of the value chain.

In addition to its longstanding offering of standalone machines, Omnia Technologies now provides complete line solutions - including in the wine sector - leveraging the expertise of leading brands that have joined the Group's project.



1
PRODUCT RECEIVING & TRANSFORMATION
Seamless intake, precise handling, and efficient conversion of raw materials into high-quality product.



2
FILTRATION
Precise separation of solids from fluids, delivering unmatched purity, efficiency and reliability.



3
STORAGE & FERMENTATION
Advanced technologies to ensure controlled fermentation and high-quality storage.



4
BLOWING & FILLING
Bottle blowing, filling, and capping into a seamless, compact system that boosts line efficiency, enhances hygiene, and minimizes space and energy consumption.



5
LABELLING
Product identification, standout brand visibility, and regulatory compliance with maximum efficiency and flexibility.

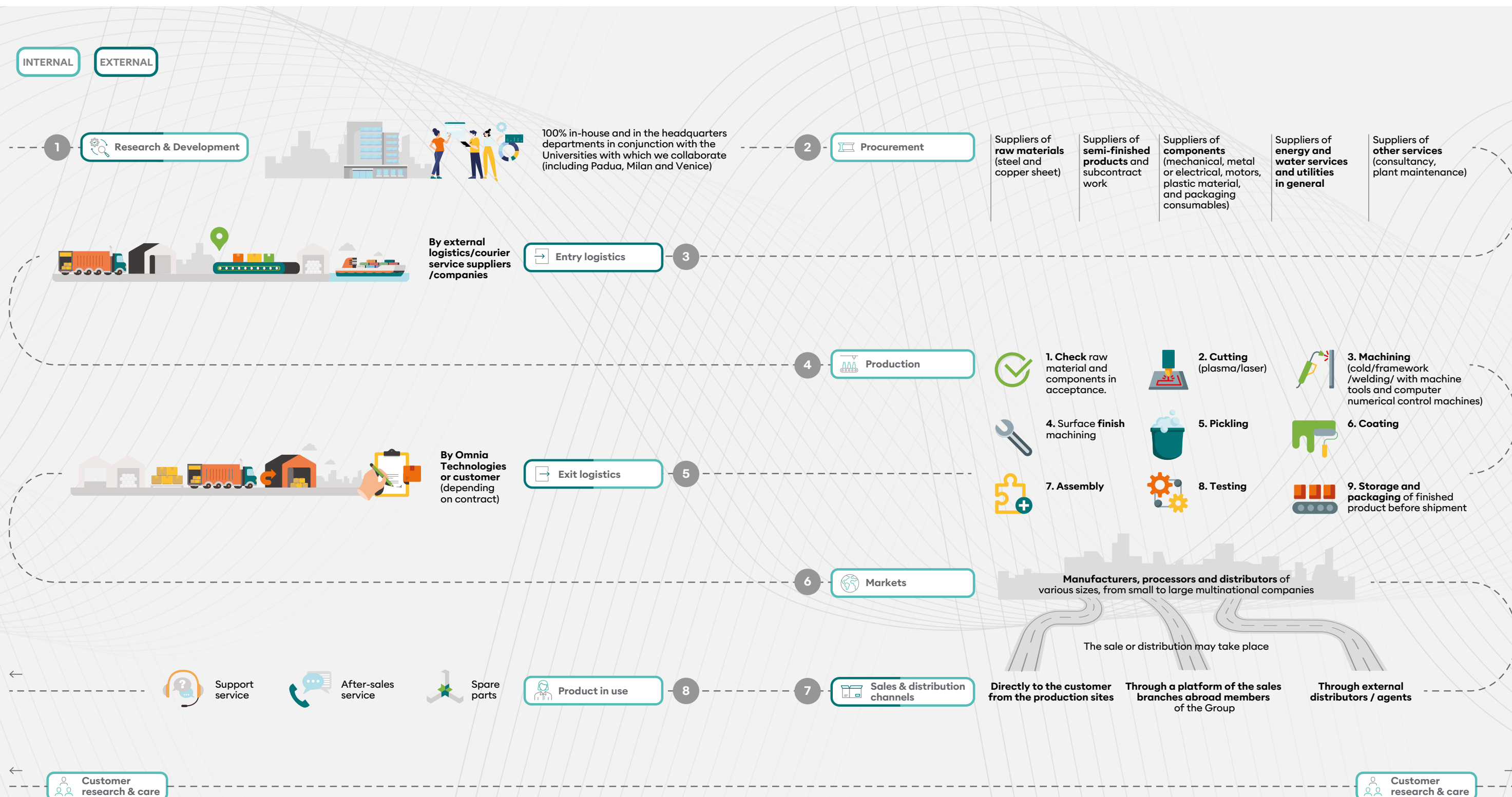


6
END-OF-LINE
The final stage of packaging, including palletizing and wrapping, guaranteeing product protection, load stability, and smooth logistics downstream.

1.6 Value Chain

Although the range of products sold and the markets served has expanded and diversified compared to the previous reporting period, **no significant changes have been observed within Omnia Technologies' value chain**. The Group continues to maintain its core commercial relationships, which remain central to its business model.

For further information on the two main players in the corporate value chain, customers and suppliers, reference shall be made to the subsequent paragraphs → [Procurement Chain](#) e → [Customer Centricity](#).



Procurement Chain

Suppliers are a key part of the corporate value chain and **contribute to the Group's sustainability goals**.

Through the assessment and selection process, Omnia Technologies aims to foster the establishment of a class of **preferred suppliers** with whom:

- 1. to establish stable business relations,
- 2. to implement a policy of guidance and support for quality improvement,
- 3. to create a supply chain that contributes positively to improving the environmental and social impact on our ecosystem.

The Group defines its procurement based on the general criteria below:

- quality of the product subject of supply
- quality of service delivery
- service flexibility
- management of environmental and social matters
- managing safety matters
- acceptance of Omnia Technologies Supplier Code of Conduct
- value for money

Selection criteria in the Group's procurement policy include key certifications, such as:

- Equipment and electronics: priority to reconditioned and certified devices (e.g. ENERGY STAR).
- Cleaning products: use of ISO 14024 certified ecological products.
- Paper and office supplies: preferred for recycled materials, FSC/PEFC certified, eco-friendly inks and sustainable furniture.

The policy is reviewed annually and approved by the Chief Procurement Officer.

The **Supplier Code of Conduct** was implemented 2022 so that the value structure defined by the Omnia Technologies Group's Code of Ethics (→ [Business ethics and responsibility](#)) is fully shared between the parties, and with particular reference to issues of occupational **safety, ethical and fair labour practices, and environmental sustainability policies**.

The Group's Procurement and Legal Department is responsible for monitoring the application of this Code; the headquarter office monitors the actual implementation of the principles contained therein and examines reports of potential breaches, performing the most appropriate checks (→ [Governance support tools](#)). **No breaches or non-compliances have been reported since the Supplier Code of Conduct has been in force.**

Most of Omnia Technologies' suppliers fall into two main categories: **suppliers for direct purchases** (linked to the production of the final product) and **suppliers for indirect purchases** (products or services necessary for the operation of the company) – see table below. All agreements with strategic suppliers⁵ in terms of volume and type of material are contracted by the Omnia Technologies Procurement Department; on the other hand, the operational management, according to the central guidelines, is handled by the individual offices of the various brands/companies. However, the expansion required greater synergies and further centralisation of procurement activities. At corporate level, the **position of Chief Procurement Officer was introduced, while within the individual divisions there is a dedicated procurement unit.**

DIRECT PURCHASES	INDIRECT PURCHASES
Closely linked to the production of machinery and plants. These are goods and services that physically enter into the composition of the final product or are essential to the creation of the product. This includes, for example, stainless steel (the main raw material of the group), mechanical and electronic components (such as pumps, diaphragms, valves, PLCs), semi-finished products, accessories, production workshop machinery and equipment, as well as production-related technical maintenance services. These purchases are centrally managed by the Procurement Department, especially when it comes to strategic suppliers by volume or type of material. They are selected according to strict criteria that include quality, flexibility, environmental and social management, safety and compliance with the Supplier Code of Conduct.	On the other hand, include all goods and services that, while not directly entering the final product, are necessary for the operation of the company and for ensuring a safe, efficient and sustainable working environment. They include personal protective equipment (PPE), technical clothing, cleaning services, plant and facility maintenance (such as air conditioning and lighting), waste disposal, chemicals and health products (detergents, lubricants, disinfectants), analytical laboratories, HSE (Health, Safety & Environment) services, consultancy and training services, and utilities (electricity, water, etc.). These purchases are often managed at a local or divisional level, but still follow central guidelines, particularly with regard to sustainability and regulatory compliance.

⁵ A strategic supplier is a supplier who is critical to manufacturing because highly specialised and selected for the ability thereof to offer high quality products or services at competitive prices and in a short time.



Raw materials, components and semi-finished products

With regard to the supply of raw materials, components, or semi-finished products, Omnia Technologies - being a company operating in the **mechanical engineering sector** - faces certain **specific** procurement **challenges**:

- **our main raw material, steel, is of high environmental impact and, to date, cannot be replaced** with alternative material
- for the electronic part, we engage **European suppliers with Asian sources of supply**, affecting the timing, delivery costs, and environmental impacts of the procurement chain.

In the light of these challenges, with the aim of reducing business risk and the possible economic and environmental impact, the Group has taken the following measures:

- 25% of steel comes from European suppliers which guarantees a 93% share of recycled (direct source from the supplier)
- in line with corporate governance guidelines, we aim to create strategic partnerships with specialised suppliers
- In line with the company's strategy, **preference is given to sourcing from local/italian suppliers, representing 89% of the total suppliers of finished materials and semi-finished products** with an annual expenditure of more than 100,000 euro. In particular, italian companies mainly supply steel, mechanical components, machined parts, semi-finished metal, electronic devices, technical consumables and manufacturing support services.

As regards the definition of "local suppliers", all companies with operational headquarters located in the same regions as the Group member companies (mainly Northern and Central Italy: Veneto, Lombardy, Piedmont, Emilia-Romagna, Tuscany, Lazio) or in neighbouring regions, i.e. within a radius of approximately 100 km from the manufacturing sites. This choice will reduce delivery times, logistical emissions and strengthen collaboration within the local economic fabric.



1.7 Corporate Governance

Omnia Technologies considers an appropriate system of governance – understood as the complex system of bodies, functions, processes and control tools – **as a foundation to ensure an ethical and responsible business.**

Omnia Technologies Spa (formerly Omnia della Toffola S.p.A.), manages and coordinates (art. 2497 of the Civil Code) all the subsidiaries of the Omnia Technologies Group, acting as the Parent company. The Intercompany Services Agreement ensures functional and operational coordination and confirms the uniqueness of the system of governance of corporate processes and policies, encouraging the dissemination of corporate values and culture.

The headquarters in Treviso therefore ensures the management and coordination functions, ensuring integrated and synergistic governance of the entire Group's activity, according to the following pyramid-type organisational model:



Board of Directors

Is the body vested with the widest powers for ordinary and extraordinary management. As a matter of fact, it is responsible for defining the business management goals and evaluates its performance. Furthermore, it defines the strategic goals guidelines and assesses the appropriateness of the organisational set-up. The Board of Directors consists of **7 Directors**, including the Group's Chief Executive Officer, 3 Directors representing the majority shareholders and 3 Directors representing the minority shareholders. The mechanisms for the appointment and replacement of the Board of Directors are laid down in the Articles of Association. The current Board of Directors was appointed on 28/06/23 and will remain in office for three financial years at most.



The Board of Statutory Auditors

Supervises on compliance with the law and the Articles of Association and the principles of sound management. It consists of 3 acting members and 2 alternate members, appointed on 28/06/23, who will remain in office for three financial years at most.



The shareholders' Meeting

Apoints the members of the Board of Directors and the Board of statutory Auditors and approves the financial statements.



The 231/01 Supervisory Body (SB)

Shall meet regularly and carry out its activities, in accordance with the tasks assigned to it by Model 231/01 and the Regulation it drafted independently, with the aim of autonomously, independently and professionally supervising and updating the functioning of the Model. The Supervisory Body is also responsible for monitoring the application of the Code of Ethics, with the operational support of the Group's Human resources/Legal Department, to monitor the actual implementation of the principles contained therein and to examine reports of possible breaches and to carry out the most appropriate checks.

In addition, the following committees are active to support the Group CEO's governance action:

Sustainability Committee

Consisting of the heads of all Corporate Managers, Divisional MDs, Sustainability Manager, HSE Manager and Sustainability Specialist, it conducts investigative, advisory and proactive functions to the Group CEO and the Executive Committee on sustainability (processes and initiatives aimed at ensuring the company's commitment to sustainable development in the areas of ecological/energy transition, innovation, technology and environment, same case applying to well-being and safety, diversity, equity and inclusion of people and communities);



Executive Board

Consisting of the Group CEO, Group CFO, Group CCO, Group COO, Group CPO and the Divisions' Managing Directors (MDs), is responsible for monitoring the performance of Finance, Operations, Sales/after Sales at group level;



Leadership Meeting

Consisting of members of the Executive Committee and an intercompany and cross-divisional management group, is responsible for sharing, updating and aligning leadership on the vision, progress of the Group's key projects, market trends and competitive landscape, promoting collaboration, facilitating decision-making and providing a forum for discussion on the aspects that drive the Group's growth.



Executive Committee (ExCo)

Consisting of the Chief Executive Officer and the Corporate Directors under his direct supervision. It shall be responsible for proposing and evaluating strategic development projects, as well as proposals for revising objectives, and for monitoring their progress. **In 2024, the ExCo met 35 times; at least 24 (68.5%) of these meetings addressed sustainable issues and projects;**

Annual meetings **35**

Besides these, in 2024 the following were added.

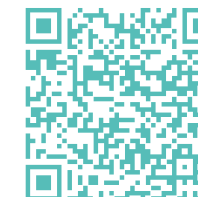
Diversity & inclusion Committee

Established on 7 October 2024, the Committee consists of the Group's key figures (5 members, 2 of whom are non-executive) and it has **the task of monitoring the implementation of the DE&I strategies, managing the dedicated budget and promoting initiatives for continuous improvement.** Meets quarterly and reports directly to the CEO. In 2024, it met once and reported a 100% attendance rate.

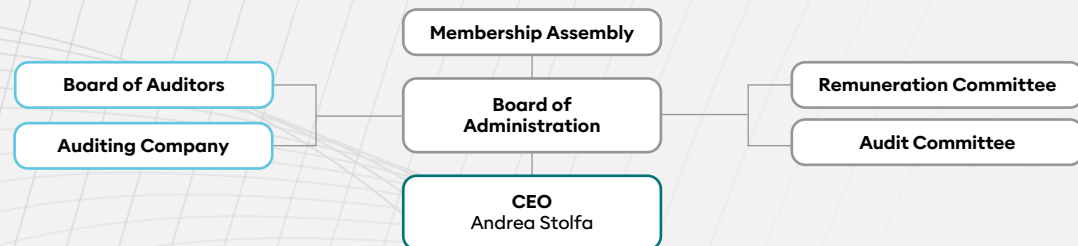


Finally, to ensure constant monitoring of the operational performance of individual subsidiaries, **a structured reporting system dedicated to the main business areas were introduced:** HSE, Human Resources, Compliance, Operations, Finance, Commercial Pipeline and After Sales. The **data collected are analysed monthly** in Business Reviews organised for each legal entity.

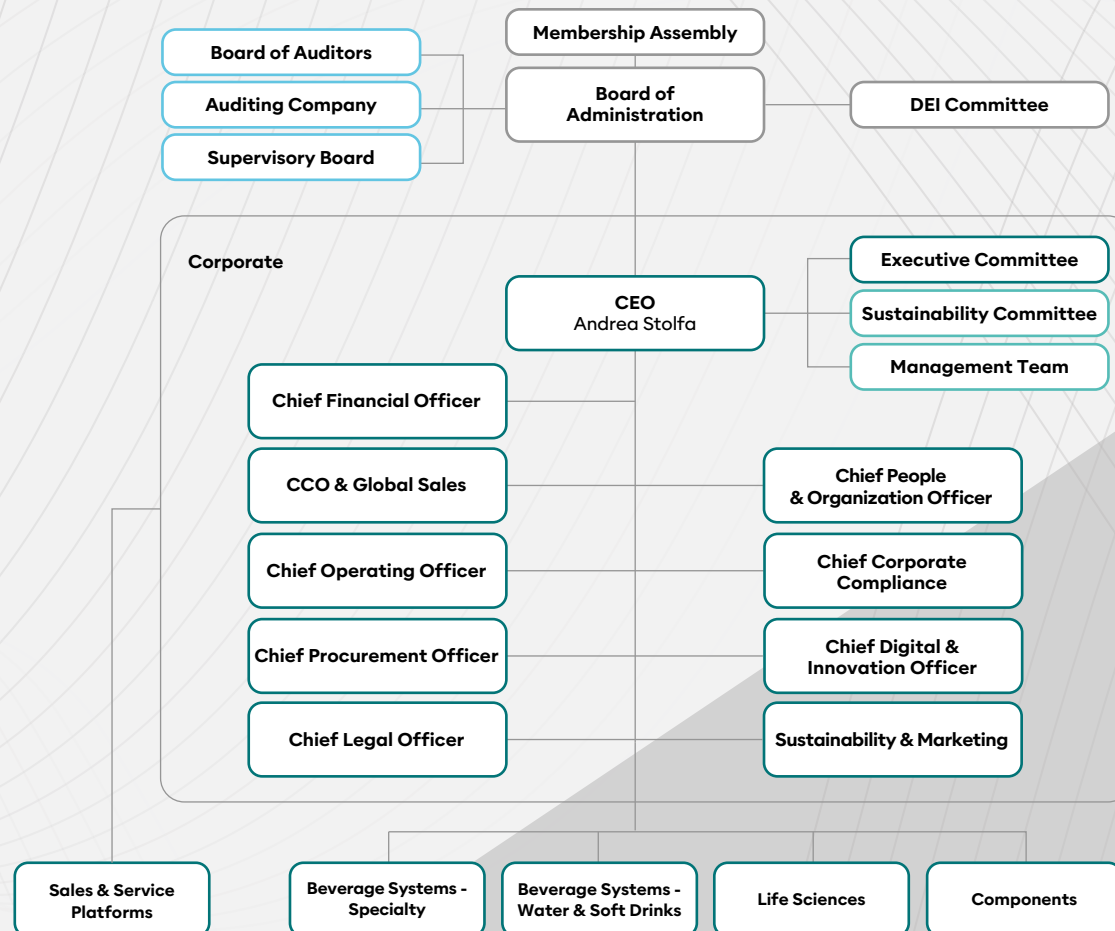
To find out about the Group's governance, click here.



Omnia Technologies Organisational Model

Omnia Technologies Holding S.p.A

Omnia Technologie S.p.A
(Management and Coordination art 2497 cc)



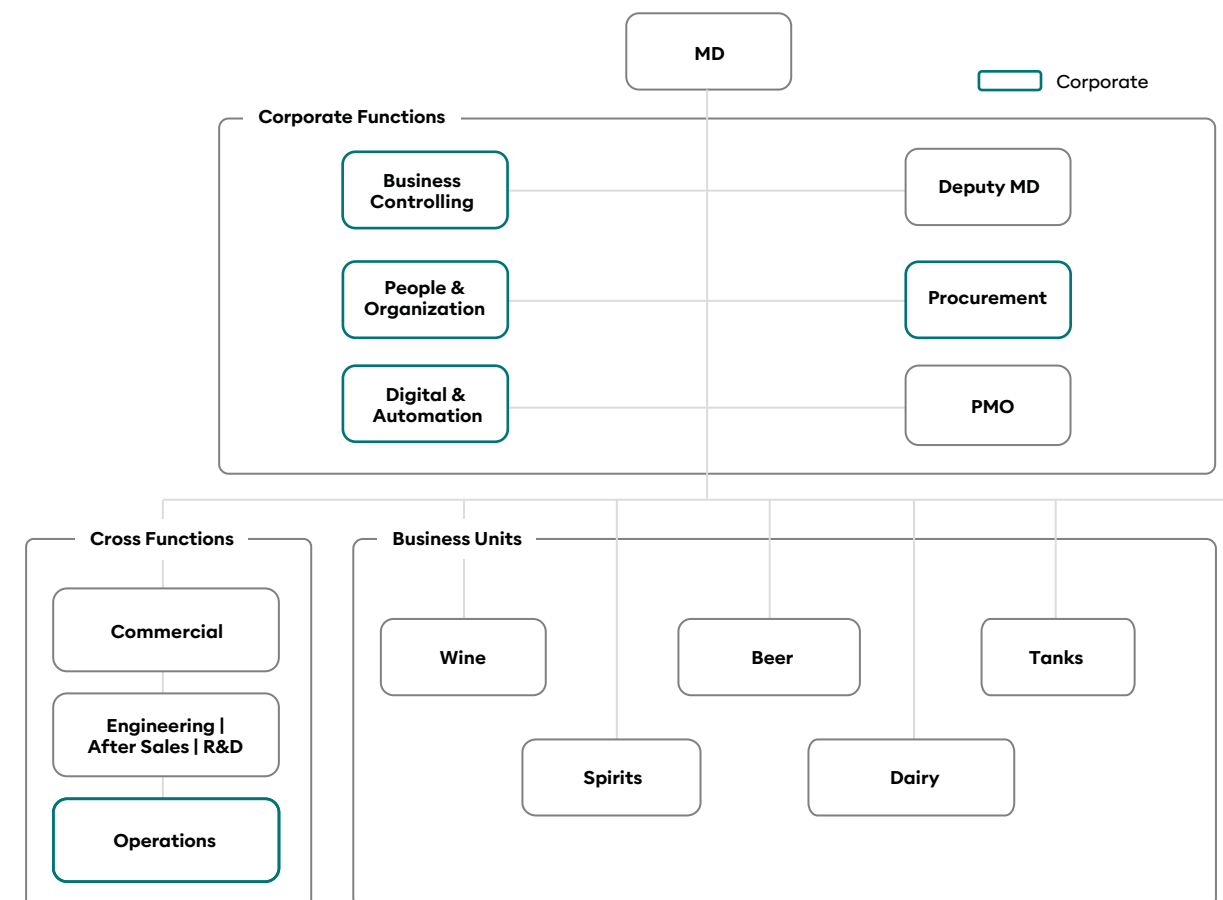
The diagram is deemed up to date as date of publication of this report.

- **Corporate positions** within the different departments are carried out by the headquarter staff, who are responsible for extending and ensuring the specialized oversight of corporate governance even within the different departments. These functions also support department heads.
- **Business units** are homogeneous technical sales centres responsible for economic performance.



Example of Division strcutre

Beverage Systems - Specialty



1.8 Our People

People are at the heart of Omnia Technologies' vision and represent a strategic asset for the company's success and for achieving its short-, medium-, and long-term objectives. The Group places strong emphasis on people management, particularly during recruitment, onboarding, and continuous training phases, with the aim of developing both technical and managerial skills.

An analysis of the workforce composition-by role, gender, education level, and geographical distribution-reveals an **overall balance that reflects the characteristics of the Group's industrial and production sectors, as well as its ability to adapt to the cultural and regulatory specificities of the countries in which it operates.**

The most represented age group, between 30 and 50 years old, demonstrates the high level of expertise and experience required in the business. In line with the strong industrial focus of Omnia Technologies, **roles related to production processes are predominantly held by men.**

In terms of gender distribution, **women make up 15% of the total workforce.** Their presence is lower in technical and operational roles but significantly higher in corporate, commercial, and administrative functions.

The standard working schedule consists of an 8-hour day, 220 days per year. As of 31 December 2024, 100% of employees within the Group's Italian companies are employed under the National Collective Labour Agreement for the Metalworking Industry. Staff based in the Group's international commercial and service offices are employed in accordance with the labour regulations of their respective countries.

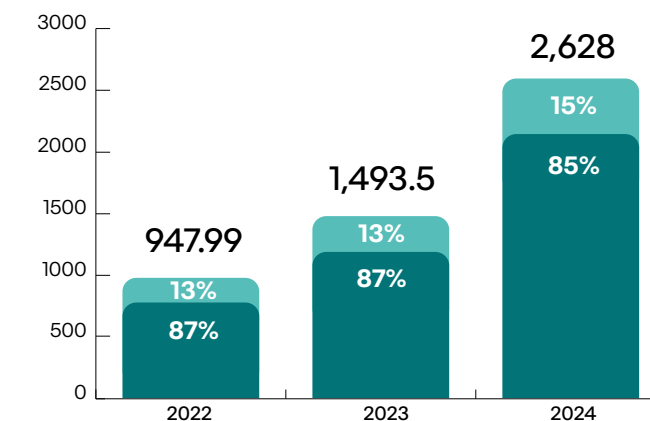
All decisions or policies that affect the entire workforce are managed centrally by the parent company, Omnia Technologies, ensuring consistency, fairness, and a unified vision.



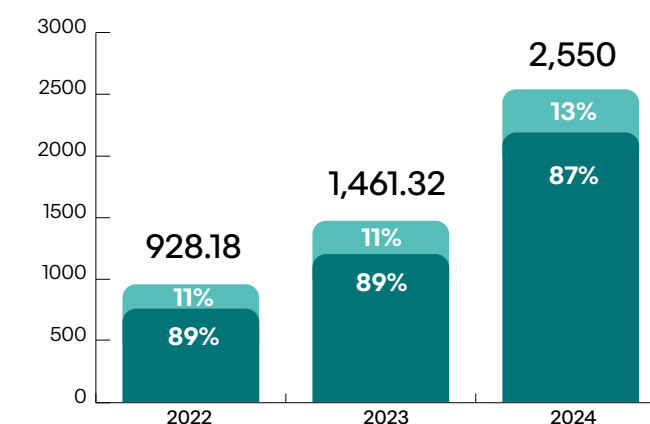
GRI 2.7 Employees by gender and employment contract*

LEGEND: ● Men ● Women

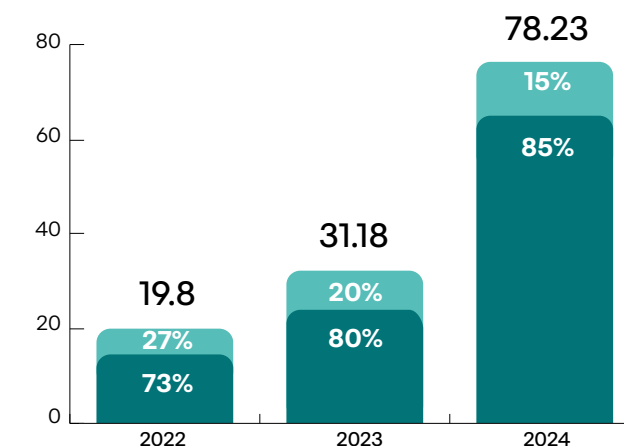
Open-ended contract employees



Full time employees



Part time employees**



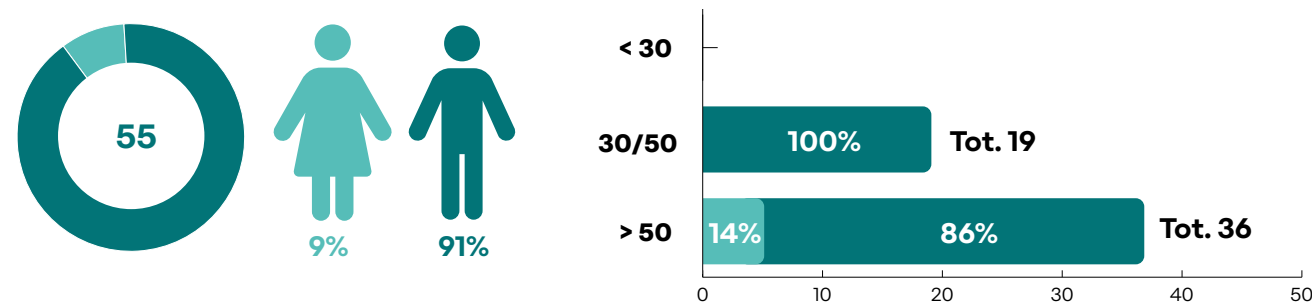
* The data are calculated in terms of full-time equivalent FTE employees and updated at the end of year at 31/12.

** In most cases, employees on return from parental leave and in any case to balance life and work time.

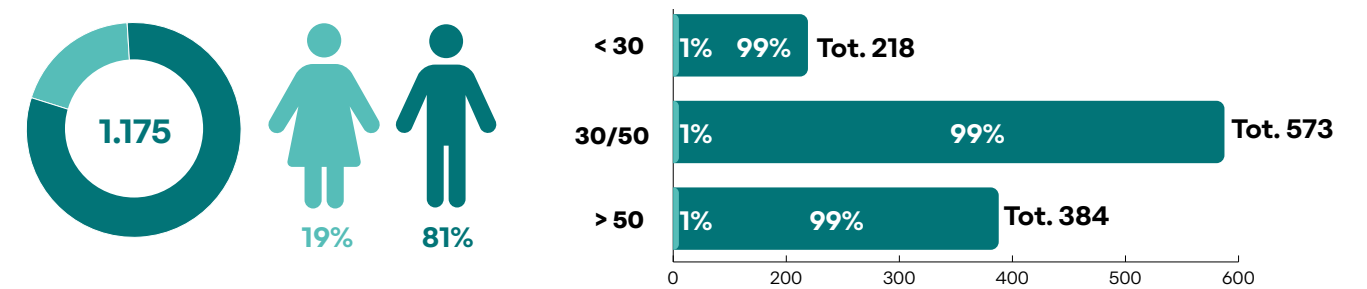
GRI 405-1 Percentage of employees by category (level), gender and age group*

LEGEND: ● Men ● Women

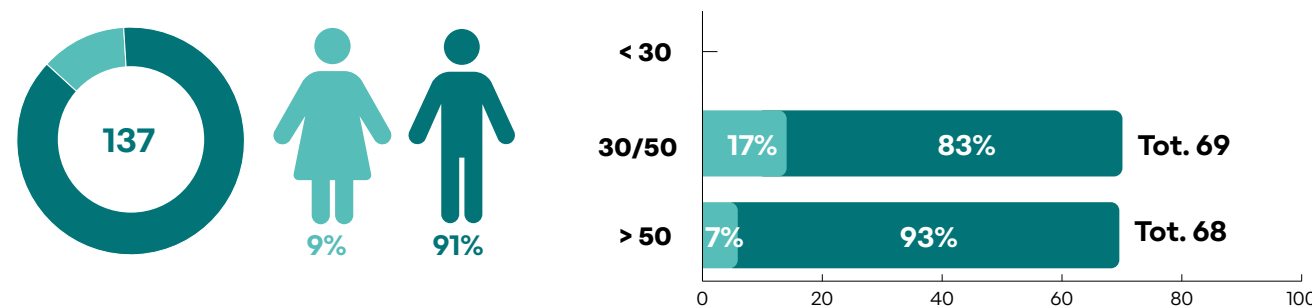
Executives 2024



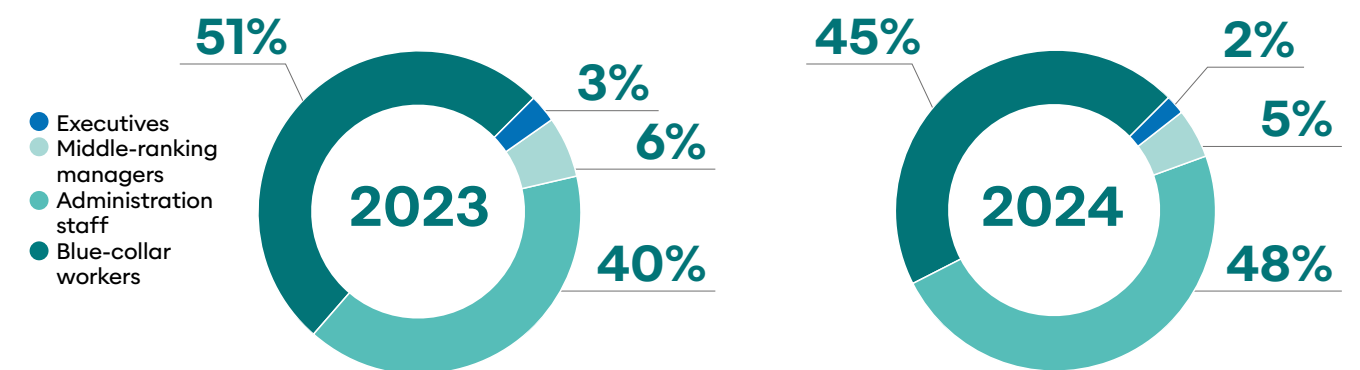
Blue-collar workers



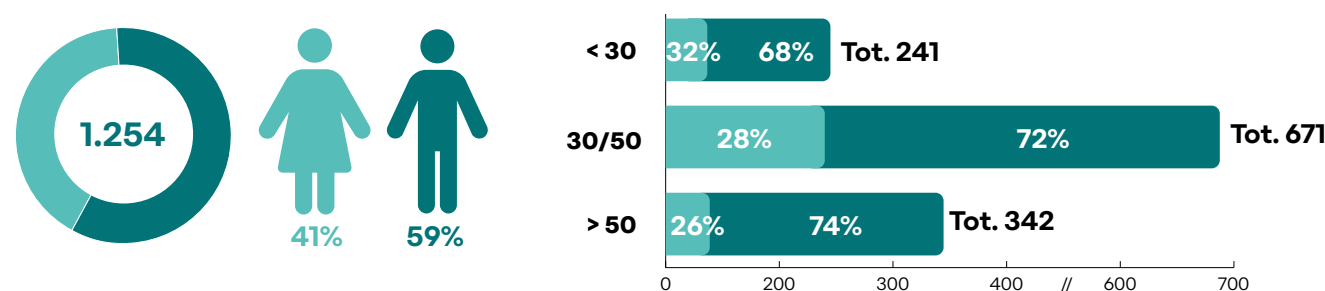
Middle-ranking managers 2024



Percentage of employees by total*

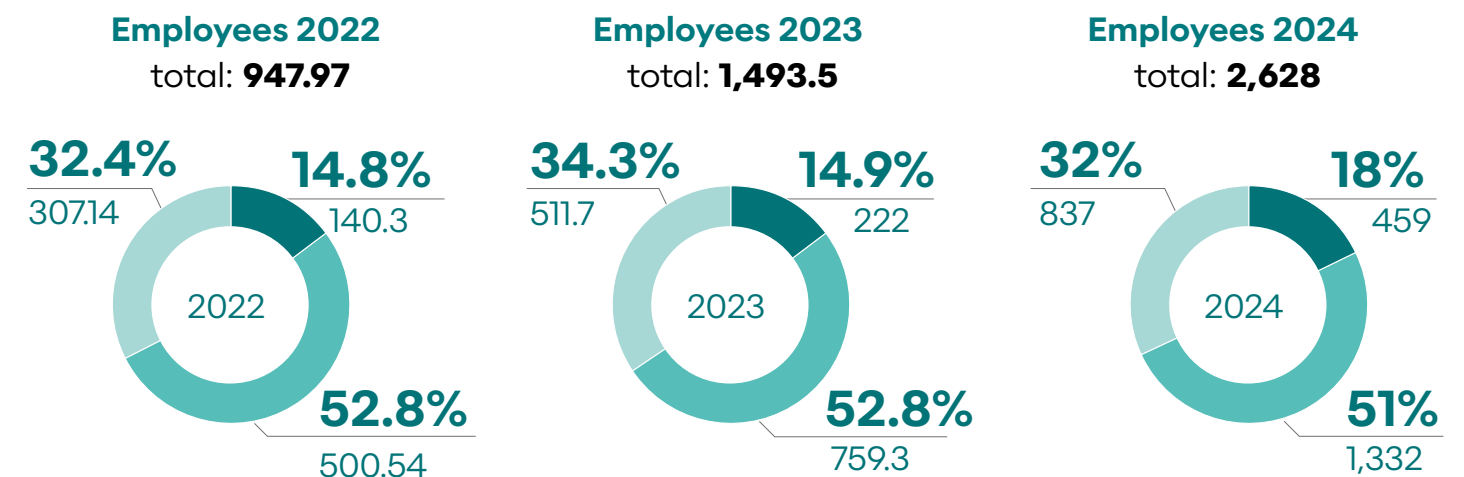


Administration staff



Number of FTE employees and % by gender and age group*

LEGEND: ● <30 ● 30-50 ● >50



* Calculation is based on total number of FTE employees at 31.12.2024.

1.9 Key Stakeholders

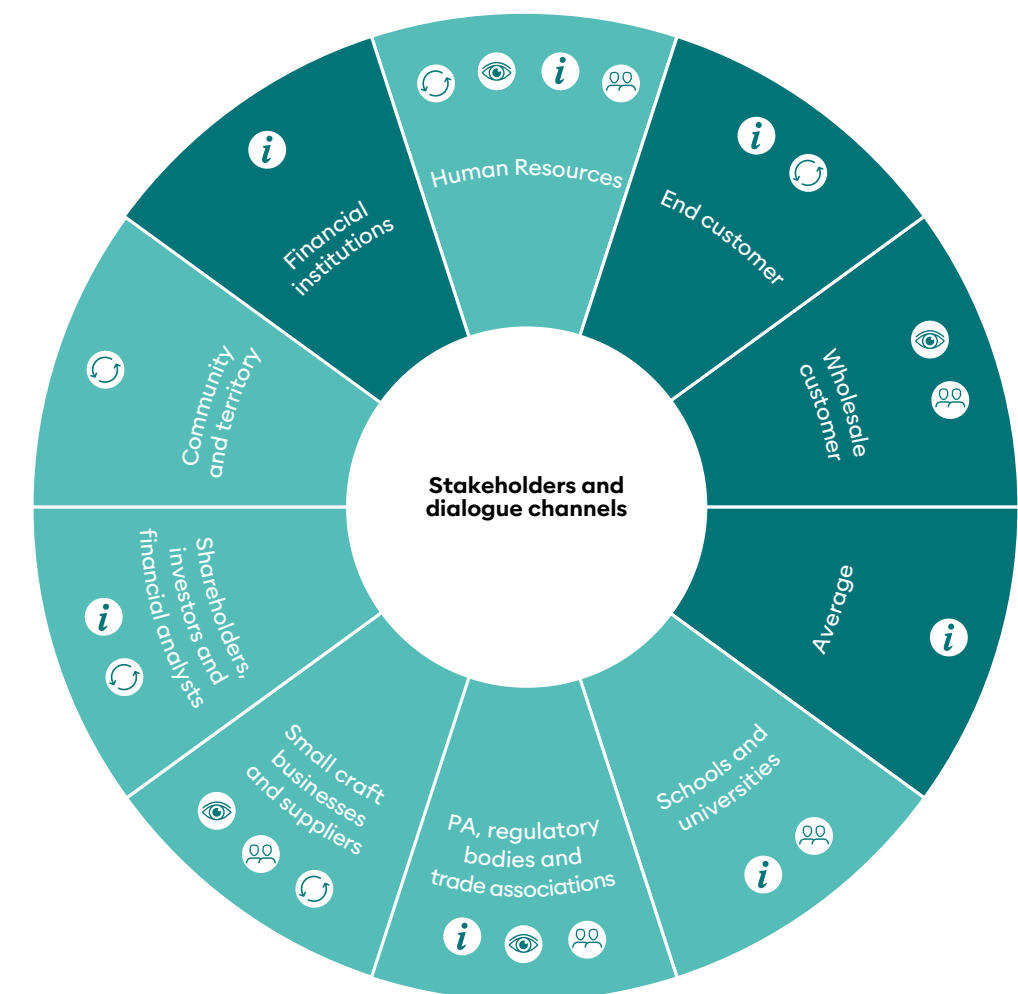
In recent years our Group has experienced significant growth, attributable to several factors including expertise, innovation and digitisation. However, **the distinguishing factor that has contributed to our success lies in the people within our organization**, who have created **our unique ecosystem** by promoting the relationships and values of our group.

The **strong relationships** we have cultivated over time with our stakeholders have enabled us to **understand and meet the specific needs of each one**. This has led us to create an **open and collaborative environment to enhance our relationships with our people, our customers and the communities in which we operate**. It is precisely because of the broad network of relationships and partnerships that **we are able to achieve results that would be unattainable on an individual basis, while improving our ability to make conscious decisions on the ground**.



Stakeholder Groups and Key Engagement Methods

For any further information reference shall be made to the paragraph → [Our Stakeholders](#).



Engagement guidelines

- i* Inform
- i* with eye Monitoring
- Two people Collaboration
- Circular arrow Involve

- Light teal square: Direct involvement in updating the materiality analysis
- Dark teal square: Indirect involvement in updating the materiality analysis

Information: Provide regular updates through publications, newsletters and other communication channels, ensuring that stakeholders are kept informed of relevant developments and initiatives.

Collaboration: Working with stakeholders on projects that require mutual exchange of information and joint commitment to co-creation, fostering an open and productive dialog.

Monitoring: Stay up-to-date on stakeholder developments and needs, while being proactive in anticipating needs and responding promptly to changes.

Engaging: Actively include stakeholders, such as specialists or experts, in specific processes, ensuring that their skills and knowledge contribute significantly to the organisation's decisions and actions.

1.10 Customer Centricity

The considerable experience gained in the **design, production and installation of turnkey plants** has allowed us, over the years, to meet the growing needs of complete process systems.

As mentioned above, our approach is a **modular and structured design approach** that allows us to offer **tailor-made solutions**, adapted to the context and the different needs of the local markets; the goal is to **grow together with our customers**, finding the solution that best suits their needs.

Customers are among our key partners with **whom we develop our technologies and innovations**. Therefore, besides being one of the core activities of our business, **customer service is main communication and listening channel for our customers** (→ [Products and services](#)).

Since 2023, we have been using the **Net Promoter Score (NPS) model** at group level to measure the quality of the customer relationship. This model measures the level of satisfaction with respect to a company or a product, **based on the percentage of customers who would recommend the product or service to other people**.

Through one, clear question, customers rate from 0 to 10 and they are ranked in three categories of judgment; this categorization allows to analyse the state of the art of market relations and makes the "level of trust", which is otherwise very elusive and personal, measurable.



The NPS represents at group level:

- a standard customer satisfaction monitoring tool
- a requirement of the acceptance protocol for any of our products or finished installations.

This allows to also meet an operational and organizational need: the acceptance protocol formalizes the acceptance of the plant and certifies the warranty period according to the commercial conditions of sale.

Supporting the Service Team, the Project Manager is responsible for the entire process.

The NPS rating categories are:



Technology

- Quality
- Reliability
- Productive efficiency



Service

- Accessibility, ease of contact
- Quality of technical support
- Response times



Sustainability

- Consumption (electricity, water, gas, chemicals, consumables)
- Machine interface usability
- Machine ergonomics

NPS results on main Group orders at 31/12/24.

In 2024, Omnia Technologies continued to monitor customer satisfaction through its Net Promoter Score (NPS), an internationally recognized tool for measuring customers' propensity to recommend the company (both for single and complete machine sales, and for service activities).

The discovery process was fully integrated into our Salesforce systems, with automated survey submissions six months after the plant delivery, thus ensuring a timely and consistent assessment of the after-sales experience.

To correctly interpret the NPS score, one has to understand the logic of classifying answers: customers who award a score from 0 to 6 are considered "detractors", that is, less likely to recommend the company; those who answer with 7 or 8 are "passive," satisfied but not fully loyal; and scores 9 and 10 identify "promoters," enthusiastic and loyal customers. The NPS value is calculated by subtracting the percentage of detractors from that of the promoters, generating a synthetic indicator that can range from -100 to +100.

The 2024 results depict a positive picture: the NPS score has a clear prevalence of promoters (61.54%) compared to detractors (23.08%) and liabilities (15.38%).

When analysing the individual domains, particularly appreciated performance in relation to technology (NPS +62) and service (NPS +31) emerged, confirming the effectiveness of the solutions offered and the expertise of the support teams. The issue of sustainability, which is increasingly relevant to customers, also received encouraging feedback (NPS +23), reflecting the Group's commitment to promoting responsible practices throughout the value chain.

To further enhance the effectiveness of the tool, awareness-raising actions targeting Sales Managers were introduced with the aim of explaining to customers the meaning of the score and the importance of a holistic assessment of the experience with Omnia Technologies.

This approach has helped to improve the quality of responses and strengthen the centrality customer culture within the group.

In relation to the sustainability areas of competence, in the last two years no particular demands/needs have been identified by our customers that have not already been included in our Sustainability Plan.



1.11 Product Quality and Safety

To us, quality means, first and foremost, safety and regulatory compliance. In our manufacturing facilities, we design, manufacture and test every product we put on the market. This ensures full control of the finished product and the highest standards of quality and safety.

100% of the machinery we manufacture complies with the "Machinery Directive" and specific harmonised standards on quality and safety.

100% of products that have components or sections that work with 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). Each product is accompanied by **information material ("Operation and maintenance manual")** which bears the data below:

- machine safety measures guidelines
- intended use
- proper handling and use
- end-of-life disposal
- how to manage maintenance tasks.

No non-compliances concerning the health and safety impacts of products and services at group level were found for 2024.

In addition, sales and marketing communications were all developed in compliance with our internal policies and standardization.

GRI 416-2, 417-2 and 3 Non-compliance incidents

	2022	2023	2024
Regarding health and safety impacts of products and services	0	0	0
Concerning labelling and information on products and services	1	0	0
Concerning marketing communications	0	0	0

Primary processes within the Integrated Management System

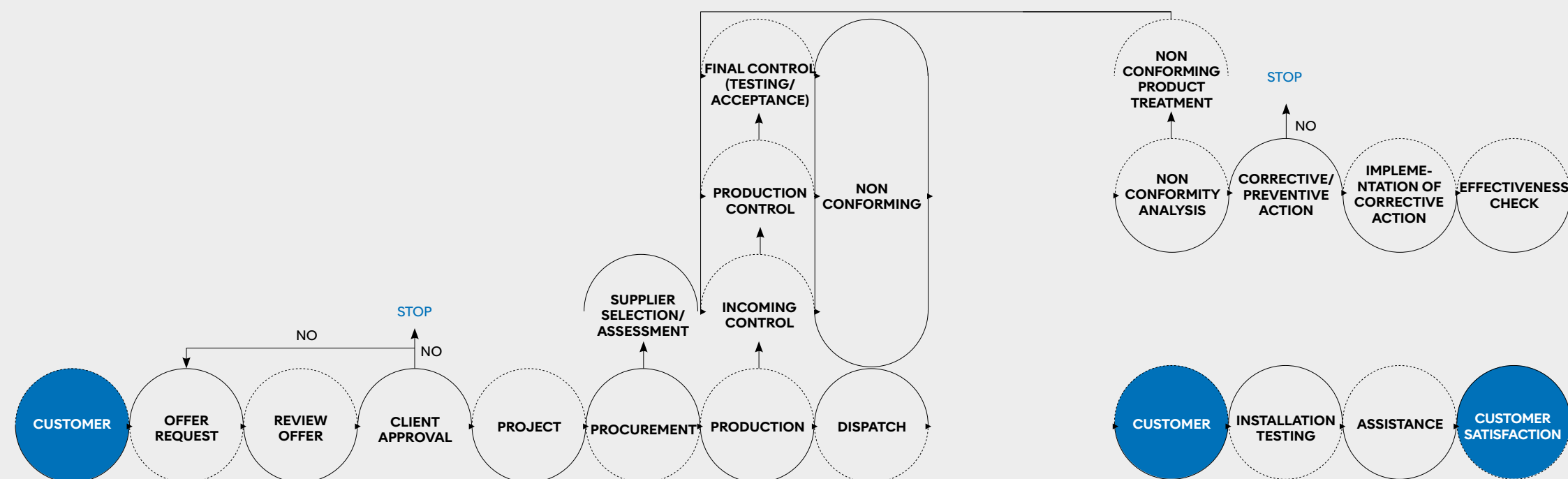
We have always considered it a priority to pursue customer satisfaction by supplying machines with fundamental features, including: high construction and aesthetic quality, excellent functionality, ease of use and safety.

The achievement of these goals is monitored by adopting an Integrated **Quality Management System which meets the UNI EN ISO 9001 standard requirements**. The system guarantees, through a series of procedures and control measures, the effective management of all business processes: order, design, procurement of materials and services, production, etc.

The needs and quality expected by the market are identified through the relationships that Sales, Technical, After-sales and Quality departments constantly maintain with customers, as described in our internal system procedures.

The Technical Department considers these requirements to develop complete and detailed projects; construction standards are monitored by both production and the Quality Control Department to ensure that quality objectives are consistently met.

The graph below shows the primary processes managed by the Integrated Management System specifically in the Quality area.



The safety of the equipment and machinery produced is ensured by implementing the design procedures in accordance with the regulatory requirements also through a continuous activity of risk assessment and identification of the related measures; with the goal of **eliminating any foreseeable risk throughout the service life of the machine**.

We apply the following principles to achieve machine safety:

- eliminate or reduce safety risks during design and construction;
- take the necessary protective measures to mitigate residual risks;
- ensure adequate and comprehensive training (where necessary) and information to customers on residual risks and the use of correct collective and individual protective equipment.



02

Sustainable development plan

- 2.1 Operating Context
- 2.2 Physical and transition Risks
- 2.3 Sustainability Strategy
- 2.4 Action Plan at 2030
- 2.5 Sustainability Governance
- 2.6 Omnia Technologies' Materiality Analysis

2.1 Operating Context

The global context in which we operate is **characterised by increasing levels of complexity due to multiple factors**. Below we list the main elements that we consider in our work and which underpin our sustainability strategy → [Action Plan at 2030](#). These elements affect our business and our ability to pursue the strategic objectives → [Sustainability strategy](#). The context analysis, by the Sustainability Team, is regularly updated and is an integral part of the materiality analysis process. The outcome of the activity is reported in the chapter → [Omnia Technologies' Materiality Analysis](#).

Global and Market Factors Shaping Our Business

GLOBAL FACTORS	FACTOR TYPE	MANAGEMENT MEASURES AND IMPROVEMENT ACTIONS
Context and market instability that have a direct impact on global value chains, in particular as regards energy and raw material supply	Critical factor with medium impact	Internal processes and supply chain Fostering cooperation within the supply chain, sharing knowledge and new technological solutions. Investing in partnerships and dialogue between the operators in the supply chain, in order to improve the overall sustainability indicators. To promote a short supply chain leading to a reduction in consumption and also to independence and self-production of energy.
Climate change. Extreme atmospheric events affecting the wine production capacity/variability	Critical factor with high impact	Products. Building controlled and automated management machines to produce wine, for example, according to the parameters of the grapes available to them.
Reduction of GHG emissions driven by increasingly stringent regulations at European and national level, but also by market pressures toward production models and low emissions	Critical factor with medium impact	Products. Building/refurbishing low-emission and energy-efficient plants Internal processes • combatting climate change by acting on scope 1-2-3 emissions and renewable sources • environmentally friendly procurement policies and practices • develop logistics with lowest impact

GLOBAL FACTORS	FACTOR TYPE	MANAGEMENT MEASURES AND IMPROVEMENT ACTIONS
Growing focus on a responsible entrepreneurial culture based on ethics, transparency, inclusion and involvement of the supply chain	Critical factor with high impact	Internal processes and value chain • sustainability training and update expertise from top and operational positions • engagement of the value chain and widespread responsibility on sustainability issues • talent attraction and retention activities also collaborating with schools and universities
Digitalisation – smart automation and robotics for business competitiveness and achieving high levels of performance and optimization	Opportunities with high impact	Products. Designing and building automated plants and lines that meet: • market demands for flexibility, monitoring, traceability and predictive and preventive control • reducing human error and operating costs; energy, water and emissions consumption are more efficient, and impact control (water emissaries and drains) • the highest health and safety standards for operators Internal processes • increased technology investment • need for skilled labour and expert consultants.
Changes in eating habits with an increasing demand for low-alcohol or alcohol-free drinks, driving the demand for new production technologies ⁶	Opportunities with high impact	Products. Develop and implement innovative solutions for the production of non-alcoholic beverages for the wine, beer and spirits industry, maintaining the high quality of the product without undermining the traditional identity of the products.
Sustainable packaging with a focus on lightweight and recyclable material from certified and renewable sources ⁷	Opportunities with medium impact	Products. Develop and build machines that ensure the use of increasingly sustainable packaging.
Extending the service life of products in line with the principles of circular economy	Opportunities with high impact	Products. By using technologies such as artificial intelligence and IoT we can maintain the condition of the machine by monitoring and intervening where necessary on small maintenance to prevent and update the life of the product.

6 De-alcoholised wines are produced with an alcohol content of less than 0.5%, while partially de-alcoholised wines have an alcohol content between 0.5% and 9%. EU legislation (Regulation 2021/2117) authorizes the production and trade of de-alcoholised wines since 2021. In Italy, Ministerial Decree No 672816 dated December 2024 regulated production only recently, excluding Dop and Igp wines. The global market for de-alcoholised wines is growing, with a value of \$2.57 billion in 2024 and forecasts of reaching \$7 billion by 2034. The main markets are the USA, Germany, Nordic countries and Eastern Europe. In the US, alcohol-free wines account for 5% of the wine market. In Italy, the segment affects 14 million potential consumers, mainly young people (Corriere Vinicolo 2024-2025).

7 In this regard, it should be observed that glass is recognised as the most sustainable material for recycling, with an estimated rate of 81.9% in 2024 and the capacity to be recycled infinitely without losing quality. Its production requires less energy and generates fewer CO2 emissions than many other materials. However, its heavy weight is a significant concern, affecting transport-related emissions. The industry is working to produce lighter bottles (up to 300 grams per 75cl). Aluminium is highly recyclable, but the initial production process is very energy-intensive and with high water consumption. PET has a lower recycling rate (60% in 2022) and cannot be recycled endlessly while maintaining the same mechanical properties. Poly-coupled multilayer (e.g. Tetra Pak) is the material that is least recyclable, difficult to sort and with highest water consumption (Source: internal 2024-2025 press release).

In addition to the global and market factors, during the material topics definition process, factors **specific to the reference sector**, and therefore related to the extraction and processing of metals, were considered.

These activities, which **are part of the production of industrial machines**, have a number of significant environmental and social impacts, affecting the entire supply cycle.

Let's take a closer look:

Indirect environmental impact: the raw material extraction and refining steps involve the release of pollutants into air, water and soil, contributing to the contamination of ecosystems and the loss of environmental quality, especially in areas that are already environmentally fragile;

Water stress: the intensive use of water resources, necessary in particular for the extraction and treatment of metals and minerals, represents an increasing risk in areas subject to water scarcity or water stress, aggravating the conditions of local communities and ecosystems;

Biodiversity loss and deforestation: the expansion of mining activities may lead to deforestation, habitat fragmentation and resulting biodiversity loss, with adverse effects on local flora and fauna;

Risks to human rights. In countries where environmental and social regulations are less stringent, mining can have a serious impact on local populations. Major risks include labour exploitation, unsafe working conditions, inadequate wages and violations of the rights of indigenous or rural communities affected or impacted by mining operations.



2.2 Physical and Transition Risks

As part of its commitment to sustainable and resilient management of its business, **Omnia Technologies conducted a structured analysis of climate change risks, in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)**. This work has enabled to integrate climate issues into the business risk assessment process, supporting more informed strategic and operational decisions.

Climate-related risks are classified as:

PHYSICAL RISKS

Related to acute climatic events (e.g. floods, storms, heat waves) or chronic changes (e.g. average temperature rises, water scarcity), which can result in damage to facilities, supply chain disruptions, increased operating costs or reduced productivity.

TRANSITION RISKS

Related to the shift toward a low-carbon economy and regulatory, technological and market developments.

The analysis focused mainly on Italy, where the production activities are located, while also taking into account the global context, given that the company operates with commercial and logistics offices in different areas of the world.

For each climate risk, three time horizons were considered:

Short term: less than 1 year

Medium term: 1 to 5 years

Long term: over 5 years

In addition, two climate scenarios were considered:

ORDERLY TRANSITION SCENARIO

Climate policies are implemented in a progressive and coordinated manner, allowing to limit global warming to around +1.5 °C. This scenario is consistent with the targets of the Paris Agreement and is characterised by regulatory pressures, technological transformation, and relevant economic stability.

DISORDERLY SCENARIO

In which climate change mitigation actions are slow or ineffective, leading to warming above +3 °C. In this scenario the physical impacts on the territory and the value chain are more intense and frequent, with operational and economic instability.

Each climate risk was then analysed against the two scenarios considering:

- The expected impact on the organisation (business disruption, cost changes, physical damage, regulatory or reputational pressure)
- The change in impact depending on the climate scenario.

Set out below are the results of this analysis, which was also considered for the purposes of the → [materiality analysis](#).

The following risks are all relevant to Omnia Technologies industry and are not listed in order of priority.

Climate risk	Time horizon	Scenarios	Expected business impact
Physical damage from extreme climatic events	Medium to long term	Orderly transition (+1.5 °C)	Localised impacts, with greater infrastructure resilience and less frequency of events
		Disorderly transition (>3°C)	Extensive plant and facility damage, increased maintenance costs, and frequent production downtime
Carbon tariffs (CBAM)	Medium to long term	Orderly transition (+1.5 °C)	Economic risk for non-EU imports of carbon-intensive materials; reporting obligations and possible tariffs
		Disorderly transition (>3°C)	Less likelihood of full implementation of the CBAM ⁸ ; reduced regulatory impact
Rising energy costs	Short to long term	Orderly transition (+1.5 °C)	Moderate but constant pressure to invest in energy efficiency and renewables
		Disorderly transition (>3°C)	High volatility and rising costs due to extreme events and geopolitical strife; strategic risk for energy sectors
Volatility in raw material prices (metals)	Short to long term	Orderly transition (+1.5 °C)	Possible increases in prices linked to the demand for critical materials for the green transition
		Disorderly transition (>3°C)	Increased market instability due to environmental shocks and geopolitical turbulence; increased production costs
Regulatory and reputational risks	Medium term	Orderly transition (+1.5 °C)	Increasing focus from stakeholders and customers; need for sustainability reporting and compliance
		Disorderly transition (>3°C)	Less regulatory pressure, but higher reputational risk due to perception of climate inactivity
Supply chain disruptions	Short to mid term	Orderly transition (+1.5 °C)	Increased focus on suppliers with insufficient sustainability performance; risk of contract disruption, fines, or customer loss
		Disorderly transition (>3°C)	Increased uncertainty about suppliers: in less regulated contexts, there are growing risks of ethical or environmental violations that indirectly impact the company

⁸ Carbon Border Adjustment Mechanism

2.3 Sustainability Strategy

Sustainability is the driving force behind our evolution and an integral part of our growth path. We are committed to being active advocates of a sustainable business model that involves generating **long-term value for our stakeholders, minimizing our environmental impacts, and making a substantial contribution to the well-being of our communities**, starting with our people, partners and suppliers.

With a vertical approach in 4 thematic cornerstones - Corporate - People - Impacts Reduction and Innovation, our sustainability strategy is integrated into every aspect of the company from planning and operational management to investment allocations.

The strategy was defined by actively engaging leadership and all head functions to progressively engage each area of the business. Below are the key steps in our 2021-2026 strategic journey.

Omnia Technologies' strategic journey

Step 1 - 2021-2022

Approach to sustainability
Definition of the sustainability strategy and the relevant action plan

Step 2 - 2022-2023

Integrated sustainability
Consolidation of sustainability governance

Step 3 - 2024-2026

Systemic sustainability

1. Definition of the internal governance structure
2. Definition of medium- to long-term goals, relevant actions, investments and monitoring indicators
3. Implementing Company Policies and Codes
4. First sustainability report

1. Joining the United Nations Global Compact and the Science Based Targets Initiative (SBTi)
2. Kick off and development of the projects provided for in the Sustainable Action Plan.
3. Monitoring our sustainability contribution through specific indicators
4. Kick off the Benefit corporation and B Corp transformation process.

1. Completing a fully integrated financial and sustainability governance
2. Incorporation of the supply chain in the sustainability strategy
3. B-Corp certification and change of company status to Benefit Corporation
4. Integrated management systems and ISO 9001-14001-45001 certified at Group level
5. Publication of SBTi certified carbon reduction targets for the Group
6. UNI/PdR 125, ISO 30415 and ISO 27001 certification
7. EcoVadis certification
8. Digitisation of products and processes

2.4 Action Plan at 2030

The objectives enshrined in the four cornerstones of our Action Plan show **our commitment to sustainability topics that are relevant to us, to the global goals of the UN Agenda 2030 and to the 10 principles of the United Nations Global Compact (UNG).**

The goals were shared with the shareholders and approved by the Board of Directors in September 2022, and are periodically reviewed by the Executive Committee and by the Sustainability Committee → [Corporate governance](#) and → [Sustainability governance](#)

Since 2022, the latter committee has been entrusted with the task of developing the plan and monitoring its activities. Our plan provides two-weekly internal monitoring (for individual projects) and at least quarterly reporting (for shareholders) on the overall progress of the business.

Activities (intended as projects) include, among others, technological investments, improvements to products and processes, or actions for an increasingly fruitful and transparent dialogue with our stakeholders.

All key management positions (as well as all positions that may affect the economic and non-economic performance of the company, such as function or department managers) receive a collective target (**Management By Objectives - MBO**) linked not only to the achievement of the group economic results, but also to the creation and implementation of the sustainability plan for energy and water efficiency, and safety and prevention at the workplace. **In 2024, the amounts were recognised through welfare credits available in our welfare Platform.**

With respect to the reporting period, all the activities and projects planned have been carried out and the related document were approved by the Board of Directors in September in the same year. For more information, reference shall be made to paragraphs → [Our roadmap](#).



The values of our business operations



TECHNOLOGY

- **Technological and digital innovation** that shortens distances and enables quick, timely, and flexible responses;
- Ability to develop **customized, high-performance engineering solutions with low environmental impact.**

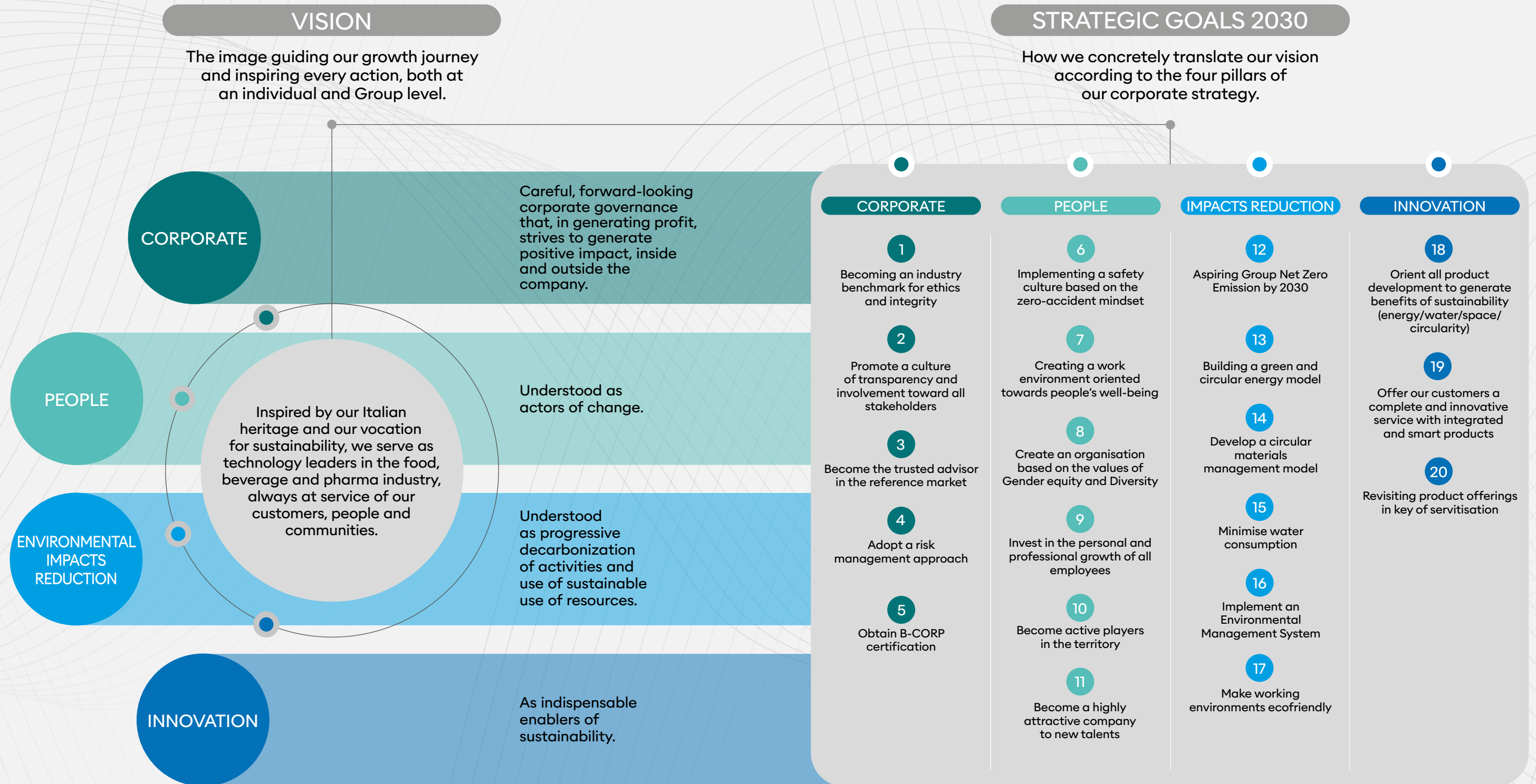
SUSTAINABILITY

- Ability to **operate with transparency and respect** for the social and environmental ecosystem in which we operate;
- Creation of long-lasting relationships based on **mutual trust**;
- Guarantee of the **highest level of quality, safety, and reliability of the final product**, opposing the principles of "planned obsolescence" and mere profit;
- Enhancement of **local skills and characteristics** with pride in our companies (promotion of Made in Italy).

SERVICE

- Being a **technical-commercial partner to our clients** to support the choice of technological investment most aligned with their needs;
- Widespread presence of **assistance and personalized support** services for partners and clients, both Italian and international;
- **Listening and proactive attitude toward our stakeholders**: analysis of current needs to offer targeted solutions (we handle every request directly).

Our Roadmap



The order in which goals are identified is progressive and not by priority order

2.5 Sustainability Governance

The **development of the plan and the monitoring of the activities** are managed at the Trevignano headquarters in Treviso by the **Sustainability Committee** consisting of the following corporate functions with control and management powers:

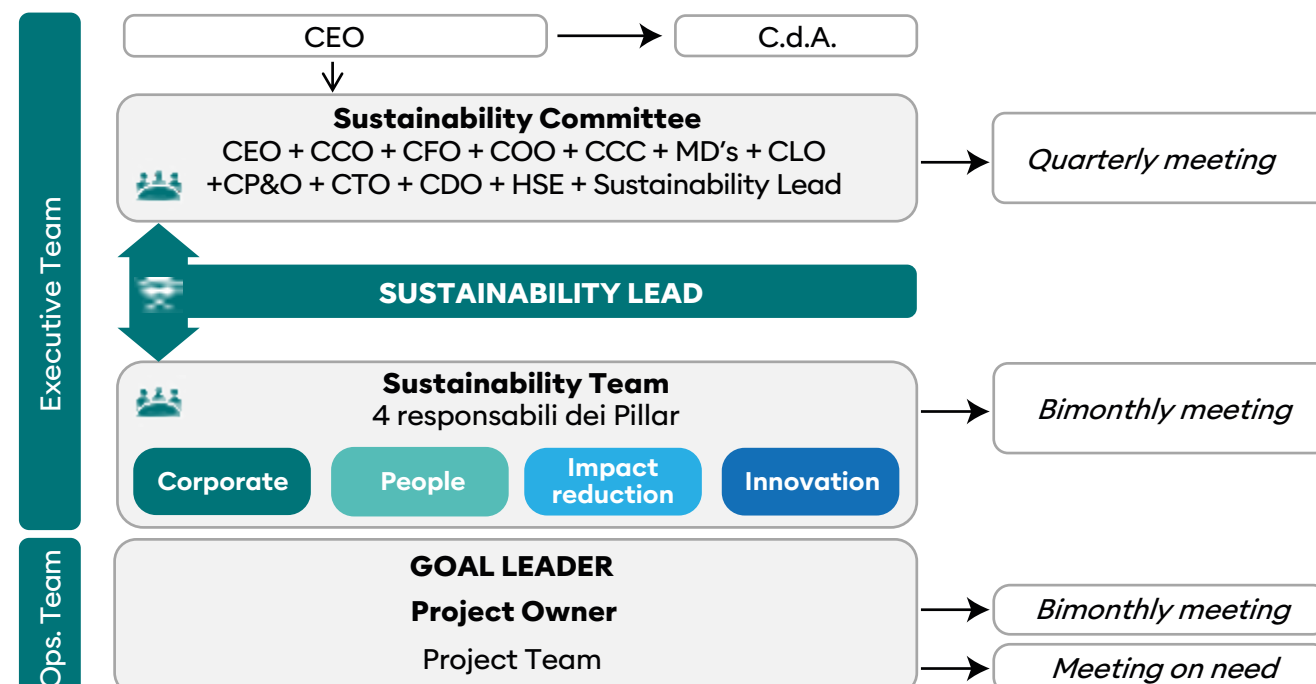
- **Chief Executive Officer** who ensures that the Group's sustainability path is implemented in line with the principles and values that inspire and guide corporate activities;
- The **Executive Committee (ExCo)**, which is responsible for identifying the strategies, guidelines and identifying sustainable development projects, assessing consistency with established goals, analysing the level of business risk and monitoring progress achieved;
- **Managing Directors** who are fully involved in the implementation and monitoring of individual Sustainability Plan projects that directly affect their divisions.

In addition, 2022 marked the creation of the **Sustainability Team - cross-cutting the corporate functions - which has the task of transforming strategies into specific projects and initiatives on a multiannual basis, as well as planning, managing and monitoring all Group sustainability projects. There are other operational players to support the sustainability team:**

- The **Project Owner** who manages the project and operations of the individual projects of the Sustainability Plan.
- The **Project Team** made up of individuals, holding senior positions in their department, who actively collaborate with the various project owners to develop and complete initiatives.
- The **Sustainability Lead** who coordinates the Sustainability Team, acting as a facilitator between the Executive Team and Operational Team, working closely with the external consulting firm.

In 2024, the Sustainability Committee met every four months with a 100% attendance of the Executive Committee members and the Sustainability Team.

Below is the sustainability governance model adopted by Omnia Technologies Group and the functions responsible for the same (for the key to acronyms reference shall be made to → [Appendix](#)).



Sustainability Team



Marketing | Sustainability - Francesca Borsato

Oversees the projects of the Sustainability Plan, advised by the Sustainability Specialist and the Sustainability Committee.



Sustainability Specialist - Elisabetta Compagno

Coordinates and operationally carries out all projects that are part of the Sustainability Plan by acting as the intermediary between the Marketing & Sustainability function and all project managers.



HSE - Felice Leone

Oversees Pillar Environment and Health and Safety projects, supporting the dedicated team and project owners in managing time and methods, ensuring that goals are met.



CCC - Marcello Minervini

Oversees Pillar Corporate projects, supporting the dedicated team and project owners in managing time and methods, and ensuring goals are met.



CP&O - Emanuele Garciani

Oversees Pillar People projects, supporting the dedicated team and project owners in managing time and methods, ensuring that goals are met.



CDO - Lorenzo Merlini

Oversees Pillar Product Innovation projects supporting the dedicated team and project owners in managing time and method, and ensuring goals are met.

Shared Roles and Responsibilities of the Sustainability Team Members

- Monitor and oversee the operational execution of the Sustainability Strategic Plan.
- Define project management guidelines.
- Define and monitor cross-functional project teams.
- Prepare the quarterly report, agenda, and minutes for the Sustainability Committee.
- Make final decisions on project activities.
- Prepare the annual Sustainability Report.



2.6 Omnia Technologies' Materiality Analysis

Materiality is a fundamental principle that guides companies in identifying and managing sustainability issues that are most important to their business and stakeholders. It fosters greater transparency and accountability in companies, helping to define strategies, manage risks, and steer investments.

Materiality analysis is the process through which the company identifies sustainability issues that are most relevant to its activities. Introduced by the European CSRD (*Corporate Sustainability Reporting Directive*) and further addressed by the ESRS (*European Sustainability Reporting standards*) standards, the concept of **double materiality** falls within this context. It merges two perspectives: on the one hand, **the impact that the company can have on people and the environment (impact materiality), and on the other, the effect that sustainability issues can have on the economic and financial situation of the company (financial materiality).** Therefore, an issue may be relevant to either of these two aspects, or both.

Impacts represent the positive or negative effects that the company generates on the environment and society, including human rights, both directly and indirectly along its value chain. They may or may not be intentional, temporary or durable, and they manifest themselves in the short, medium or long term. **Risks and opportunities** are uncertain events or conditions that could, if they did occur, significantly affect the company's economic achievements. Risks may also arise from extreme climatic events or regulatory and technological changes linked to the transition to a more sustainable economy (see → [Physical and transition risks](#)).

The analysis of double materiality allows a comprehensive view of all environmental, social and governance aspects affecting the business of the company, even indirectly. This analysis is essential for establishing an effective action plan, monitoring progress and reducing negative impacts, not only for the company but also for all stakeholders along the value chain.

For further information on the double materiality assessment method applied for Omnia Technologies reference shall be made to the chapter → [Process applied for materiality analysis](#).

Two tables are presented below: the first shows the **comparison between the results of the materiality (for 2023) and the double materiality (for 2024) impact analysis, while the second summarises the result of the double materiality analysis** carried out in spring 2025 and which reports the main impacts, risks and opportunities (IRO) of the Group.

For further information, reference shall be made to the → [Appendix](#).

Comparison of the 2023 - 2024 materiality analysis outcome

Action priorities and 2024 topic	Related IRO	Classification	Notes
Climate change (1*)	Carbon emissions	2024 IMPACT Negative, Actual, Direct and Indirect	--
		2023 Included in the "GHG emissions" IMPACT (negative, current)	
Health and safety (2*)	Occupational safety (in the value chain)	2024 IMPACT Negative, Actual, Indirect	--
		--	
Waste (3*)	Generation of hazardous waste	2024 IMPACT Negative, Actual, Direct	--
		2023 Included in the IMPACT (negative, actual) "Circularity"	
Pollution (4*)	Environmental contamination from metalworking	2024 IMPACT Negative, Potential, Indirect	--
		--	
Energy (5*)	Energy consumption from renewable sources	2024 IMPACT Negative, Actual, Direct and Indirect	--
		2023 Included in the "GHG emissions" IMPACT (negative, current)	
Work conditions (6*)	Employee well-being	2024 IMPACT Positive, Actual, Direct 2023 Included in the "welfare" (positive, potential) IMPACT	The difference is due to the implementation of good practices and the improvement of the central monitoring
Health and safety (7*)	Accidents at work and occupational diseases of the workforce	2024 IMPACT Negative, Actual, Direct 2023 Included in the "Occupational health and safety" (negative, potential) IMPACT	The difference is due to the implementation of ISO 45001 certification systems in all locations and the decrease in injury rates while increasing the analysis perimeter
Pollution (8*)	Use of chemicals in manufacturing processes	2024 IMPACT Negative, Actual, Direct --	--

* The numbers refer to the relevance score in the tables "The impacts - risks - opportunities of Omnia Technologies"

Action priorities and 2024 topic	Related IRO	Classification	Notes
Personal safety of consumers and/or end users (9*)	Data protection and digital security of consumers and/or end users	2024 IMPACT Positive, Actual, Direct	The difference is due to the implementation of good practices and the improvement of the central monitoring
		2023 Included in the "Cybersecurity and privacy" (negative, potential) IMPACT	
Work conditions (10*)	Stable employment of the workforce	2024 IMPACT Positive, Actual, Direct	--
		--	
Corporate conduct (11*)	Corruption prevention policies	2024 IMPACT Positive, Actual, Direct	The difference is due to the implementation of good practices and the improvement of the central monitoring
		2023 Included in the "Business ethics, integrity and anti-corruption" (potential negative) IMPACT	
Energy (12*)	Energy purchases from renewable sources	2024 IMPACT Positive, Actual, Direct	--
		2023 Included in the "energy consumption and procurement" (positive, current) IMPACT	
Circular economy (13*)	Preventive and predictive analytics	2024 IMPACT Positive, Actual, Direct	--
		2023 Included in the "Research and Development" (positive, potential) IMPACT and the "Product Quality and Safety" (potential positive) IMPACT	
Equal treatment and opportunities for all (14*)	Equal opportunities, inclusion and non-discrimination (of the workforce)	2024 IMPACT Positive, Actual, Direct	The difference is due to the implementation of good practices and the improvement of the central monitoring
		2023 Included in the "inclusion, non-discrimination and equality" (positive, potential) IMPACT	
Corporate conduct (15*)	Whistleblower protection report system	2024 IMPACT Positive, Actual, Direct	The difference is due to the implementation of good practices and the improvement of the central monitoring
		2023 Included in the "Regulatory compliance" (negative, potential) IMPACT	

Action priorities and 2024 topic	Related IRO	Classification	Notes
Corporate conduct (16*)	Business ethics and integrity	2024 IMPACT Positive, Actual, Direct	The difference is due to the implementation of good practices and the improvement of the central monitoring
		2023 Included in the "Business ethics, integrity and anti-corruption" (potential negative) IMPACT	
Corporate conduct (17*)	Strong Sustainability practices	2024 OPPORTUNITIES	The difference is due to the implementation of good practices and the improvement of the central monitoring
		2023 Included in the "Regulatory compliance" (negative, potential) IMPACT	
Work conditions (18*)	Difficulty in attracting and retaining skilled personnel	2024 RISK	The difference in assessment is due to the different methods of analysis applied in 2024
		2023 Included in the "human resource engagement and development" (negative, actual) IMPACT; in the "inclusion, non-discrimination and equality" (positive, potential IMPACT' and "engaging local communities" (positive, potential) IMPACT	
Energy (19*)	Energy from renewable sources	2024 OPPORTUNITIES	The difference in assessment is due to the different methods of analysis applied in 2024
		2023 Included in the "Energy consumption and procurement" (positive, current) IMPACT and GHG emissions (negative, current) IMPACT	

* The numbers refer to the relevance score in the tables "The impacts - risks - opportunities of Omnia Technologies"

In 2024, the following topics are no longer considered material:

- Economic performance
- Customer and partner satisfaction
- Water resource management
- Engaging local communities

Impacts, Risks and Opportunities for Omnia Technologies

The list follows the order of relevance associated with each material IRO. To see the complete table, reference shall be made to → Appendix.

MATERIAL TOPIC	OBJECTIVES FOR THE IMPROVEMENT OF THE SUSTAINABILITY PLAN
ENVIRONMENT RELEVANCE SCORE 16 Climate change IRO DESCRIPTION Carbon emissions contribute to global climate change, with direct consequences for ecosystem balance, human health and economic and social security. (-) IMPACT NEGATIVE, ACTUAL, DIRECT AND INDIRECT	12 Aspire to Group Net Zero Emissions by 2030 5 Obtain B-CORP certification 13 Build a green and circular energy mode 18 Guide all product development to generate sustainability benefits 19 Offer a complete and innovative service to customers with integrated and smart products
PEOPLE RELEVANCE SCORE 15 Health and safety IRO DESCRIPTION Exposure to safety risks in the working environment, in particular, for the metal supply chain, in foundries and mines, where hazardous working conditions and the use of high-risk materials increase the likelihood of serious accidents compromising the health and safety of workers. (-) IMPACT NEGATIVE, ACTUAL, INDIRECT	1 Become a benchmark in the industry for ethics and integrity 4 Risk management-based approach
ENVIRONMENT RELEVANCE SCORE 13.2 Waste IRO DESCRIPTION Generation of hazardous waste resulting in an accumulation of high hazardous waste materials, increasing pressure on recovery facilities and waste management systems. Although a significant part of this waste is intended for recovery, the use of resources for its management and treatment can still lead to significant environmental impacts. (-) IMPACT NEGATIVE, ACTUAL, DIRECT	4 Risk management-based approach 14 Develop a circular model for material management 16 Implement an Environmental Management System 18 Guide all product development to generate sustainability benefits

ENVIRONMENT RELEVANCE SCORE 12.6 Pollution IRO DESCRIPTION Environmental contamination from metalworking (cutting and welding) involving the release of pollutants into air, soil and water, including fine particulates, metal fumes and chemical residues, with potentially harmful effects on ecosystems, air quality and the health of workers and surrounding communities. (-) IMPACT NEGATIVE, POTENTIAL, INDIRECT	
ENVIRONMENT RELEVANCE SCORE 12 Energy IRO DESCRIPTION Consumption from non-renewable sources leading to a significant environmental impact linked to the extraction and use of non-renewable sources, contributing to increased climate-changing emissions and pressure on natural resources, with consequences on the stability of ecosystems, health and sustainability of the economic system. (-) IMPACT NEGATIVE, ACTUAL, DIRECT AND INDIRECT	13 Build a green and circular energy model
PEOPLE RELEVANCE SCORE 12 Work conditions IRO DESCRIPTION Ensuring the well-being of employees through corporate welfare policies that contribute to improving the quality of life of workers. This approach promotes a healthier and more productive work environment, increasing employee satisfaction and motivation, which benefits both the organisation and society as a whole. (+) IMPACT POSITIVE, ACTUAL, DIRECT	7 Create a work environment focused on people's well-being
PEOPLE RELEVANCE SCORE 12 Health and safety IRO DESCRIPTION Exposure to occupational accidents and illnesses that can compromise health and safety, with potential negative consequences also for operational efficiency and people well-being. (-) IMPACT NEGATIVE, ACTUAL, DIRECT	6 Implement a safety culture based on the "Zero Accidents" mindset

MATERIAL TOPIC

ENVIRONMENT

RELEVANCE SCORE
11.8

Pollution

IRO DESCRIPTION

Use of chemicals in production processes (detergents, lubricants, disinfectants, etc.) which may release hazardous compounds into the environment, affecting air, water and soil quality. This can damage local ecosystems and pose a risk to human health, in particular to workers and surrounding communities, and compromise long-term environmental safety.

(-) IMPACT NEGATIVE, ACTUAL, DIRECT

CORPORATE

RELEVANCE SCORE
11.6

Personal safety of consumers and/or end users

IRO DESCRIPTION

Ensure **data protection and digital security** by adopting advanced technology solutions and strict business policies that protect sensitive information from unauthorised access, cyber attacks and data leaks.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

PEOPLE

RELEVANCE SCORE
11.2

Work conditions

IRO DESCRIPTION

Ensure stable employment through permanent contracts accompanied by appropriate social protection measures, contributing to the economic security of workers, improving their quality of life and fostering a healthier and more productive working environment. This approach promotes economic growth and reduces the risk of unemployment and economic instability, with long-term benefits for the community and for the collective well-being.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

OBJECTIVES FOR THE IMPROVEMENT OF THE SUSTAINABILITY PLAN

16 Implement an Environmental Management System

- 1 Become a benchmark in the industry for ethics and integrity
- 2 Promote a culture of transparency and engagement with all stakeholders
- 4 Risk management-based approach

- 7 Create a work environment focused on people's well-being
- 9 Invest in the personal and professional growth of all employees

CORPORATE

RELEVANCE SCORE
11.2

Corporate conduct

IRO DESCRIPTION

Adopting **policies to prevent corruption**, which establish clear and transparent rules to prevent corruption and foster a business environment based on integrity and accountability.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

ENVIRONMENT

RELEVANCE SCORE
11

Energy

IRO DESCRIPTION

Purchase of energy from renewable sources that supports the transition to a low-emission energy system, reducing the environmental impact of electricity production and contributing to the preservation of natural resources, the protection of public health and the energy security of communities.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

INNOVATION AND ENVIRONMENT

RELEVANCE SCORE
11

Circular economy

IRO DESCRIPTION

Preventive and predictive analytics, aimed at extending the useful life of products by reducing the need for resources to produce new goods. This approach promotes durability, reduces waste and environmental impact, fostering the circular economy and improving efficiency in the use of natural resources.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

PEOPLE

RELEVANCE SCORE
11

Equal treatment and opportunities for all

IRO DESCRIPTION

Ensuring **equal opportunities, inclusion and non-discrimination** by promoting a fair working environment where everyone has access to the same opportunities for development and progress.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

- 1 Become a benchmark in the industry for ethics and integrity
- 2 Promote a culture of transparency and engagement with all stakeholders
- 4 Risk management-based approach

- 12 Aspire to Group Net Zero Emissions by 2030
(as analyses progress and the scope of assessed companies expands, we have recalibrated our climate strategy.)
- 13 Build a green and circular energy model

- 14 Develop a circular model for material management
- 15 Minimize water consumption
- 16 Implement an Environmental Management System
- 18 Guide all product development to generate sustainability benefits

- 7 Create a work environment focused on people's well-being
- 9 Invest in the personal and professional growth of all employees

MATERIAL TOPIC

CORPORATE

RELEVANCE SCORE 11

Corporate conduct

IRO DESCRIPTION

Adopting a **whistleblower protection reporting system**, which allows employees, suppliers and customers to confidentially and securely report misconduct or wrongdoing within the company.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

CORPORATE

RELEVANCE SCORE 11

Corporate conduct

IRO DESCRIPTION

Promoting **business ethics and integrity** through voluntary policies and transparent practices that guide all business activities toward responsible and moral behaviour.

(+) IMPACT POSITIVE, ACTUAL, DIRECT

CORPORATE

RELEVANCE SCORE 11

Corporate conduct

IRO DESCRIPTION

Adopting **strong sustainability practices**, the company can prevent reputational incidents and behaviours, thereby improving perception among customers, investors, and employees. This leads to increased customer loyalty, attracting sustainable investment, and attracting and retaining talent. In addition, a strong Sustainability reputation can differentiate the company in the market, opening up new business opportunities and strategic partnerships.

OPPORTUNITIES

OBJECTIVES FOR THE IMPROVEMENT OF THE SUSTAINABILITY PLAN

1 Become a benchmark in the industry for ethics and integrity

2 Promote a culture of transparency and engagement with all stakeholders

4 Risk management-based approach

1 Become a benchmark in the industry for ethics and integrity

2 Promote a culture of transparency and engagement with all stakeholders

4 Risk management-based approach

INCLUDES ALL OBJECTIVES

PEOPLE

RELEVANCE SCORE 10

Work conditions

IRO DESCRIPTION

The **difficulty of attracting and retaining skilled staff** could slow down business projects, particularly those requiring technical expertise and direct involvement on the ground in international contexts. This may affect the company's ability to effectively operate in foreign markets or in geographic areas where long-term relocations are required. The shortage of qualified resources could also lead to higher recruitment and training costs and reduce long-term operational effectiveness.

RISK

ENVIRONMENT

RELEVANCE SCORE 8

Energy

IRO DESCRIPTION

Using energy from renewable sources can help to **reduce energy costs** in the long term. Furthermore, it can **improve the corporate image and increase competitiveness**, given that many environmental regulations and consumer and investor preferences push for sustainability. The use of renewable energy can also prepare the company for future stricter emission regulations and **help mitigate the risks arising from climate change**.

OPPORTUNITIES

11 Become a highly attractive company for new talent

13 Build a green and circular energy model

It should be observed that **the actions taken, the management methods applied, as well as the progress of the goals to mitigate potential negative impacts of Omnia Technologies and maximize its contribution to sustainable development** are addressed specifically in the chapters → [Corporate](#) – [People](#) – [Environmental Impacts Reduction](#) – [Innovation](#).



03

Sustainability Goals

- 3.1 Corporate
- 3.2 People
- 3.3 Environmental Impacts Reduction
- 3.4 Innovation

CORPORATE

PEOPLE

ENVIRONMENTAL
IMPACTS
REDUCTION

INNOVATION

3.1

Pillar Corporate

To discover the activities carried out in previous years, scan or click here



Our roadmap

CORPORATE GOALS			
GOAL	OWNERS	ACHIEVED 2024	KEY 2025 PROJECTS
1 Becoming an industry benchmark for ethics and integrity	Chief Corporate Compliance	- Implementation new corporate organization Model 231 and training program - GDPR implementation in the acquired companies - Go live Docebo e-learning training platform - Development of Sustainability management platform	- Map industry benchmarks related to required integrity standards - Definition of norms required in our perimeter – food&beverage / pharma packaging - Implementation – training and compliance - Monitoring – guaranteeing continuity and update - Audit - Market abuse regulation - Trade Compliance System - Go live Sustainability management platform (Net Zero Cloud) - Corporate structure reorganization: - intra-group merger by incorporation - Review Delegation of Authority - Treasury management intercompany (Cash Pooling – Piteco)
2 Promote a culture of transparency and involvement toward all stakeholders	Marketing Sustainability Manager	- GoLive intranet - GoLive Group website – dedicated section to Sustainability strategy and Stories from our main stakeholders (customers, suppliers, partners etc)	- Development Double Materiality - Sustainability Report with SRS & GRI Standards - Go Live website focuses on specific projects related to Sustainability Pillars (i.e., Bcorp, SBTi) - Social Media plan focused on People, sustainability, digitalization, and innovation
3 Become the trusted advisor in the reference market	Marketing Sustainability Manager	- Intensive training program for sales and after sales teams - Contents publication aligned with the annual media plan - Case History on specific customers in different sectors (wine, beer, beverage, spirits, dairy, pharma, food) - NPS survey on Salesforce – both for Sales and Service	- Contents publication aligned with the approved annual media plan – specific content for every industry - CH on top products and customers to present our latest technologies - Formal NPS procedure for the Sales and Service team - Shared template for Key Account presentations, promoting the one-stop-shop approach
4 Adopt a risk management approach	Chief Digital & Innovation Officer	Implementation of Risk Management System	- Implementation of Risk Management System - Create a policy, nominate division owners, and digitalize processes (procurement, trade compliance, travel security, legal, finance, technical, safety & environmental, cyber, HR lifecycle, market-price trends)
5 Obtain best in class ESG certifications	Chief Corporate Compliance	- Bcorp certified - SBTi - UniPdr125 - ISO30415 - ISO9001,45001,18001 - UNGC	- Ecovadis - ISO27001 – Cyber Security - SBTi - UniPdr125 - ISO30415 - ISO9001,45001,18001 - UNGC



EcoVadis Rating

A Recognition of Our ESG Strategy

In March 2025, Omnia Technologies was awarded a Silver Medal in the EcoVadis assessment. It placed the Group within the top 11% sustainable companies globally in the general-purpose machinery manufacturing sector scored by EcoVadis. This achievement is a tangible recognition of the Group's commitment to building a responsible, transparent, and continuously improving business model.

The result reflects advanced performance across all evaluated areas:

• Environment – 83/100

Omnia Technologies ranks in the top 1% of its sector thanks to a structured and proactive approach to environmental management. The Group has adopted comprehensive policies on energy consumption, greenhouse gas emissions, water usage, waste management, and product end-of-life. Key measures include the use of renewable energy, reduction of water consumption in production processes, adoption of heat recovery technologies, and circular product design. ISO 14001 and B Corp certifications cover over 75% of the company's operations, and environmental reporting is public and detailed, including KPIs on Scope 1, 2, and 3 emissions, hazardous and non-hazardous waste, and energy consumption.

• Labour & Human Rights – 77/100

The Group received high scores for its inclusive policies and focus on employee well-being. Recognised certifications include ISO 45001 (health and safety), ISO 30415 and UNI/PdR 125 (diversity and inclusion), alongside numerous initiatives for training, pay equity, agile working, and family support. Measures include skills development programmes, grievance mechanisms, safety audits, and anti-discrimination policies. These actions cover the entire company perimeter, and reporting includes data on injuries, training hours, female and minority representation.

• Ethics – 50/100

The ethics area showed good practices but also room for improvement. Omnia Technologies has implemented anti-corruption policies, responsible information management, data security, and conflict of interest procedures. Training programmes and whistleblowing mechanisms are in place for both internal and external stakeholders.

• Sustainable Procurement – 56/100

The Group has begun integrating Sustainability criteria into its procurement processes. Supplier assessment questionnaires have been introduced, focusing on environmental and social compliance. Site visits and audits, along with platforms such as Moody's, support the selection of reliable partners. However, the assessment noted the need to strengthen collaboration with suppliers to reduce Scope 3 emissions and to expand sustainability-based selection criteria. Reporting is under development and will be enhanced in the 2025 Sustainability plan.

Achieving the EcoVadis certification was included among the key projects of the Group's 2025 Sustainability plan, alongside the digitalisation of HR processes, standardisation of emissions measurement, and extension of Sustainability certifications across the entire company perimeter. Additionally, a corrective action plan has been launched to further strengthen the sustainability management system, in line with EcoVadis' recommendations.

This recognition is not just a milestone, but a starting point for a journey of continuous improvement, reinforcing the Group's credibility with customers, investors, and international stakeholders.



70/100
89° percentile

Business Ethics and Responsibility

Omnia Technologies manages corporate governance and compliance by guiding its actions according to sustainability-driven principles. In line with these principles, Omnia Technologies has designed its system for governing sensitive processes with an integrated approach from an organisational, documentary, and control standpoint.

From an organisational perspective, a centralised governance structure has been established within Omnia Technologies S.p.A., consisting of the Group CEO, the Corporate Departments, and their respective operational functions. This body exercises management and coordination activities across all Group subsidiaries. It facilitates the sharing of compliance objectives across the Group, which are then cascaded to the individual Divisions by the Divisional Managing Directors.

From a documentary perspective, management guidelines for the compliance system have been established, and the Organisational, Management and Control Model has been updated with the involvement of the Corporate Departments. Its contents are scheduled to be shared with the Divisional Managing Directors and operational functions, with the final aim of producing a coordinated and harmonised set of preventive measures for each subsidiary.



From a control perspective, five committees have been established to support governance activities: the Executive Committee, Executive Board, Sustainability Committee, DEI Committee, and Leadership Team. These committees enable periodic monitoring of the operational performance of each subsidiary, which is analysed monthly as part of the Business Review.

This integrated view of compliance is helping Omnia Technologies to consolidate a regulatory ecosystem in which efficiency and - above all - the ability to interpret the organisation as a unified whole, along with the resulting greater involvement of all staff in pursuing compliance objectives, serve as a competitive lever in achieving fundamental goals.

These include process rationalisation, action consistency, improved decision-making, increased levels of compliance, enhanced value creation, and greater reliability, which are key to ensuring long-term sustainable success.

General principles and rules of conduct



We operate ethically, based on the values of transparency, good faith, fairness, impartiality, honesty and legality; we operate with the utmost diligence, and in accordance with the principles of collaboration, equity, loyalty, moral and professional scrupulousness.



We respect the Constitution, laws, regulations, human rights and international standards in all the activities we do and the relationships we build.



We balance the interests of stakeholders on the basis of equity and social and environmental sustainability.



To find out about the Group's governance, click here.



Governance Support Tools

Without compromising the independence and specificity of each individual company of the Group, **all internal policies and codes are coordinated at the corporate level by Omnia Technologies S.p.A.. They are approved by the Board of Directors, accepted by the controlled entities and addressed to all those who have a permanent or temporary relationship with the Group.**

Those policies and codes are promoted internally through specific **training plans, awareness-raising activities and communication activities**. Externally, governance support tools are shared **with stakeholders** at the beginning of each business relationship and are published on the **corporate website**.

To view all documents, scan or click here

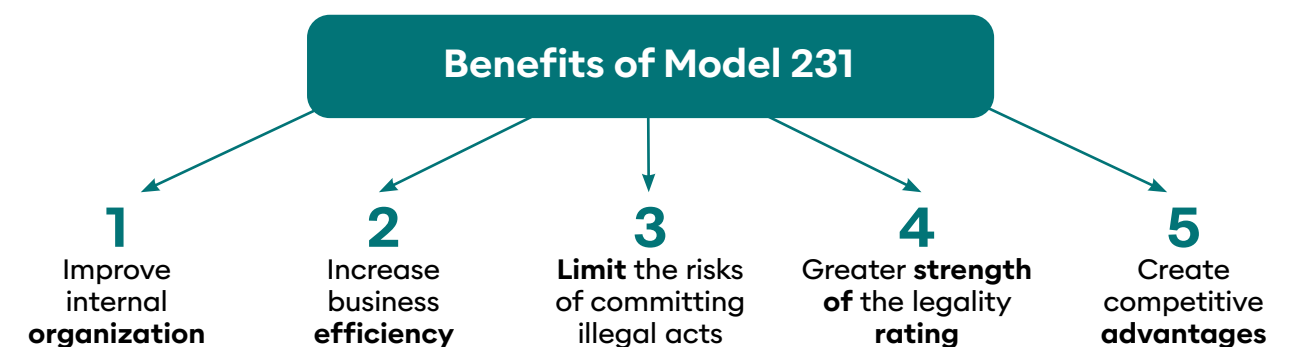


Organisation, Management and Control Model 231

In the course of 2023, a single 231 model was adopted at group level and a single supervisory body was established, whose members do not hold any management positions in the various companies.

The purpose of Model 231 is to build a structured and comprehensive prevention, deterrence and control system with view to reduce the risk of criminal offenses by identifying sensitive activities in each entity of the holding company and the principles of conduct that must be complied with within it, as well as specific control activities to be adopted, all aimed at preventing committing crimes pursuant to Decree 231.

The Supervisory Body shall be responsible for monitoring the functioning, effectiveness and compliance with the model, as well as for promoting its sharing and updating it. The model is integrated with the principles of fairness, transparency and legality contained in the Group's Code of Ethics.



Code of Ethics and Suppliers Code of Conduct

The Code of **Ethics represents the interpretation of the values in which the Omnia Technologies Group recognizes itself**. In addition, it was prepared in accordance with the main national and international regulations, guidelines and documents on human rights, corporate social responsibility and *corporate governance*. The Code **sets out principles and rules of conduct and it is an integral part of the 231 Organisation, Management and Control Model** adopted by the Group.

According to the Omnia Technologies Group Code of Ethics, **suppliers and external collaborators are required to comply with the laws in force and to share the principles and objectives of the Code**. In addition, through the Supplier Code of Conduct, the Group requires its suppliers to comply with **high quality standards in production processes, certifications, applicable regulations and best practices in the field of ethics, health and safety, and environmental protection**.

The Code is an integral part of all contracts with consultants, suppliers, contractors, subcontractors, and business partners who must adhere to both the law and the principles of the Code of Ethics and Conduct.

For both, the modalities of implementation and control are governed by MOG 231/01, which provides for specific preventive measures to ensure compliance with ethical principles and rules of conduct.

The Procurement and Legal Management is responsible for overseeing the application of the codes and for monitoring their implementation and verifying any reports of breaches.

There have been no cases of termination of contract with suppliers for non-compliant behaviour in the last three years.

Whistleblowing

Omnia Technologies has an interest in being informed of **breaches** committed within its organisation that are contrary to **national or European** law and that could harm the public interest or undermine the integrity of the group member companies. In particular, attention is paid to the unlawful **conduct relevant under the Italian Legislative Decree n° 231/2001**, with the aim of taking effective corrective measures in a timely manner.

To this end, it encourages anyone dealing with the Company to **freely interact on any critical issues and to report any material unlawful** conduct they may encounter in their work, confident that no one will retaliate against them.

However, should one intend to keep their identity confidential, the Omnia Technologies Group allows to **report in a secure manner in accordance with the procedures provided for by the whistleblowing** procedure pursuant to Legislative Decree no. 24/2023 and according to ISO 37002:2021 guidelines *Whistleblowing management systems*.

The reception and management of regulated reports shall be entrusted to the **group's Supervisory Body and Compliance Function**.

Diversity, Equity and Inclusion Policy

Omnia Technologies revised its *equal opportunities Policy*, formalising the *Group's DE&I Policy*, integrated with the Sustainability Plan and approved by the Board of Directors and the Executive Committee on 13/09/2024.

This document, which is publicly available on the company's website, defines the company's commitments to **every dimension of diversity, the promotion of gender equality, and the fight against all forms of discrimination**, starting with the key areas:

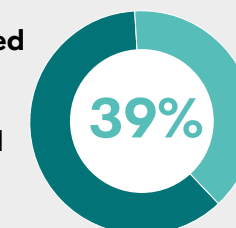
- recruitment and occupational policies,
- training and professional development,
- retribution systems.

The policy is **coordinated by the Diversity, Equity and inclusion Committee** and provides for an internal reporting channel, consistent with the whistleblowing system. **No discrimination was reported during the reporting period.**

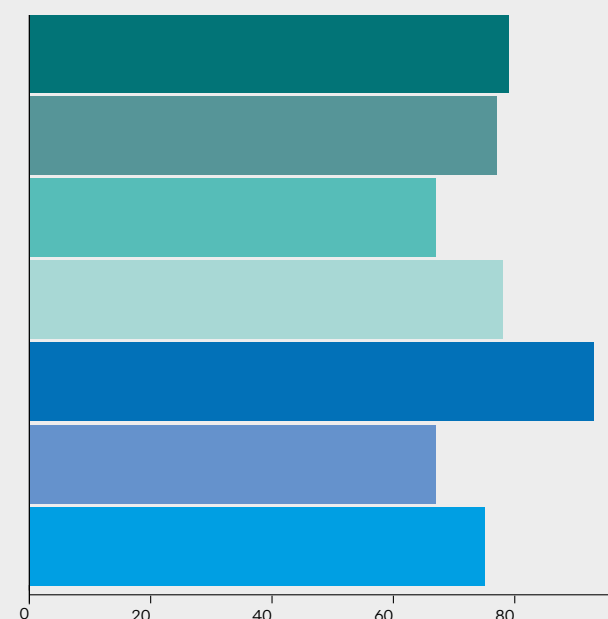
In 2024, the Group also obtained the **UNI/PDR 125 and ISO 30415 certifications** (for further information, reference shall be made to → [Corporate Culture](#)) and signed the **Sodalitas Diversity Charter**.

During the update of the Policy, **a group-wide survey was conducted in 2024 to assess the level of perception of equal opportunities** within the Italian production sites on which the UNI PDR 125 certification pilot project was launched.

Employees involved
1,494
Answers obtained
589



The results have been positive on average



79% of respondents state that they know the mission, vision, and values of Group Omnia Technologies.

77% of respondents state that they and the people they work with treat each other with mutual respect.

67% of respondents think that Group Omnia Technologies promotes an open and inclusive work environment where everyone can express themselves at their best.

78% of respondents think that Group Omnia Technologies is a workplace where one feels safe.

93% of respondents think they are treated with respect by their manager/supervisor.

67% of respondents think that responsibilities and rules of conduct to be maintained within the Group are clearly defined.

For **75%** of respondents, Group Omnia Technologies is a place where it is nice to work.

Based on the feedback gathered, the objectives of the Sustainability Plan were updated and an interactive training module was developed and launched between October and November 2024, available on the corporate e-learning platform. The course clearly and accessibly addresses the key concepts related to inclusion, gender equality, discrimination – both direct and indirect – and inclusive behaviour in the workplace.

Antitrust and Competition Compliance Policy

Compliance with competition law is an integral part of corporate culture and policies, and actively supported by top management, which promotes its implementation and monitoring. **These guidelines represent a concrete and ongoing commitment to spreading a competitive culture and preventing misconduct.**

They shall be drawn up on the basis of the specific characteristics of the group (field of activity, market position, organizational structure) and shall refer to:

- **Existing competition law** (anti-competitive agreements and abuse of dominant position);
- **Guidelines on compliance** with the competition law of the Competition and Market Protection Authority (25 September 2018).

The Guidelines are regularly updated and are subject to dedicated training, involving the corporate functions most exposed to competition law risk, facilitating comparison of any critical signs that may have emerged.

During the reporting period under review, no instances of anti-competitive behaviour, breaches of antitrust regulations, or monopolistic practices involving Omnia Technologies as a participant were identified.

Integrated Management Systems: Quality, Environment and Safety

Since 2022, we started the integration of **the different management systems adopted by our entities into a single certified Integrated Quality, Environment and Safety Management System**. It is one of the target actions included in our sustainability plan.

The objective is to monitor **the Group's compliance with current regulations more effectively** - especially related to issues of worker safety and minimizing environmental impacts -, **improving the efficiency of organizational processes** and therefore the quality of all our services.

As of 31 December 2024, 25 out of 30 Italian offices are certified according to UNI EN ISO 9001:2015 (Quality), UNI EN ISO 14001:2015 (Environment) and UNI ISO 45001:2023 (Occupational safety).



Quality at the Core of Our Corporate System

Interview with **Genny Poletti** – Group Quality Manager

Quality as a guide to the corporate system

In our business environment, quality is the organisational principle that also connects and harmonises key aspects such as digitisation, security, sustainability and innovation. That is why it is not simply one aspect among others, but the “umbrella” that covers and steers the entire integrated management system.

In a group like ours, with different business activities in terms of size, structure and degree of digitisation, the main challenge is to develop guidelines that can be standardised but flexible at the same time. The aim is to ensure effectiveness and consistency. Therefore, we aim to create standards that are fluid and adaptable to different operational contexts. It is in this scenario that the quality system plays an increasingly significant role: not only because it helps to root and spread the criteria of ISO 9001, but above all because it becomes the tool that allows for an orderly and consistent flow of operations. Basically, the Quality System is instrumental to making processes operational and evolve them, guaranteeing a common language to all functions and locations of the Group.

Digital quality and innovation: a winning combination

An aspect is the successful link between quality and digital innovation. Our journey started with a very heterogeneous situation: in some smaller companies, processes were still managed on paper sheets, while larger companies were already structured and digitised. The goal therefore has been – and continues to be – to gradually bring all companies to adopt the same technology. In this way, we can guide all businesses toward the adoption of a single operational standard. Concrete examples are the use and introduction of software to guide users through the various information flows.

This strategy not only simplifies day-to-day operations, but above all ensures that every procedure is carried out according to the same criteria, regardless of the location or size of the company. As a matter of fact, this approach is effective in the homologation of processes, without sacrificing local specificity.

“Food quality”: an extra responsibility

Omnia Technologies is active in a specific industry: we work in the metalworking world, but our products are intended for the food industry. This means that we have to meet much higher-than-average safety and quality standards.

As a matter of fact, the regulations to be applied do not only concern our industry, but also strict rules addressing the food and beverage industry. This requires constant focus to compliance and, at the same time, represents a strong stimulus to innovation. We need to rethink material handling, production processes and even documentation in a more restrictive way, geared toward safety and excellence of the final product.

In short, quality also means food safety, traceability and continuous improvement. It becomes an instrument, and a system designed to evolve, grow and guarantee excellent results.

To us, there is much more to quality than just a certification. It is the principle that combines technology, safety, sustainability and innovation in a highly regulated market.

Privacy and Cybersecurity

Our Code of Ethics enshrines three fundamental principles:

- 1 Protection of privacy and confidential information:** people handling personal data or strategic information must operate in compliance with current regulations and guarantee confidentiality, as communicated to the interested parties.
- 2 Transparency in communication:** the information disseminated externally must be truthful, complete and not misleading, complying with confidentiality requirements and in line with the business purpose.
- 3 Safeguarding document integrity:** systems and documents, whether digital or paper-based, must be protected from alteration or unauthorized access.

To us, protecting privacy and ensuring cyber security means not only complying with the GDPR (EU Regulation 2016/679), but also adopting an efficient and streamlined model for managing and protecting the data and information of our stakeholders and corporate assets.

The **main preventive and corrective** measures implemented include:

- **Access control and protection** through individual credentials and approved devices, encryption and perimeter protection systems;
- **Monitoring** corporate IT tools,
- **Updating software systems** and devices to ensure the highest safety standards;
- **Integrating the Code of Conduct** in the Organization and Control models pursuant to the Italian Legislative Decree 231/2001, for the prevention of cybercrime.
- **Improving operational quality and service** delivery by proactively protecting computer infrastructures.

Cyber security activities are centrally managed by the *Information Technologies* function, which addresses data backup, infrastructure and network management, and staff training. Each function is responsible for the management and protection of sensitive data and information, and for monitoring security measures.

A dedicated email address, managed jointly by the two functions, is active to report breaches of technical and organizational measures.

Over the last three years there have been no cyber incidents affecting sensitive or personal data of customers and stakeholders.



CORPORATE

PEOPLE

ENVIRONMENTAL
IMPACTS
REDUCTION

INNOVATION

3.2

Pillar People

To discover the activities carried out
in previous years, scan or click here



Our Roadmap

PEOPLE GOALS

GOAL	OWNERS	ACHIEVED 2024	KEY 2025 PROJECTS
6 Implementing a safety culture based on the zero-accident mindset	Group HSE Manager	Implementation of ISO 45001 in newly acquired companies	- Implementation of ISO 45001 in newly acquired companies - Win&Tech March 2025 - Acmi Beverage and Labelling June 2025 - Rolling out HSE software across the entire Group - Improvement and optimisation of layout operations/workspaces - Revamping of machinery/equipment - Review of safety procedures - Continuous training on safety and implementation of operational procedures
7 Creating a work environment oriented towards people's wellbeing	Chief People and Organisation Officer	- New headquarters Omnia Technologies, new offices in Z-Italy and Bertolaso - Integrated welfare system – GoLive January 2024. WTW as partner - Conversion campaign "premio di risultato" 2024 on flexible benefits services 2024 "on-top" bonus program to convert on flexible benefits - Remote working policy update and extension - New employee handbook which includes flexible working policy for white collars - New canteen provider with higher food quality and service (group concept) - Health and wellness activities: training & projects - Policy dedicated to people with young children, in addition to countries requirements - Bargaining agreements upgrade with unions, pushing on work-life balance, training, wellbeing	- Group relocations: - Z-Italy → in Acmi Labelling VR building - Cadalpe → in Mareno di Piave TMCI building - SAP → in Acmi B&F Sorbolo PR - Processing Beverage office relocation in Acmi B&F Sorbolo PR - New Headquarters of Omnia Technologies 2025 christening - Acmi 2025 bargaining agreement focuses on people well-being - Omnia Technologies Welfare model implemented and standardized throughout the Group - Omnia Technologies employee handbook implemented and standardized throughout the Group - Group new policy dedicated to work-life balance and people with young children - Engagement Project 2025' execution according to GPTW survey results - Engagement survey GPTW 2025 Acmi perimeter (800 people) and engagement project execution by '25

PEOPLE GOALS

GOAL	OWNERS	ACHIEVED 2024	KEY 2025 PROJECTS
8 Create an organisation based on the values of Gender equity and Diversity	Chief People and Organisation Officer	- Definition of recruiting guidelines for DEI inclusion - Certified ISO 30415 and UNIpdr125	- Post Certified ISO 30415 and UNIpdr125 action plan '25 execution - Certified ISO 30415 and UNIpdr125 extention to Acmi and new companies - Dynamo Camp project '25
9 Invest in the personal and professional growth of all employees	Chief People and Organisation Officer	- GoLive Omnia Technologies Academia - GoLive digital learning Group Platform - Omnia Leadership program: leadership model, execution LAB, project management, design thinking & problem solving, business effective presentation, train the trainer - Focus on business: Know how, tech, Market, Sales Academy & Customer Journey. - Focus on Identity: GO-Live new Group onboarding process, continuous training on values and identity. - Focus on networking: relationship with universities, business schools, technical training centers, institutions.	- Omnia Technologies Academia '25 program including Acmi and new companies perimeter - Omnia Technologies digital-learning platform implemented and standardised throughout the Group - Omnia Technologies "Executive Program" ready to start by March '25 (CUOA Business School) - Omnia Leadership program '25 to be implemented all Divisions - Omnia Technologies Performance Management System - Omnia Technologies Succession Planning - Develop the OT internal communication tool and extend it throughout the Group
10 Become active players in the territory	Marketing Sustainability Manager	- Development of action plans with Assoenologi, UIV and Vino Way Selection - Project development with Università Cattolica and publication Omnia Technologies CH with Agrifood Lab at Ca' Foscari - Action plan with SMACT – several events and BRIDGE Project to develop an AI software for beer production - Partnership SE for Smart wineries - Participation to Assindustria Sustainability Group – Sustainability Week	- Development of action plan with Assoenologi, Corriere Vinicolo and Enologo - Sponsorship of Wine Design School – in partnership with Assoenologi and Politecnico of Milan - Technical and research collaboration with Università Cattolica – Faculty of Oenology - Active participation to Assindustria Sustainability Group – Sustainability Week - Partnership with IFM for combined digital and automation - BRIDGE project to develop an AI software for beer production – launch of the solution expected June 25

PEOPLE GOALS

GOAL	OWNERS	ACHIEVED 2024	KEY 2025 PROJECTS
11 Become a highly attractive company to new talents	Chief People and Organisation Officer	- New job opportunities area in Omnia Technologies website and LinkedIn - Employer branding strategy enhanced using digital channels (e.g. LinkedIn and work-related portals) - Participation to events promoting brand image - Internal communication: new intranet available from January 2024 - Development & compensation programs dedicate to talents - Training programs dedicated to new hirings and talents – Omnia Technologies Academy - Wellbeing organizational analysis and dedicated programs based on results - Initiatives with ITS in areas near our production sites - Strengthen relationships with universities and participation in career days - Mapping potential new partners to support young women in STEM careers	- Omnia Technologies LinkedIn strategy '25 execution - Universities & Schools partnership and events. - Development plan for young talents - Omnia Technologies' ATS application tracking system platform implemented and standardized throughout the Group - Omnia Technologies Onboarding model implemented and standardised throughout the Group - Omnia Academia's dedicated training program for young talents - OT '25 benefits plan is dedicated to talents, such as healthcare, retirement plans, flexible work arrangements, and professional development opportunities. - The first step in attracting young talent is having a strong and appealing corporate culture. We must identify Brand Ambassadors who should enthusiastically reflect the company's values and mission.

Focus on People



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

Omnia Technologies has always considered the well-being of its people as a strategic priority. Besides ensuring **professional growth**, the company also aims to promote a **work-life balance by helping to build a more cohesive and supportive business community**. Corporate and territorial welfare policies, as well as inclusiveness and the promotion of a corporate culture based on respect and transparency, are some of the tools through which the Group promotes the well-being and enhancement of people.

Below is an overview of the key areas where our sustainability plan initiatives are developed.



Great Place To Work

Over the past year, we have carried out an internal survey through the **Great Place To Work** platform, involving all the companies of the Group. The survey, which was completely anonymous, was structured on a broad questionnaire that explored five key dimensions: credibility, respect, equity, pride and cohesion. The main goal of this study was to identify strengths and areas for improving the working environment, so that targeted actions can be taken to increase people's well-being and satisfaction.

The results of the pilot survey revealed a valuable and articulated picture, which represents a first concrete step toward strengthening our working environment. This process, started earlier on a selected perimeter, allowed us to gather the first inputs directly from the people in the group and to clearly identify the strengths and areas on which to focus the next improvement initiatives. Among the most appreciated are the positive relationship between colleagues, which fosters collaboration and dialogue in tackling daily challenges, and the wide opportunities for professional development accompanied by a significant degree of independence granted by managers. In addition, the value of a dynamic and diverse work environment, as well as the welfare system and corporate benefits, was highlighted with the prospect of further expansion. This first result will allow us, in the coming months, to extend the analysis to the entire business perimeter and to continuously monitor the progress made, guiding actions toward a business that is increasingly attentive to the needs of its own people.



At the conclusion of this first survey, the results will be shared with all our employees, several initiatives will start aimed at making the work environment increasingly inclusive, sustainable, and rewarding. In 2025, the scope of analysis will be broadened accompanied by the launch of processes that are fundamental to the organisation and in line with people's needs. These initiatives include implementing a performance management process to provide greater clarity on roles, goals, and assessments, and introducing a leadership model that aims to align management skills and bring management closer to people. New training opportunities, improvements in corporate welfare and a strengthening of internal communication will also be promoted.

The Great Place To Work survey will be repeated in the first half of 2026 and will become a regular appointment designed to monitor progress and continue to improve, with the ambition of obtaining certification. Through these commitments, Omnia Technologies aims to create a work environment that values each individual, fostering personal growth, mutual respect and collective wellbeing.

In order to improve the business environment, meeting the needs of people and starting from the most critical areas identified by the survey, an action plan has been defined and is scheduled to start in mid 2025. The key points are:

- Performance process - building a modern performance management process to ensure clear goals and outcomes, stimulate a feedback culture, and nurture talent management with meritocratic actions and consistent growth paths;
- Training - relaunch and expansion of Omnia Academia, in particular regarding content and perimeter of visibility within our Docebo e-learning platform, Omnia Prodotti courses and support training for managers on management of people and feedback, transfer of key skills in production;
- Improved workspaces and re-branding in line with the Omnia Technologies one Team philosophy (including refurbishment and extension of some locations);
- Analysis of usage and relaunch of Smart working;
- Internal communication initiatives (Townhall and Roadshow, Intranet enhancement, onboarding, we are Omnia stories collection, structured presence in employer branding events);
- Relaunch of the welfare platform, acquisition of new wellbeing options (gyms, pools, health apps, etc.) and organization of events/webinars with nutritionists and psychotherapists.

Active Well-being

To us, ensuring the well-being of our people means building a corporate culture that values mental and physical health, fosters personal and professional growth, and promotes a real work-life balance. We invest in concrete and diverse tools to support the well-being of our people, including:

Continuous training

We offer career development and refresher paths to enhance skills and drive individual growth throughout the career.



In particular, **non-compulsory training** stands at **16,718 hours**, focusing on the **development of technical, digital, linguistic and managerial skills**; the QHSE compulsory training has reached a total of 8984.5 hours covering the following specific topics: First aid, Fire-Fighting, Work at height, Confined spaces and Specialised Staff, Instructed Staff, Appropriate Staff (electrical workers).

The effectiveness of the courses is monitored through different evaluation methods, depending on the type of training provided. For mandatory courses in Safety and Environment, Diversity and Inclusion and GDPR, learning is verified through online final tests; on the other hand, with regard to the Compliance course, which includes the Code of Ethics, the 231 Model and Competition law - conducted live on Microsoft teams, the effectiveness assessment is entrusted to the course's legal trainer, who performs an oral review at the end of the session.

Employee training

	2022	2023	2024	% VARIANCE 2024 vs. 2023
Total training hours	9,267	10,980	25,703	+134%
Average training hours per employee (FTE)	9.8	7.5	9.6	+28%
Mandatory training on total (%)	65%	55.4%	35%	-37%
Non-mandatory training on total (%)	35%	41.7%	65%	+56%

The net deviation from year to year is the result of the changes in perimeter that affected the Group.



Omnia Academia

At the beginning of 2024, Omnia Technologies Group launched the **Group's Academy**, a true in-house business school designed to **develop the most in-demand and difficult to find professional skills on the market**, in particular technical skills related to the company's core business.

Structured around the core competencies of the Group, the Academy initially focuses on critical trades – engineering, technical, commercial and operational – and then expands to include managerial skills. The objective is clear: **to consolidate today the skills that will guide the company over the next fifty years**, while at the same time enhancing the link with the territories in which Omnia Technologies operates.

In an increasingly complex labour market, the Academy also represents a bridge to the new generations, telling the value and passion of industrial trades in schools and actively collaborating with local institutes, including ITS Meccatronico Veneto and the Universities of Venice, Padua, Udine, Parma, Catholic University in Milan and Scuola Sant'Anna in Pisa.

Since 2023, the Group has also started partnerships with agencies specialised in the training and introduction of technical profiles such as welders, carpenters and electromechanical fitters, as well as courses dedicated to technical-commercial training on the products of the company portfolio.

The three pillars of Omnia Academia

Academia
Mestieri

Academia
Manageriale

Academia
Prodotto

The Academy develops on three main axes:

Omnia Academia Mestieri: which enhances "know-how" through practical training, promoting excellence in production processes in collaboration with training institutions and specialized agencies. Academia Mestieri targets high school and university graduates, future professionals at Omnia Technologies.

Omnia Academia Manageriale: which strengthens corporate culture and leadership skills, with training courses dedicated to managers, focusing on knowledge, skills and know-how.

Omnia Academia Prodotti: which transmits the Group's engineering and technological know-how, updating its commercial and operational force on the application of the most advanced technologies.



2024 Results

2025 Goals

Number of people
introduced into the
company through
Academia Mestieri

15

20

Number of new people who have started their career in the company through the Academy programme.

Number of training
hours delivered
through Omnia
Academia Mestieri

160

200

Total amount of training hours dedicated to the development of technical and professional skills through Omnia Academia Mestieri, focusing on specific roles and operational know-how.

Number of training
sessions of Omnia
Academia Prodotti

11

20

compared to
the 18 expected.
The remaining 7
were delayed
until early 2025

Number of training sessions dedicated to the commercial area, focusing on the transfer of technical and engineering know-how related to the Group's products and solutions. The aim is to promote the dissemination of critical skills among the different companies of the Group, increasing the coherence and competitiveness of the commercial offer. The 2024 training sessions focused on the Beverage Systems - Specialty division..

Number of training
hours delivered
through Omnia
Academia Prodotti

31.4

per person

30

a persona

Total hours of training provided through Omnia Academia Prodotti, aimed at ensuring in-depth preparation on the solutions offered by the company, improving the skills and specialisation of the staff.

Digital training: an evolving ecosystem

2024 also marked the unveiling of **Docebo**, the new digital platform dedicated to training, designed to centralise and simplify access to training paths.

The platform offers courses on strategic topics such as security, corporate identity, DE&I, foreign languages and cross-cutting skills. Thanks to its flexible use and on-demand access to content, Docebo has already become a point of reference for learning within the group.

Among the most popular courses, safety at work and languages are among the most important to employees.

The whole offer responds to key goals: **developing skills, accompanying change, growing people and generating value for the company.**

In 2025, the platform will be further enhanced with new content, professional courses and soft skills modules for a more comprehensive, accessible and strategic training experience.

Docebo also provides powerful monitoring and reporting tools that allow administrators to track user progress, track course completion, and evaluate results. Administrators can create custom reports based on specific criteria, such as course completion or quiz performance, and use them to optimize training strategies.

Corporate Welfare and Well-being

We have chosen to invest in a structured corporate welfare plan, with the aim of enhancing human capital and fostering a working environment where **every individual feels supported, motivated, and an integral part of the company’s vision.**

The benefits of a good welfare plan are tangible: for our people, it means greater work-life balance, more peace of mind through services designed for their needs, and a real increase in purchasing power; for the company, it means a more positive work environment, less absenteeism, greater productivity, and a more attractive image both within and without the organisation.

As of January 2024, all Italian companies in the Group have a flexible benefits plan for their people (white and blue collar) accessible through the Welfare platform. The provision of a welfare spending budget (platform welfare points) by way of flexible benefits is in line with National Labour Collective Agreement.

Omnia Technologies Welfare Package includes:

- **Company canteen / Meal vouchers**
Every day, our people can use a one-time meal service or alternatively receive vouchers for food purchases at affiliated businesses.
- **Supplementary healthcare support (Metasalute)**
After the trial period, each person has access to the Metasalute platform to enjoy additional health coverage.
- **Digital Welfare Vouchers**
€200 annually delivered through the Willis Towers Watson platform, which allows to manage benefits in a simple and customised manner.
- **Supplementary pension funds**
The possibility to allocate one’s severance pay to funds such as Cometa or Solidarietà Veneto, to build a stronger social security future.
- **Parenting Support**
Besides the contractual welfare contributions, Omnia Technologies contributes €500 for each new birth.
- **Free language courses**
With the e-learning platform (Docebo), our people can take unlimited courses with native teachers, accessing educational materials and interactive activities.

	2024 Results	2025 Goals	
% of employees accessing the platform	100%	100%	Measuring the effectiveness and dissemination of the corporate welfare plan.
% employees who have used welfare vouchers	100%	100%	Percentage of use of welfare vouchers through the platform.
% employees who have used the canteen/meal vouchers	82%	90%	
% of members who have joined the Supplementary Pension Funds programme	41%	+10% Increase in employees joining the supplementary funds	Number of employees who have chosen to allocate their severance pay to a supplementary pension fund. Measurement of the level of adherence to supplementary welfare tools.

GRI 401-3 Parental leave

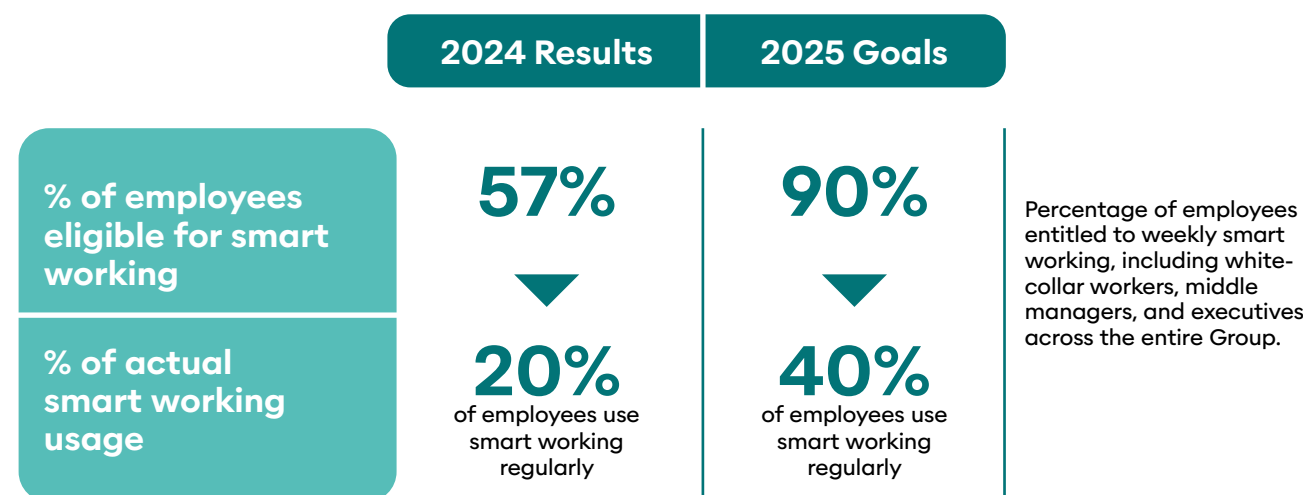
LEGEND: ● Men ● Women

	2022		2023		2024	
Employees who were entitled to it	100%		100%		100%	
Employees who used it	17	2	14	2	47	7
Employees who returned to work after taking parental leave	17	2	14	2	43	6
Employees who returned to work after taking parental leave and who were still employees of the organization within 12 months of returning	17	2	14	2	43	6
Return to work rate and retention rate of employees on parental leave*	100%		100%		100%	

*Rates are calculated as the total number of employees (resumed/remained in the following 12 months) divided by the total number of employees who should have returned after leave/returned in the previous reporting periods, by 100.

Work-life balance: we support the reconciliation of personal and professional commitments with flexible solutions such as smart working and customisable schedules to meet different life needs. **Smart working (according to L. 81/2017) has been in force since 1st April 2023**, with a regulation common to the various Italian offices and companies of the Group for those who, by role, skills and tasks assigned, are compatible with agile working within the limit of 1 day a week (two for those commuting 40 km from the premises), after signing an individual agreement with the People and Organisation Department.

This excludes workers, production employees, reception and concierge positions, and new recruits.



Inclusive Corporate Culture

Omnia Technologies promotes a corporate culture based on values of respect, transparency and inclusion to ensure that every person feels valued and involved in business decisions. The creation of a working environment that encourages active participation, dialogue and listening to different opinions is crucial for the group, given that the maximum potential of everyone can only be achieved in an open and collaborative environment.

In addition to the inclusiveness policies - already addressed in the paragraph → [Governance support tools](#) - the Group is committed to actions such as:

- **Transparent communication:** regular dissemination of updates on business objectives, outcomes and challenges, with the aim of fostering an open and continuous dialogue between the different levels of the organisation.
 - Intranet, the Group intranet serves as the central hub for internal communication, where all strategic updates, sustainability initiatives, training materials and corporate news are published regularly. Its accessible and well-structured format ensures that everyone remains informed and aligned, reinforcing a culture of transparency and shared purpose.
 - Townhall is one of the internal engagement methods introduced by the Group: starting from the first quarter of 2025, the CEO shares strategies, key messages and corporate objectives, thus fostering transparency and internal alignment among all the people of the Group.
 - Also at the beginning of 2025, the Sustainability team, together with the Managing Directors of the various divisions, embarked on a Roadshow, visiting the main production sites of the Group. These occasions offered an opportunity to report the progress achieved, both in terms of growth and sustainable planning, involving all people in the responsible development path of the company.
- **Spaces for sharing and participation:** creating structured opportunities for people to express ideas, proposals and observations, contributing to trust, active listening and collaboration.

In the metalworking industry there is a marked prevalence of men, due to historical and structural reasons. As a matter of fact, the most sought positions require engineering and technical-scientific skills, areas in which, in Italy, women graduates represent only **16.8% between 25 and 34 years** of age, compared to 37% of men (2024 data). This imbalance significantly reduces the pool of available female talent and has contributed over time to a marked gender gap in the industry. **However, we believe that a diverse team is a strategic asset: a workforce of people with different backgrounds and sensitivities promotes innovation, dialogue and business growth.** A predominantly male presence, on the contrary, could limit the organisation's development potential.

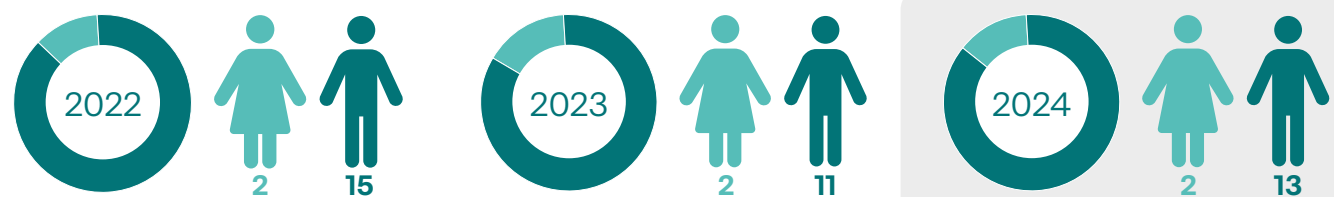
That is why we have included gender equality as one of the pillars of our 2030 Action Plan, with clear and measurable goals. Our commitment, formally launched in 2022, is supported by corporate leadership and translates into concrete actions to improve inclusiveness in the company. We are aware that change takes time, but the progress already made confirms that we are moving in the right direction.

In 2024, there was a 38% increase in female recruitment, most occupying corporate staff positions compared to 2023. Today, besides corporate functions, the functions coordinated and managed by women management are: Marketing and Sustainability, Service and After Sales, People & Organization, Sales back office, Continuous Plant Improvement and Area Managers.

LEGEND: ● Men ● Women

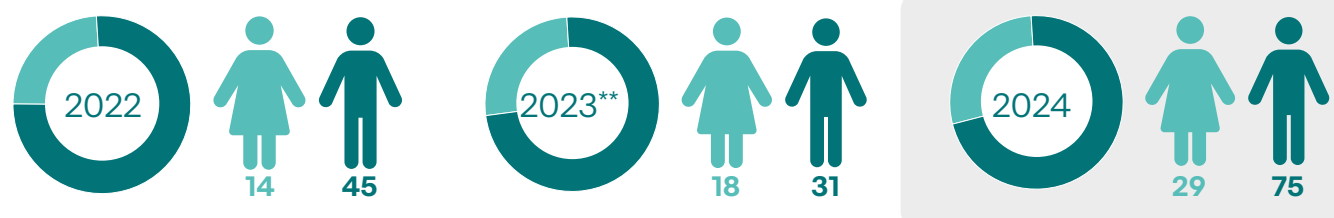
Data updated as of December 31, 2024.

C-Suite* - FTE employees



*The expression C-Suite refers to all managers reporting directly to the Chief Executive Officer.

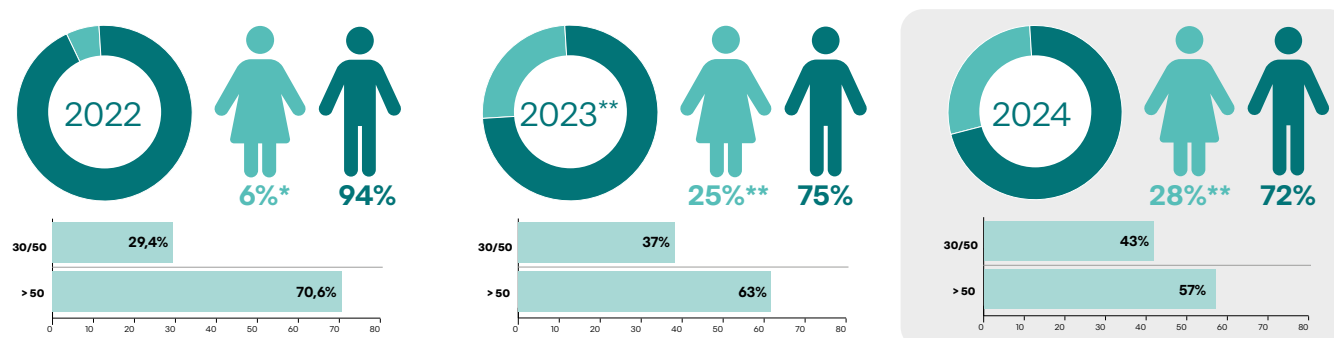
Senior management* - FTE employees



*Persons who by seniority and/or experience hold managerial positions and/or responsibilities (managers, middle-ranking managers and their direct reports). Corresponds to the C-Suite and a lower reporting level

**2023 data show a negative variation compared to 2022 because a new calculation method has been adopted

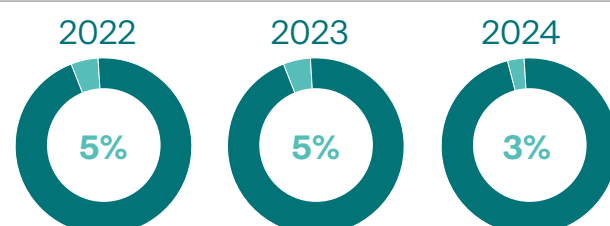
Composition of the Board of Directors



*In 2022 a member of the Board of Directors resigned

**Inclusion of a new member in the Board of Directors

Employees with disabilities



The data refers to FTEs (Full-Time Equivalents) within protected categories, in compliance with legal requirements and proportional to the total workforce. In 2023, 23 employees were included (4 office staff and 19 production workers, including 5 women). In 2024, the number increased to 67 individuals (26 office staff and 41 production workers, including 11 women), due to mergers and workforce expansion, while maintaining a stable percentage relative to the total number of employees.



Diversity, Equity and Inclusion management system

ISO 30415:2021 and UNI/PdR 125:2022 are two separate but complementary tools to promote diversity, equity and inclusion in organizations. ISO 30415 is a voluntary international standard that provides general guidelines for integrating the DEI principles into corporate culture, leadership and processes, with a qualitative and long-term sustainability-oriented approach. It does not require formal certification and is applicable to every type of organisation.

UNI/PdR 125, on the other hand, is an Italian reference practice focused mainly on gender equality and provides for an official certification system, based on quantitative and measurable indicators. It is designed to help Italian companies monitor and improve their performance on gender equity, including concrete benefits in terms of tax, reputational and access to public funds.

Evaluation of the D&I model according to ISO 30415

In 2024, Omnia Technologies commissioned an independent third party to assess the maturity of its HR model against the ISO 30415:2021 - diversity & inclusion - international standard.

The standard provides a framework for systemically integrating principles of diversity and inclusion across the entire human resource lifecycle, from internal governance to relationships with suppliers and stakeholders, promoting equity and equal opportunities.

The assessment showed that the **Group demonstrates a strong sensitivity to the matter and a concrete commitment. However, it also showed that the D&I principles are not yet fully integrated** into a formalised business strategy, nor supported by a widespread reporting system.

The organisation has provided useful recommendations to reinforce and consolidate the approach, focusing on:

- greater integration of D&I principles into culture and day-to-day activities;
- the cross-functional involvement of all functions;
- an extension of responsibility for the management and monitoring of D&I policies.

These steps will be key to continuing the journey toward an increasingly inclusive workplace, where diversity becomes a real driver of growth and innovation.





UNI/PdR 125:2022 certification – Commitment to gender equality

Omnia Technologies, as a benefit corporation, has structured a gender equality management system to obtain UNI/PdR 125:2022 certification, strengthening its commitment to inclusion, respect for diversity and professional equity. **The certification path, which was concluded with the audit in December 2024 (with certification active since 31 January 2025), assessed several business areas, confirming the presence of robust policies and operational tools for diversity management.**

The main initiatives implemented by the Group, in addition to the **corporate policies for Diversity, Equity and Inclusion (DE&I) and the DE&I Guide Committee, include:**

- **Inclusion-based HR processes:** selection, onboarding, training and internal mobility policies have been structured to ensure equal treatment, with a focus on female representation in leadership roles and equal pay.
- **Equal pay and corporate welfare:** Omnia Technologies continuously monitors and analyses payroll to identify and correct gender inequality. The average wage difference between men and women at 31/12 /2024 stands at 10%.
- **Communication and training on gender equality:** the company regularly promotes awareness-raising campaigns on inclusion issues, using different communication channels (website, company bulletin boards, training events). Webinars and meetings on diversity and inclusion were organised in 2024.

The UNI/PdR 125:2022-certified group member companies in 2024 are:

- Omnia Della Toffola (perimeter referring to 2024)
- Bertolaso Group
- Tmci Padovan
- Ape Officine Italy
- Ave Technologies
- Innotec
- Sap Italy

With regard to the ISO 30415 standard, the whole group perimeter, including abroad, was assessed.



Safety Culture

In our production plants we carry out **complex and highly specialised activities**: including assembly of electrical, electronic, mechanical and pneumatic components, metalwork with machine tools such as lathes, drills, welding machines, presses and shears. Internal handling is carried out using electric forklifts, pallet trucks and overhead cranes. In addition, some activities are carried out directly at customers' premises, for the assembly and servicing of installations.

There are many professionals involved: carpenters, welders, assembly and warehouse workers, travel engineers, and office personnel (video terminal operators). The main risks are related to the use of mobile equipment and specific machinery, which is why occupational **health and safety is one of the most important material issues for us.**

The risk assessment is conducted in accordance with **Italian Legislative Decree 81/08**, by our Prevention and Protection Service, also with the support of external consultants for instrumental analysis. Monitoring is continuous and allows for timely intervention with corrective actions and improvement plans.

All Italian plants are certified according to the **UNI EN ISO 45001:2018** standard, thanks to an integrated system that includes procedures, data management and shared reporting. Safety is also at the heart of business growth processes: each new acquisition is preceded by **due diligence**, audit and post-merge support, with particular focus on HSE (Health, Safety, Environment) issues. At group level:

- **The HSE Manager** guides safety and environment activities and ensures consistency in data collection and management.
- **The annual meetings** between employers, RSPP, RLS and the physician in charge ensure dialogue and transparency in all plants.
- **A health protocol** is applied for each worker, with medical examinations and specialist tests performed by affiliated occupational health centres.
- New employees are provided with information on **health fund and supplementary healthcare support (Metasalute)**, with coverage extended to tax-dependent family members.

Safety is not just a matter of compliance with the rules: it is a mindset that we promote every day. That is why:

- We invest in **continuous training**, customised depending on the task.
- We promote the correct use of **PPE** and strict compliance with operational procedures.
- We value **active reporting** of incidents, near miss and risk situations to continuously improve our processes.

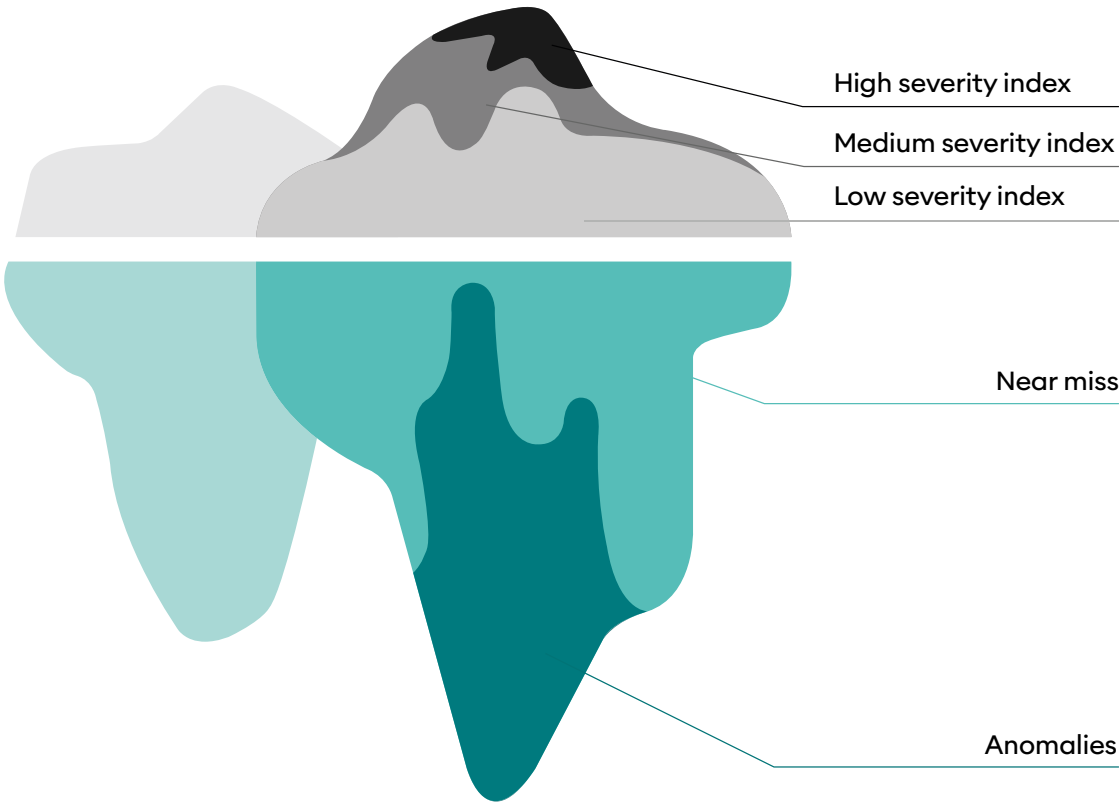
During the reporting period, there were **24 accidents** (+10.5% compared to 2023), **all of minor/medium level**: excoriations, bruises, small cuts or foreign bodies in the eye. Although the figure has increased compared to the previous year, it should be noted that **the ratio between the number of accidents and the number of employees has decreased by 37%, due to the increase in the number of people who joined the group.** The cases relate to Italian factories, which are therefore productive. For each individual accident, a report was drawn up containing the details of the accident, the causes that led to it and evidence of how the company trained its staff following the accident (workers training report at the end of the activity). **In 2024, we recorded 8 near miss cases (same number as 2023).**

The health and safety data, finalized at the end of the year, are reported within the **annual safety meeting, carried out for each company**, (as laid down by the Legislative Decree 81/08), and as part of the **management review** (as laid down by the ISO 45001 standard) where we also share the necessary improvement actions.

There have been no occupational diseases in the last three years, including those from previous periods.

Currently, Omnia Technologies is not yet able to effectively monitor and manage health and safety aspects within its value chain.

Heinrich's theory



Represented in the iceberg shows that serious accidents are only the visible tip of the safety problem, while the submerged part includes a much larger number of less serious accidents, near misses and anomalies. The safety pyramid highlights that for every major incident there are many more minor incidents and unreported dangerous situations that could lead to accidents if they are not handled properly.

Employee accident rate

	2022	2023	2024	Change from previous year
Number of recordable accidents	19	21	24	+14.3%
Including fatal/serious consequences	-	-	-	-
Including in progress	-	-	-	-
Total number of working hours	1,688,888	2,517,050	7,168,113	+185%
Rate of recordable occupational accidents*	2.25	1.67	0.67	-60%

All Group accident data is updated as of 31.12.
* The rate is calculated by multiplying the number of recordable accidents by 200,000 divided by the total number of hours worked.

Contractor accident rates*

	2022	2023	2024	Change from previous year
Number of recordable accidents	2	0	0	/
Including fatal/serious consequences	-	-	-	-
Including in progress	-	-	-	-
Total number of working hours	82,087	137,600	62,500	-55%
Rate of recordable occupational accidents**	4.46	0	0	/

All Group accident data is updated as of 31.12.
* Contractors are suppliers used for specific installation and maintenance of our production lines and machinery.
** The rate is calculated by multiplying the number of recordable accidents by 200,000 divided by the total number of hours worked.

Accident absence rate

	2022	2023	2024
Days lost due to injury*	562	764	466
Accident severity Rate**	0.33%	0.30%	0.13%
Absence Rate***	4.0%	3.5%	2.4%

All Group accident data is updated as of 31.12.
The data are defined according to the calculation methods applied in our periodic progress reports.
* The calculation includes both days lost due to an accident and working days lost due to unforeseen accidents that caused work interruption. The days are expressed as full equivalent days in order to make working days of different lengths comparable.
** The rate is calculated as follows: number of working days lost (due to work accidents) x 1,000/total hours worked
*** The rate is calculated as the total number of days lost due to illness, accident, etc. (including paid sick leave, but excluding other entitlements to periods of leave from paid work such as paid leave, public holidays) divided by the expected working days of the staff.



Engagement and Talents Development

In the metalworking industry, where technical skills are essential, the difficulty of attracting and retaining specialised staff is a real and increasingly urgent challenge. Positions such as welders, fitters or travel technicians are not easily available, and their absence can have immediate effects: longer production times, delays in delivery and difficulties in maintaining high quality standards. To safeguard operational efficiency, customer trust and competitiveness, the Group actively monitors potential risks linked to workforce shortages. These situations are managed through proactive planning, aimed at reducing pressure on existing teams and preventing overload, stress and turnover. Particular attention is also given to preserving technical know-how developed over time through hands-on experience, recognised as a strategic asset for sustainable growth. To meet this challenge, companies like Omnia Technologies are changing their approach: waiting for talents is no longer enough, one has to train them. Therefore, investing in internal training, working with schools and ITS, enhancing technical trades and improving the business climate are all strategic levers.

In this process, the selection and onboarding phases are not isolated, but the first two fundamental steps to building a solid relationship between the company and its people. In an industry like the metalwork one, where skills are valuable and difficult to replace, performing these two steps well can make a true difference.

People vetting

Omnia Technologies employs more than 2,600 highly qualified people, equally divided between productive and administrative roles, with a predominantly technical-scientific background. In order to achieve the desired growth results, in addition to cultivating and developing existing staff, our Group recognizes the importance of investing in the active search for qualified resources, in particular **engineers with expertise in the fields of environment, health and safety, and research and development; these profiles are highly sought-after and therefore difficult to find.**

To select and integrate the most suitable people, we have established strategic partnerships with universities and professional institutes – in the territories where we operate with our corporate office. These collaborations with organizations such as ITS and the Universities of Veneto, Piedmont, Emilia Romagna, and Tuscany, have already allowed us to find significant employment opportunities and greater connections in the regions in which we operate.



Activities with schools – universities and research institutions 2022- 2024

	STAKEHOLDERS	FOCUS	DURATION
Curricular Internships (PCTO) and University	With high schools and various italian universities	- Production and mechanical assembly R&D (R&D, engineering, manufacturing, assembly), - Administration, sales and shipping department, PM office. (Accounting, finance, control; ICT, HSE, compliance); Most of these internships do not provide for job placement within the companies of the group	2022 onwards
Career days	With high schools and various italian universities	Employer branding and talent attraction in the main italian universities	2022 onwards
Open days in the company	With high schools and various Italian universities	Group presentation, plants visit, technical interaction between students and Omnia Technologies collaborators	2022 onwards
Multi-year partnerships	Catholic University of Milan - Food Technology, Oenology and Environment section of the DiSTAS Department	Experimentation and subsequent validation and implementation of control systems, detection and monitoring of parameters to conduct targeted winemaking. DIGIWINE 4.0: a research project focused on the analysis and testing of dealcoholised wines produced with our machineries, aiming to explore innovative approaches to product quality, sensory profiling and sustainable production processes.	2022 onwards
Lectures and interventions during lessons and seminars	Italian and foreign universities	Topics covered: international marketing and management; innovation and sustainability in the wine sector; distillation plants with reduced carbon footprint	2022 onwards



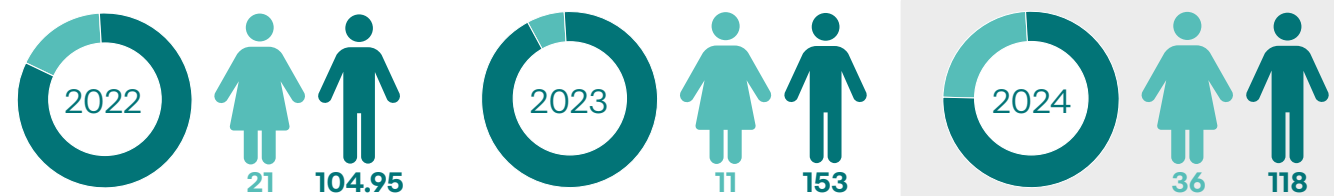
In the last 3 years, staff turnover has been substantially aligned and the ratio of revenue to expenditure remains positive.

Compared to 2023, new entries refer to roles related to engineering, project management, as well as strengthening staff functions such as administration, finance and control, ICT, People & Organization, HSE & Compliance, marketing and sales. In the case of terminations, these are voluntary resignations in most cases in different positions and levels where any retention action was difficult.

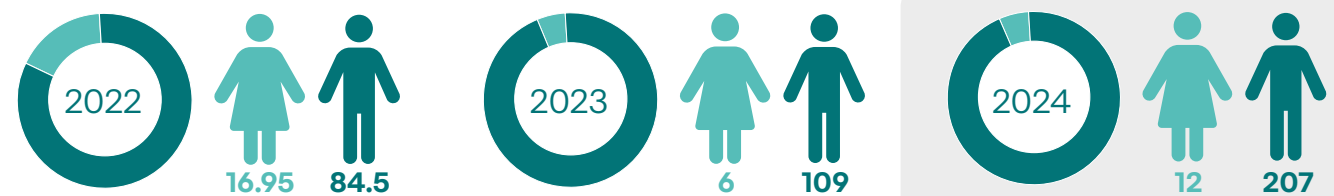
LEGEND: ● Men ● Women

Data updated as of December 31, 2024.

Open-ended contract FTE employees



Terminations at 31-12* Open-ended contract FTE employees



* In the count, both voluntary resignation and dismissals are considered

Onboarding

In 2024, we adopted a new personalised and digital approach to create an onboarding experience that is modern, inclusive and easily accessible. The aim is to facilitate the integration of new recruits, making them immediately feel part of the Group and providing them with the necessary tools to operate independently within the organisation.

The process starts the day before our employees join the organisation, with a communication from the People & Organisation team containing all the practical information useful for the introduction and organisation of the first day.

On the first day, the People & Organisation department welcomes new colleagues with a welcome meeting, during which the group is introduced and the first moment of support begins within the company.

Then there is the digital onboarding process: through our intranet and the e-learning platform, new hires have access to dedicated training content and digital tips designed to deepen their knowledge of the Group, its values and its operational process.



3.3

Pillar Environmental Impacts Reduction

To discover the activities carried out in previous years, scan or click here





Our Roadmap

ENVIRONMENTAL IMPACTS REDUCTION GOALS			
GOAL	OWNERS	ACHIEVED 2024	KEY 2025 PROJECTS
12 Aspiring Group Net Zero Emission by 2030	Group HSE Manager	▪ Development of ESG management platform (Salesforce Net ZeroCloud) ▪ SBTi 2022 target evaluation ▪ Scope 1,2 and 3 calculation and compensation	▪ SBTi recalculation baseline and target definition on 2024 perimeter ▪ Scope 1,2 and 3 recalculation for 2024
13 Building a green and circular energy model	Group HSE Manager	▪ Increasing green energy supply in newly acquired companies ▪ FTV in new HQ ▪ Action plan for green fleet ▪ Energy Sensors ordered	▪ Implement new acquisitions into the Sinergia Platform to have transparency over consumption and to have 100% green energy ▪ Action plan for green fleet ▪ Energy Sensors installation by Q2 (subject to DT and Ave)
14 Develop a circular materials management model	Group HSE Manager	▪ Disclosure of waste procedure to OT population ▪ Setting goals and action plan on packaging materials to reduce impact – green procurement ▪ ESG questionnaire to suppliers to identify existing good practices and monitoring the supply chain	▪ New platform to control waste management (and to be aligned with RENTRI) ▪ Setting goals and action plan on packaging materials to reduce impact – green procurement ▪ Supply chain – suppliers’ engagement after assessment
15 Minimise water consumption	Group HSE Manager	▪ Design of machine washing process system ▪ Start-up of the first water recovery system	▪ Water recovery for proof test
16 Implement an Environmental Management System	Group HSE Manager	▪ Maintaining all certifications and integration of newly acquired companies	▪ Maintaining all certifications and integration of newly acquired companies
17 Make working environments ecofriendly	Group HSE Manager	▪ Interior and exterior design project for new OT headquarter in Signoressa ▪ LEED Building certification for new HQ	▪ Interior and exterior design project for new OT headquarter in Signoressa deadline September 2025 ▪ LEED Building certification for new HQ

Reducing environmental impact is a strategic priority for us and a key element of our sustainability plan. With this in mind, we are constantly committed to **reducing energy consumption, mitigating emissions into the atmosphere, efficiently managing water resources and continuously improving waste management** in accordance with the principles of the circular economy. Optimising production cycles and technologies used in industrial processes is an integral part of our environmental strategy, with the aim of increasing overall efficiency and improving environmental performance.

This commitment is particularly important in a context of growth and expansion of the Group, where it is essential to ensure that industrial development takes place in a responsible manner, reducing environmental impacts and integrating sustainability criteria into all operational phases of the Group's companies.

Compliance with existing environmental legislation is ensured by a **structured Supervision and control system**. Designated individuals, including the **Health, Safety and Environment Manager** (HSE Manager), conduct periodic audits to ensure that the company's activities fully comply with laws and regulations. The HSE Team also has the task of promoting a sustainability-oriented corporate culture, including through training and awareness-raising initiatives that make staff aware of their role in protecting the environment and pursuing corporate sustainability objectives.

Since 2023, the Group has obtained and undertakes every year to maintain **the certification of its Integrated Management System**, in compliance with the **UNI EN ISO 9001 (Quality), UNI EN ISO 14001 (Environment) and UNI ISO 45001 (Occupational Health and Safety)** standards. The adoption of an **environmental Management System** is an enabling factor for the systematic integration of environmental issues into business strategies, allowing **continuous monitoring of performance, early identification of areas for improvement and the adoption of preventive measures to reduce the environmental impact of our activities**.

Energy

We are firmly committed to adopting innovative and sustainable technological solutions aimed at **reducing the environmental impact of our operations, particularly in relation to energy consumption**. Through the integration of the best available technologies and the continuous optimisation of production processes, we aim at a progressive reduction in overall energy consumption. At the same time, we are promoting **the increasing use of renewable energy sources**, with the aim of significantly increasing the share of clean energy used, contributing to the **transition to a less carbon-intensive and more environmentally sustainable development model**.

Total energy consumption in the Group*

L.M.	2022	2023	2024
kWh	8,868,882	10,087,265	18,371,988
MJ	31,927,975	36,314,154	66,139,157

* The data are processed based on our periodic progress reports

The main energy carriers used by the Group are **electricity and natural gas**, which are essential for the operation of both production facilities and space heating systems. These energy sources supply many stages of the production process, including laser cutting, which requires a high electrical input to ensure operational accuracy and efficiency; welding, which uses both electricity and gas to ensure reliable mechanical joints; and carpentry, where continuous operation of machinery is ensured by a stable energy supply. The role of electricity in the power supply of machine tools and computerised numerical control (CNC) systems, whose efficiency and precision are an essential requirement for the Group's modern production standards, is also particularly important.

Compared to the previous year, **energy consumption increased by +82.13%**. This change is mainly due to the broadening of reporting boundaries as a result of **the integration of new companies within the group's perimeter**, which has led to a significant increase in overall energy demand.



GRI 302-1 Total natural gas consumption*

L.M.	2022	2023	2024
kWh	4,520,234	4,256,910	9,384,116
MJ	16,272,844	15,324,876	33,782,818

* The data are processed based on our periodic progress reports

The extension of reporting boundaries due to new acquisitions has had a major impact on methane consumption, which has increased by +120%.

GRI 302-1 Electricity consumption*

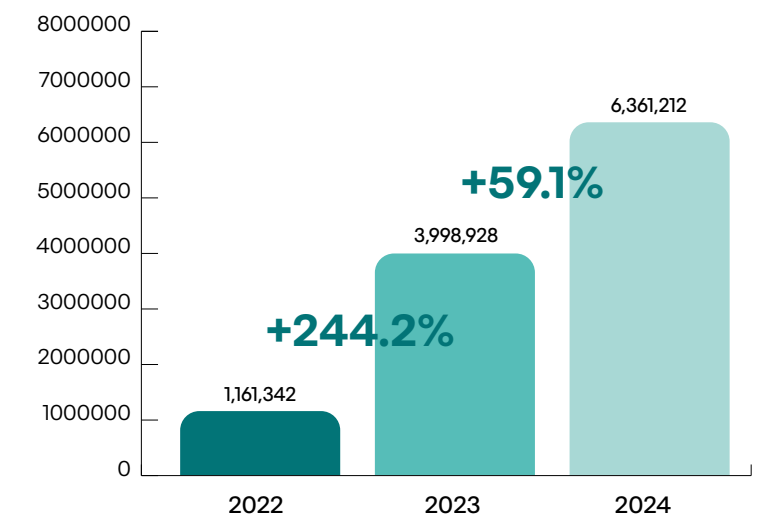
L.M.	2022	2023	2024
TOTAL			
kWh	4,348,648	5,830,355	8,987,872
MJ	15,655,133	20,989,277	32,356,339
FROM RENEWABLE SOURCES (SELF-PRODUCED AND PURCHASED CERTIFIED)			
kWh	1,161,342	3,998,928	6,361,212
MJ	4,180,830	14,396,139	22,900,364
FROM NON-RENEWABLE SOURCES			
kWh	3,187,306	1,831,427	2,626,660
MJ	11,474,303	6,593,138	9,455,976

* The data are processed based on our periodic progress reports

In line with our development plan and the objective of adopting a green and circular energy model, in 2023 we installed five photovoltaic systems at the production sites of Omnia Technologies, Bertolaso (sites 1 and 2), Ave Technologies, and Sirio Aliberti, for a total capacity of 1,646 kWp. Overall, the installation of these systems enabled us to cover, on average, 60% of the electricity demand of the aforementioned sites, while simultaneously reducing CO₂ emissions by approximately 1,300 tonnes per year.

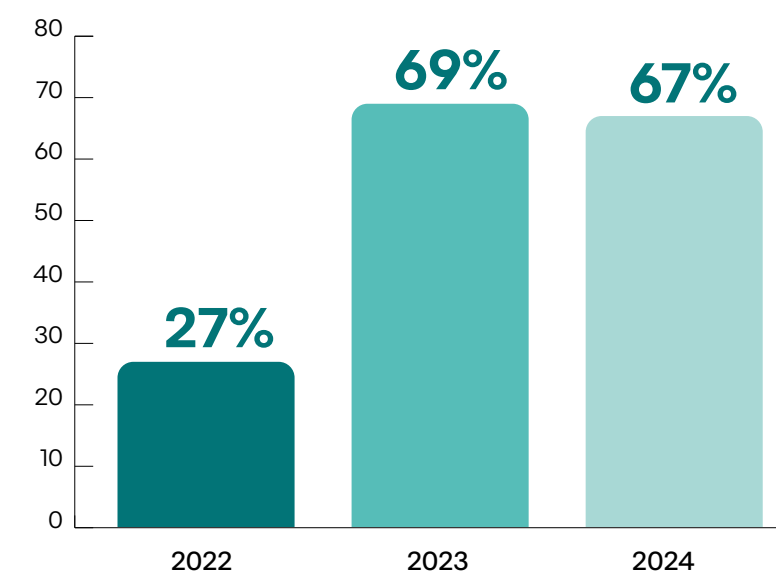
In 2025, we plan to further increase the area dedicated to renewable energy production with the installation of photovoltaic panels providing an additional 178 kWp of capacity to support the new headquarters currently under construction.

Renewable electricity consumption over the years



Despite the significant expansion of the company perimeter in 2024, we reaffirm our commitment to energy sustainability by signing **supply agreements with qualified operators for the provision of electricity from renewable sources**. This strategy has enabled us to maintain a **high percentage of renewable electricity, which stands at 67%**, a slight decrease compared to 69% in the previous year, yet fully aligned with our objective of ensuring an increasingly sustainable energy supply, even in a context of growth.

Renewable electricity purchased*



*Weighted average of electricity from renewable sources purchased in the specific year.

Source: Group's 2024 GHG report.



Emissions

Emissions measurement represents the fundamental prerequisite for undertaking effective reduction actions. Therefore, as we do every year, we prepared a Group Carbon Footprint Report in accordance with the international GHG Protocol standard, which accounts for our Scope 1, Scope 2, and Scope 3 emissions.

This activity enables us to accurately assess the Group's emissions performance for a clear and comprehensive understanding of the environmental impact generated by our activities across the entire value chain.

To account all Scopes, we applied the financial audit approach, meaning that we included all emissions arising from operations falling under our economic and managerial control.

With regard to companies where reliable data could not be collected, emissions were estimated based on their revenue.

Below are the emission sources considered, broken down by Scope:

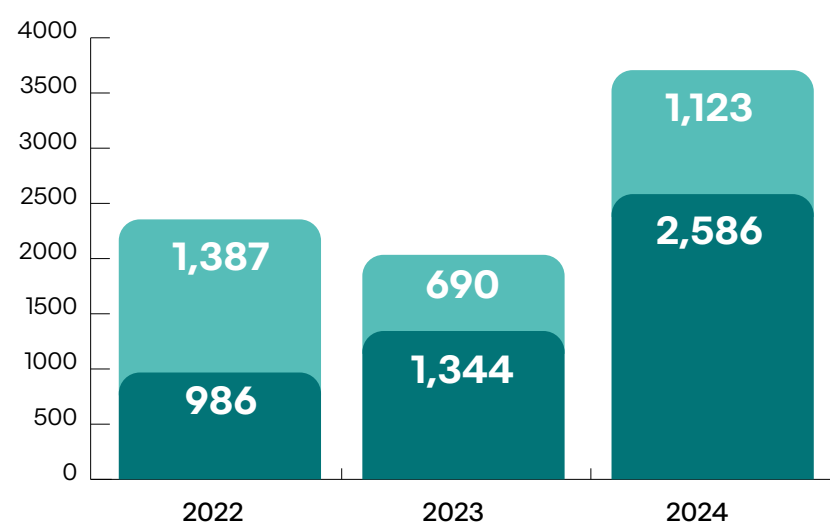
- Scope 1 emissions include all direct emissions from our operations, such as those resulting from the combustion of fuels at our facilities and from the vehicles in our fleet.
- Scope 2 emissions relate to indirect emissions associated with the electricity purchased and consumed.
- Scope 3 emissions encompass all other indirect emissions along the value chain, including the transportation and use phase of our sold equipment, business travel, procurement of materials, waste and wastewater management, employee commuting, and consumption of leased/rented company vehicles.

Thanks to this detailed mapping of emissions, we can identify key areas for intervention to reduce our environmental impact.

We are investing in advanced technologies and more sustainable operational practices, while actively promoting awareness and training among our employees and partners to ensure a shared understanding of the importance of emissions reduction.

GRI 305-1 e 2 Group Scope 1 and 2 emissions*

LEGEND:
 ● Scope 1
 ● Scope 2 (Market-based)



* The data are processed based on our organization GHG report

In 2024, the Group recorded a significant increase in greenhouse gas emissions compared to previous years.

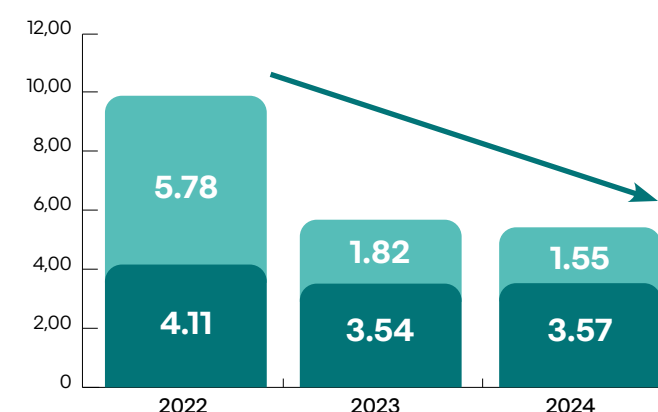
This rise is primarily attributable to the expansion of the company's scope, which included new production plants in China and France, as well as the consolidation of operations in Italy.

In detail:

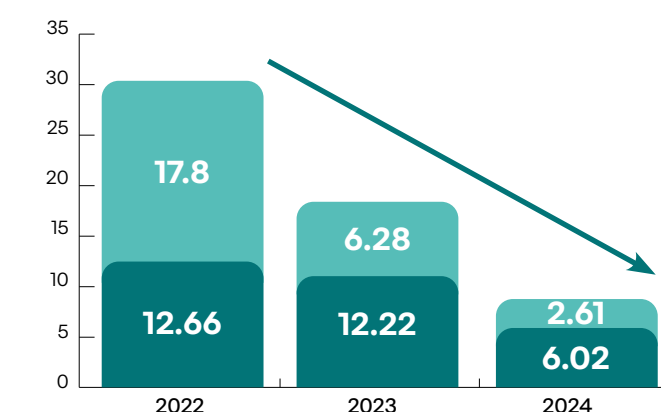
- Scope 1 increased from 986 tCO₂eq in 2022 to 1,344 tCO₂eq in 2023, reaching 2,586 tCO₂eq in 2024 - an increase of +162% compared to 2022 and +92% compared to 2023.
- Scope 2 (Market-Based) fell from 1,387 tCO₂eq in 2022 to 690 tCO₂eq in 2023, then rose again to 1,123 tCO₂eq in 2024, reflecting a recovery in electricity consumption at new sites.

Group Scope 1&2 emissions over the years

t CO₂ eq/€M of revenue



Kg CO₂ eq/m²



LEGEND:

● Scope 1
 ● Scope 2 (Market-based)

The overall increase was therefore approximately double that of 2023, due to the integration of large-scale companies with significant energy consumption in 2024.

The most impactful emission source (Scope 1 and 2) remains the consumption of natural gas for heating production facilities, followed by electricity purchased and fuels used to power company-owned vehicles.

With regard to the latter, 30% of the fleet vehicles are either fully electric or hybrid, in line with the Group's decarbonisation strategies. Each year, during the renewal of the corporate fleet, increasingly low-emission solutions are proposed, introducing new models with improved environmental performance.

In 2024, despite the increase in Scope 2 emissions due to the new acquisitions, the share of electricity consumption from renewable sources remained essentially stable, decreasing only slightly from 69% in 2023 to 67% in 2024. This figure confirms the Group's ongoing commitment to reducing Scope 2 emissions through the *Market-Based* approach, which - unlike the *Location-Based* method - considers actual sourcing choices from certified renewable energy providers.

Regarding Scope 3, the various indirect emission sources considered allow us to gain a comprehensive and detailed overview of emissions across the entire value chain, identifying the key areas on which to focus in order to enhance the overall sustainability of our operations.

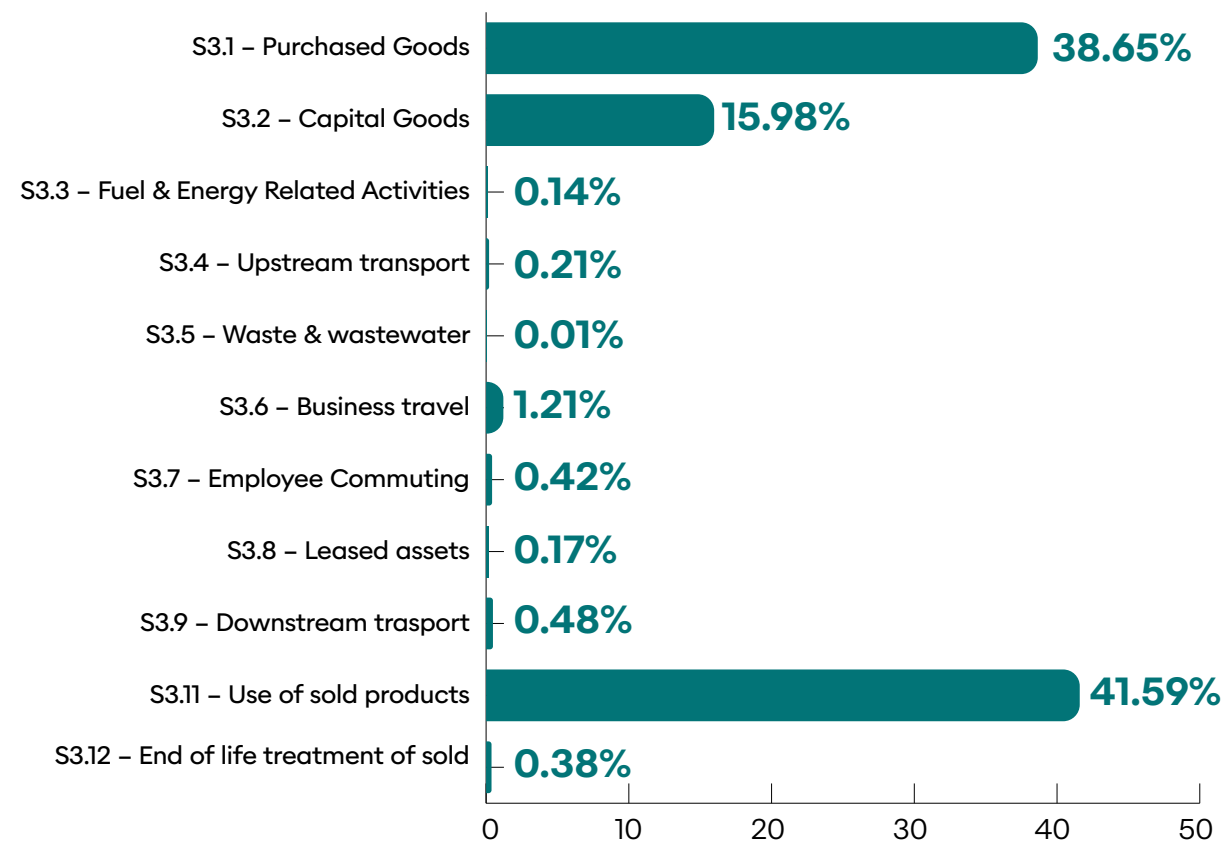
GRI 305-3 Group Scope 3 emissions*

L.M.	2022	2023	2024
tCO ₂ eq	177,726	162,246	744,476

* The data are processed based on our organization GHG report
 Source: Group's 2023 GHG report

In 2024, the Group's Scope 3 emissions totalled 744,476 tonnes of CO₂ equivalent, once again representing by far the predominant component of the overall carbon footprint. An analysis of the individual categories highlights a strong concentration in two main areas:

Scope 3: Group emissions by emission source (t CO₂-eq) 2023



Source: Group's 2024 GHG report

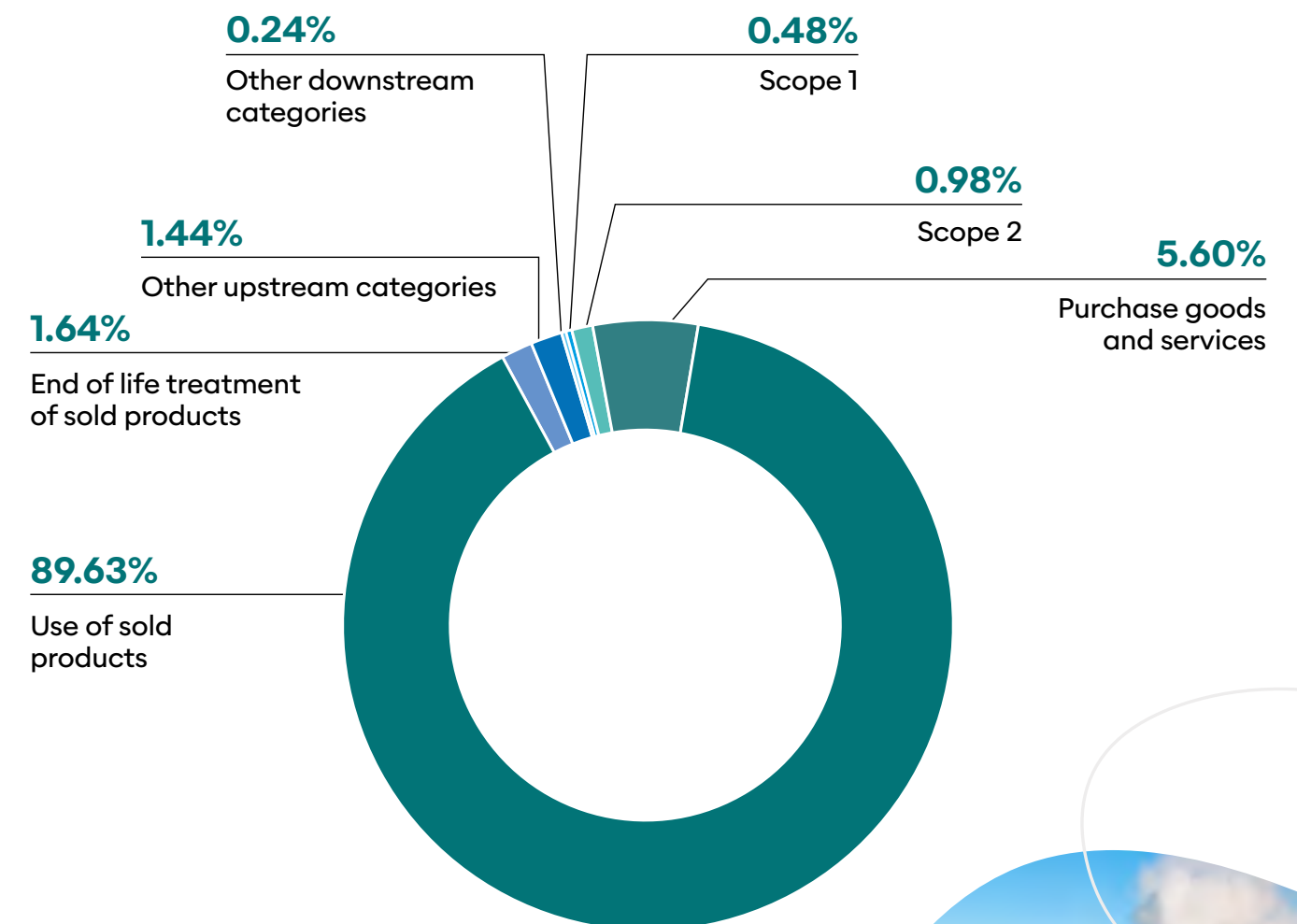
The use of sold products (S3.11) alone accounts for approximately **42%** of Scope 3 emissions, followed by purchased goods (S3.1), which contribute **39%**. These figures reflect the environmental impact generated both downstream, during the operational lifecycle of the products sold, and upstream, through the materials used in production processes. Combined, these two categories represent over 80% of total Scope 3 emissions, highlighting the need to focus decarbonisation efforts across the entire value chain.

Although the minor categories have a lower impact, they still offer room for improvement through targeted initiatives such as sustainable mobility, logistics optimisation, and waste management.

In light of this new emissions profile, it will be necessary to recalculate our Science Based Targets baseline (validated by the SBTi in 2024) to ensure the Group's decarbonisation targets remain aligned with its updated operational scope. This is a crucial step in maintaining alignment with international standards and upholding the credibility of the emissions reduction pathway.

The results are fully consistent with the findings of the 2022 CDP report, which highlights that, in the capital goods sector, the use of sold products is the primary source of Scope 3 emissions.

Scope 3: Categories % impact on total emissions – Industry: manufacturing / capital goods



Source: CDP Technical Note: Relevance of Scope 3 Categories by Sector





Carbon compensation

As a complement to Omnia Technologies' initiatives to manage and reduce its absolute greenhouse gas ("GHG") emissions, the Company has since 2022 purchased carbon credits to offset its unabated Scope 1 and 2 greenhouse gas emissions.

The Company's primary climate mitigation approach is to reduce its absolute carbon emissions over time. By purchasing of carbon credits, Omnia Technologies also provides carbon financing to climate mitigation projects beyond its value chain.

From the outset, the two projects from which Omnia Technologies has purchased carbon credits are the "Great Bear Forest Carbon" and the "Guatemalan Conservation Coast" projects. These two projects were chosen because of their strong credentials on environmental and biodiversity issues as well as their social initiatives.



Great Bear Forest Carbon ¹¹ Project , Canada

The Great Bear Forest covers 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 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.



Guatemalan Conservation Coast ¹² Project, Central America

The Guatemalan Conservation Coast program works to address the causes of deforestation through effective law enforcement, land use planning, education, economic opportunities, and sustainable agro-forestation 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.

¹¹ 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.

¹² 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 CO₂e.

SBTi - Science Based Target initiative

We continue our commitment to reducing climate change gases by joining Science-Based Targets (SBTi) to define shared goals. This commitment reflects our willingness to actively contribute to the fight against climate change and to align ourselves with the objectives of the Paris Agreement.

Joining Science-Based Targets provides us with a rigorous and scientifically founded guide to setting and achieving emission reduction targets that are in line with international best practice, strengthening our environmental responsibility, and also helping to improve our competitiveness and reputation in the global marketplace.

In 2023, we set and approved our emissions reduction targets to be achieved by 2030, certified by the Science Based Target in July 2030.

Our targets are a 42% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions compared to the 2022 reference year, to be achieved through intermediate annual reduction targets. We continue our commitment to reducing climate change gases by joining Science-Based Targets (SBTi) to define shared goals. This commitment reflects our willingness to actively contribute to the fight against climate change and to align ourselves with the objectives of the European Green Deal.

Joining Science-Based Targets provides us with a rigorous and scientifically founded guide to setting and achieving emission reduction targets that are in line with international best practice, strengthening our environmental responsibility, and also helping to improve our competitiveness and reputation in the global marketplace.

With the integration of newly acquired companies, the Group's organisational scope has expanded significantly,, making the current data no longer comparable with the SBTi baseline set in 2022. Therefore, by 2025, we have set ourselves the goal of reassessing the baseline using 2024 as the new reference year. According to the GHG Protocol, in order to monitor emissions consistently over time, companies must recalculate baseline year emissions when significant changes occur in the business structure or inventory calculation methodology. This approach is essential to ensure consistency and enable meaningful comparisons over time.

As both companies and emissions data are subject to continuous evolution, baseline year emissions likely need to be updated regularly to reflect changes in the evolution of the group and to ensure fair and transparent comparisons.

We therefore felt it necessary to have an internal policy that defines how to address the recalculation of the baseline:

- If structural, methodological or boundary changes result in a change of 5 % or more in scope 1, 2 or 3 emissions, the baseline year inventory will be recalculated and updated.
- The changes will be communicated to the Science Based Targets initiative at the end of the reporting fiscal year.

The recalculation will NOT be performed in the following cases:

- Systematic growth or decline of the holding;
- Acquisitions or disposals of non-existing assets in the baseline year.

In the event of significant structural changes in the middle of the year, both the current year and the baseline year will be recalculated for the whole year.

For acquisitions, in order to ensure complete and accurate data, recalculation may be performed up to 18 months after the integration of the acquired entity.

This policy ensures that our decarbonisation path is always based on up-to-date, consistent and comparable data, in line with internationally recognised best practices.

In support of the SBTi we have decided to implement the NET ZERO CLOUD platform, a useful tool to monitor emissions and to improve the reliability of our data.

Pollutant Emissions

With regard to **emissions of non-climate-altering pollutants**, these mainly concern **dusts and metals** generated by specific industrial processes, including cutting, welding, painting and, more generally, metal processing activities.

In all potentially impacting plants, continuous monitoring of the regulatory framework is in place, with particular attention to the requirements of the **Integrated Environmental Authorization (AUA)**. This authorisation, issued by the competent authorities, regulates emissions into the air and imposes on companies a number of obligations, including: compliance with specific emission limits for pollutants, the adoption of appropriate abatement systems, periodic recording and monitoring of emissions, and the submission of periodic reports and updates. Compliance with these requirements is an essential element for us to ensure regulatory compliance and to minimise the environmental impact of our production activities.

Chemical Substances

We adopt a responsible and precautionary approach to the management of chemical substances used in our operations, with the primary objective of minimising potential environmental impacts, while ensuring people's safety and environmental protection.

The main substances used include detergents, lubricants, paints, enamels, and other chemicals essential for production and maintenance processes. The management of these substances is governed by a dedicated procedure within our environmental management system, which is compliant with the **UNI EN ISO 14001** standard. This procedure applies to all stages of the chemical substances' lifecycle: from procurement and storage to usage and disposal.

Specifically, the procedure defines roles, responsibilities, and operational methods aimed at:

- ensuring **safe storage** in compliance with current regulations;
- preventing and reducing **potential accidental spills**;
- promoting, where possible, the use of **substances with lower environmental** and health risks;
- ensuring **continuous training** for personnel involved in the handling and management of chemical substances;
- conducting **ongoing monitoring** of stored and used substances, particularly in relation to their potential environmental impact.

This systematic approach enables us to reduce the environmental risks associated with the use of chemical substances and to improve the effectiveness of our preventive measures.



Circularity

We recognise the importance of **responsible waste management** as a key lever for the protection of natural resources and the reduction of environmental pollution. With this in mind, we systematically analyse each stage of the production cycle in order to identify the areas with the greatest impact and **adopt targeted solutions aimed at preventing and gradually reducing waste generation**.

The **main internal activities responsible for the generation of waste** are related to specific production processes, including: laser cutting for the production of semi-finished products, steel processing for finishing operations, washing of components in preparation for final assembly, as well as packaging management, both incoming (for products and semi-finished products) and outgoing (for finished products) (→ [Value chain](#)).

Following these processes, the main generated waste comprises both **hazardous material**, like washing aqueous solutions and pickling acids, as well as **non-hazardous material**, including iron, steel and metal chips. By adopting effective recovery and management systems, we are able to direct **100% of this waste to recycling**, effectively eliminating waste intended for disposal and making a real contribution to the circularity of resources.

All waste data collected come from the loading/unloading records, managed by specific software or paper record and then extrapolated from software for each group company on a quarterly basis and at the end of the year.

GRI 306 3-5 waste generation and destination*

	2022	2023	2024
TOTAL WASTE PRODUCED (ton)	1,346.43	2,095.37	3,203.57
Including recovered	99.8%	98%	99.5%
Including disposed	0.2%	2%	0.5%
HAZARDOUS WASTE (ton)	403.8	719.74	876.37
Including recovered	99%	99%	100%
Including disposed	1%	1%	0%
NON-HAZARDOUS WASTE (ton)	942.63	1,675.63	2,327.2
Including recovered	99.7%	97%	99.3%
Including disposed	0.3%	3%	0.7%

* The data are processed based on our periodic progress reports; they refer to the sum of the waste generated in the various companies of the Group in the reference year.

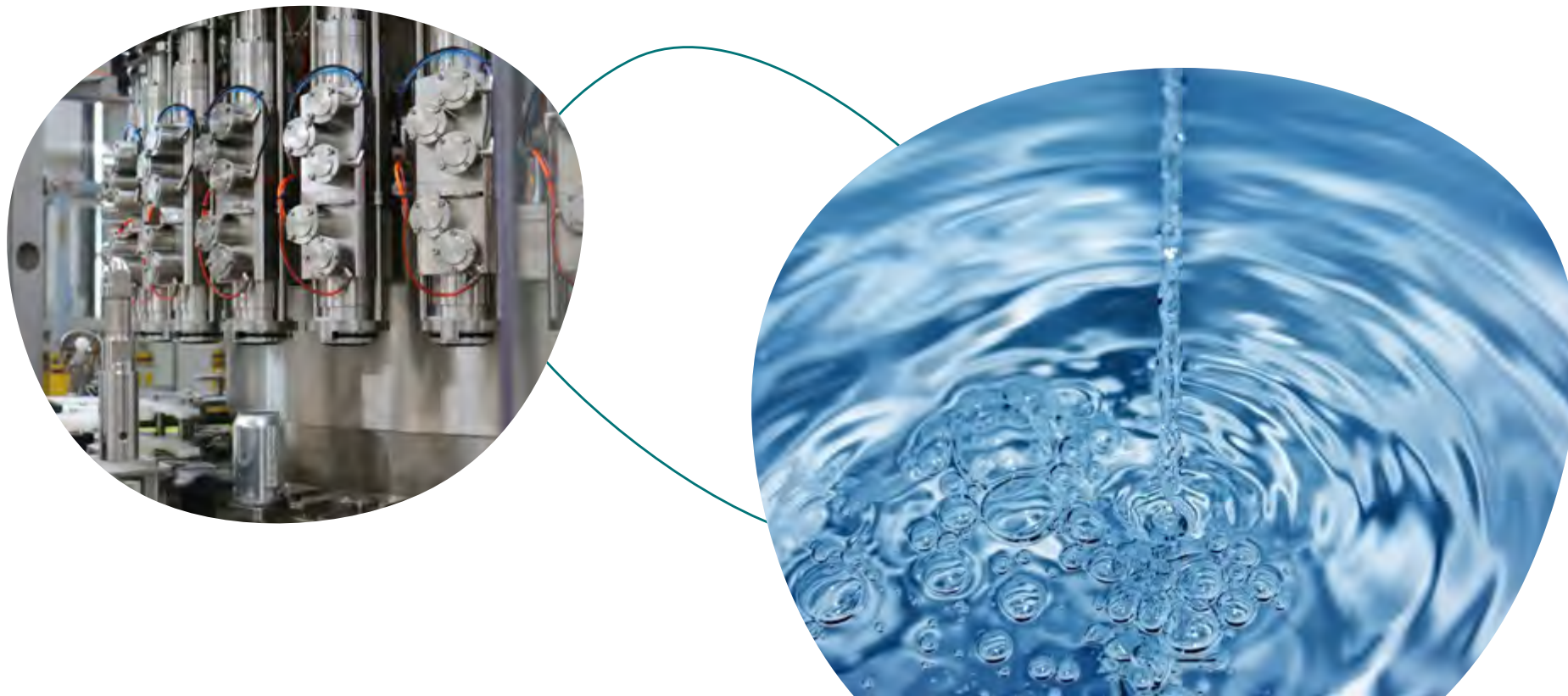
The new acquisitions made in 2024 led to an overall increase in the amount of waste generated, by +52%. The increase mainly came from non-hazardous waste, which is the most significant growing type. Despite this increase, we have maintained high levels of efficiency in waste management and recovery: 100% of hazardous waste and 99.3% of non-hazardous waste have been recovered.

This was achieved through several group-wide activities in 2024, aimed at continuously improving waste management. Firstly, we have focused on the correct identification of waste, both from a documentary and analytical point of view and by adopting clear and widespread visual signage in the plants. We have also invested in appropriate containment basins and containers to ensure the proper temporary storage of waste, before it is sent to approved sites.

A further step forward has been taken in rationalising suppliers, with a focus on geographically neighbouring plants, in order to optimise logistics and reduce the environmental impact of waste transport. In line with current legislation, 2024 also saw the launch of the National Electronic Register for Waste Traceability ("Registro Elettronico Nazionale per la Tracciabilità dei Rifiuti" - RENTRI) system, which allows a precise control of all movements and related regulatory requirements. At the same time, a management software specifically designed for the electronic waste management at group level has been implemented, in line with the provisions of the RENTRI system.

These measures are in line with the activities already undertaken, such as waste classification and standardization through in-depth analyses, with the aim of pursuing the "Zero waste" goal and ensuring maximum transparency and efficiency in the environmental management of the entire Group.

Finally, in 2024, a number of initiatives were introduced to **improve the approach to waste management**. In particular, **the relevant business procedure was shared with all staff**, with the aim of ensuring greater consistency in operational behaviour. In addition, a **sustainability questionnaire** was submitted **to the main suppliers** to collect information on environmental practices already adopted and to initiate a first level of monitoring along the supply chain.

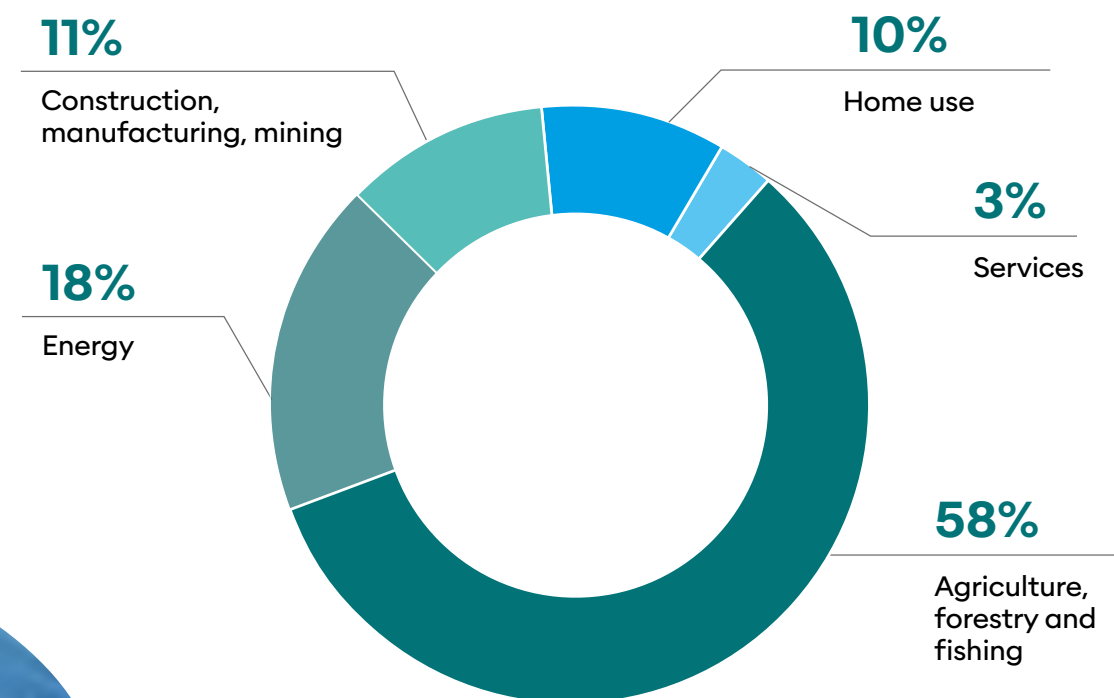


Water Resource Management

According to the most recent European Environmental Agency (EEA) report *"Water resources across Europe – confronting water stress: an updated assessment, 2021"*, water availability in Europe is showing a concerning negative trend, a particularly significant situation in Italy where water resources are already scarce.

The manufacturing industry emerges as the third most impactful for water resources, contributing 10% of the total impact compared to other sectors.

Water consumption per sector in Europe (EEA-28 and UK), 2017



Fonte: Water resources across Europe – confronting water stress: an updated assessment, 2021

According to another recent EEA study *"Contributions of water saving to a climate resilient Europe, 2025"*, the manufacturing sector – and in particular **the food and beverage industry** – has a **significant potential to reduce water consumption, estimated at between 30% and 50% of the water collected**. This can be achieved if appropriate investments are made, geared toward the adoption of measures for water reuse and recycling through optimization of washing systems, the introduction of more efficient management practices, the use of advanced technologies and the implementation of effective effluent separation systems. Therefore, reduction of water consumption throughout the entire production chain is an important part of our Sustainability Plan, in which the **accurate monitoring of water consumption at the Group level** is the starting point for identifying the main areas of use and the critical points on which to intervene, in order to improve efficiency and optimise water management. The main activities that impact the **water resource are the washing of machines and machine soundness tests and trials**. These operations are essential to ensure the high quality and safety of our products.

Water for our production processes is generally taken from water mains or wells. Once used in the various processes, the water undergoes purification treatments to remove any contaminants and ensure compliance with environmental regulations. The water which needs treatment, is taken **to specialized plants for disposal**. As from 2023, we decided to **outsource the water treatment activities** resulting from the production processes, handing them over to specialised operators. The purpose of this decision is to ensure that water treatment is carried out to the highest environmental quality standards. Collaboration with companies with expertise in the field allows access to advanced technologies and specific skills, **improving the effectiveness and efficiency of the treatment process**.

As regards consumption, in 2024, due to the expansion of the reporting boundaries for recent acquisitions, water consumption increased by 89% compared to the previous year. All data are derived from the bills and the meter reading.

GRI 303-5 Amount of water consumed*

L.M.	2022	2023	2024
m ³	18,798	30,599	57,810.8

* The data are processed based on our periodic progress reports

In 2024, we introduced new initiatives to improve the management and efficiency of water use in our production processes, with particular attention, for example to the Omnia Technologies plant in Trevignano. Here, we have enhanced and extended the collection tank for water from the testing activities, strengthening control and safety before the authorized discharge and as is already the case elsewhere, dedicated water recovery tanks have also been installed. This solution reduces water collection from approved sources and supports more sustainable and responsible management of the resource. At the same time, the cleaning department was refurbished and a new containment tank for aqueous solutions was installed. The water treatment plant was removed in order to improve environmental safety: a rinse tank for semi-finished products and a sealed underground tank for collecting the final washing water have been built, ensuring that they are disposed of as waste by delivery to authorized facilities and eliminating any possibility of non-compliant discharge.

We firmly believe that protecting water is a shared responsibility and we are committed to designing solutions that improve operational efficiency and also have a positive impact on the environment. We constantly invest in research and development to ensure cutting-edge technologies, capable of rising up to the needs of a continuously changing world and therefore contributing to a more sustainable future for all.



CORPORATE

PEOPLE

ENVIRONMENTAL
IMPACTS
REDUCTION

INNOVATION

3.4

Pillar Innovation

To discover the activities carried out
in previous years, scan or click here



Our Roadmap

INNOVATION GOALS

GOAL

18

Orient all development
product to
**generate benefits of
sustainability**
(energy/water/space /
circularity)

R&D | Engineering

- Implementation of NEXT McKinsey Project and commercial push for brushless solutions
 - R&D for CFK filtration systems and Omnia's new 85
 - Increasing the implementation of permawine technology
 - Life Cycle Assessment of ceramic filtration VS diatomaceous earth for beverage application
 - Dealcoholization systems – Libero & Reduco
 - Development of a dealcoholization solution for Beer
 - Smartline entirely developed by our R&D Team Beverage Systems - Specialty Division, to increase production efficiency and integration
 - Development of AI-based technology for fermentation control
 - New press washing system – implementable on both existing and new presses
 - Improved washing processes with automatic CIP integration to reduce consumption and certify machine/product sterility
 - APE solution for automatic carton feeding
 - New ZItaly self-adhesive labeling units with speeds of 60 m/min, 100 m/min, and 150 m/min – a versatile machine that allows for varying the number of plates, bottle/hour production, and labeling units
- R&D processes enhancement by adopting an agile approach, where cross-functional teams collaborate dynamically to develop market-ready products already industrialized
 - Product portfolio optimization: eliminating redundancies and integrating existing solutions to improve production/ sales efficiency.
 - Distillation valves & plates computational fluid dynamics optimization for efficiency improvement

OWNERS

ACHIEVED 2024

KEY 2025 PROJECTS

INNOVATION GOALS			
GOAL	OWNERS	ACHIEVED 2024	KEY 2025 PROJECTS
19 Offer our customers a complete and innovative service with integrated and smart products	Chief Digital & Innovation Officer	▪ Definition and implementation of digital platform ▪ Continuous implementation of machine interconnection 4.0 ▪ Unified HMI project implementation	▪ Enhancement of Group Digital Strategy, standardizing internal processes and optimizing people synergies across the organization. ▪ Application of Generative AI Models, automating time-consuming tasks to focus more on high-value activities. ▪ Group-wide Deployment of IoT Platform, connecting machines and enabling data collection, with the development of tailored applications based on specific use cases to enhance customer proximity and deliver new digital services.
20 Revisiting product offerings in key of servitization	Operations & Engineering Directors	▪ Implement Servitization Vision Plan, focus on Preventive maintenance contracts and Proactive Upgrade campaign ▪ Go Live Salesforce	▪ Salesforce Implementation – Enhancing customer proximity, response speed, request management, and overall internal efficiency. ▪ New Service Organization by Industry – Moving beyond divisions to focus on end customers within specific segments (pilot in Wine & Spirits), applying a one-stop-shop model.

Research and Development

Overview of R&D Function

~400

R&D Engineers

401

Active Patents

10%

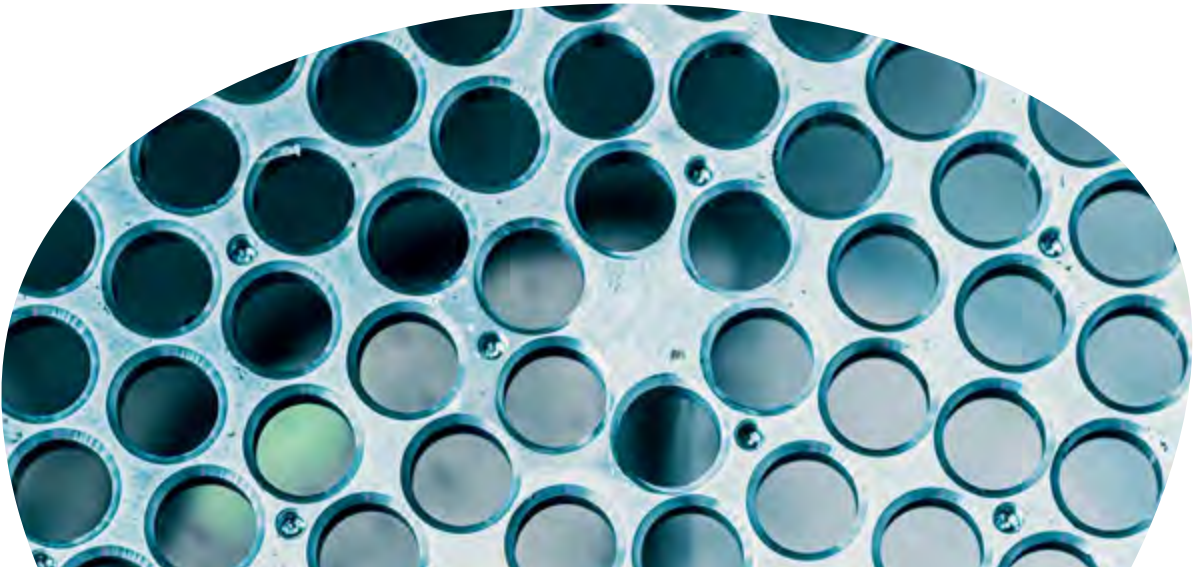
R&D Spend as a % of Revenue

We aim to contribute to the sustainable development of our Group by offering products and services that not only reduce our clients’ environmental impact but also enhance their competitiveness..

Our Research and Development team **comprises 400 professionals**, primarily based at our manufacturing sites as well as at selected commercial and service branches. The team is managed through a **divisional structure and reports to the Director of R&D | Engineering**, who in turn is coordinated by the Divisional Managing Director → [Corporate governance](#).

Our research activity is strengthened by strong collaboration with national and international research centres, such as the Università cattolica del Sacro Cuore (in Piacenza) and the University of Padua. These academic partners contribute to projects with dedicated teams, tailored to the specific goals of each initiative. Our financial commitment to research and development is significant, **with a dedicated budget of approximately 10% of our annual revenue**.

These synergies enable us to effectively supervise our target markets, maintaining high standards of innovation and technology and offering cutting-edge solutions, in line with the actual needs of our customers.



We are currently developing our research and development strategy along three key pillars: technology, digitalisation, and servitisation.

1 -Technology

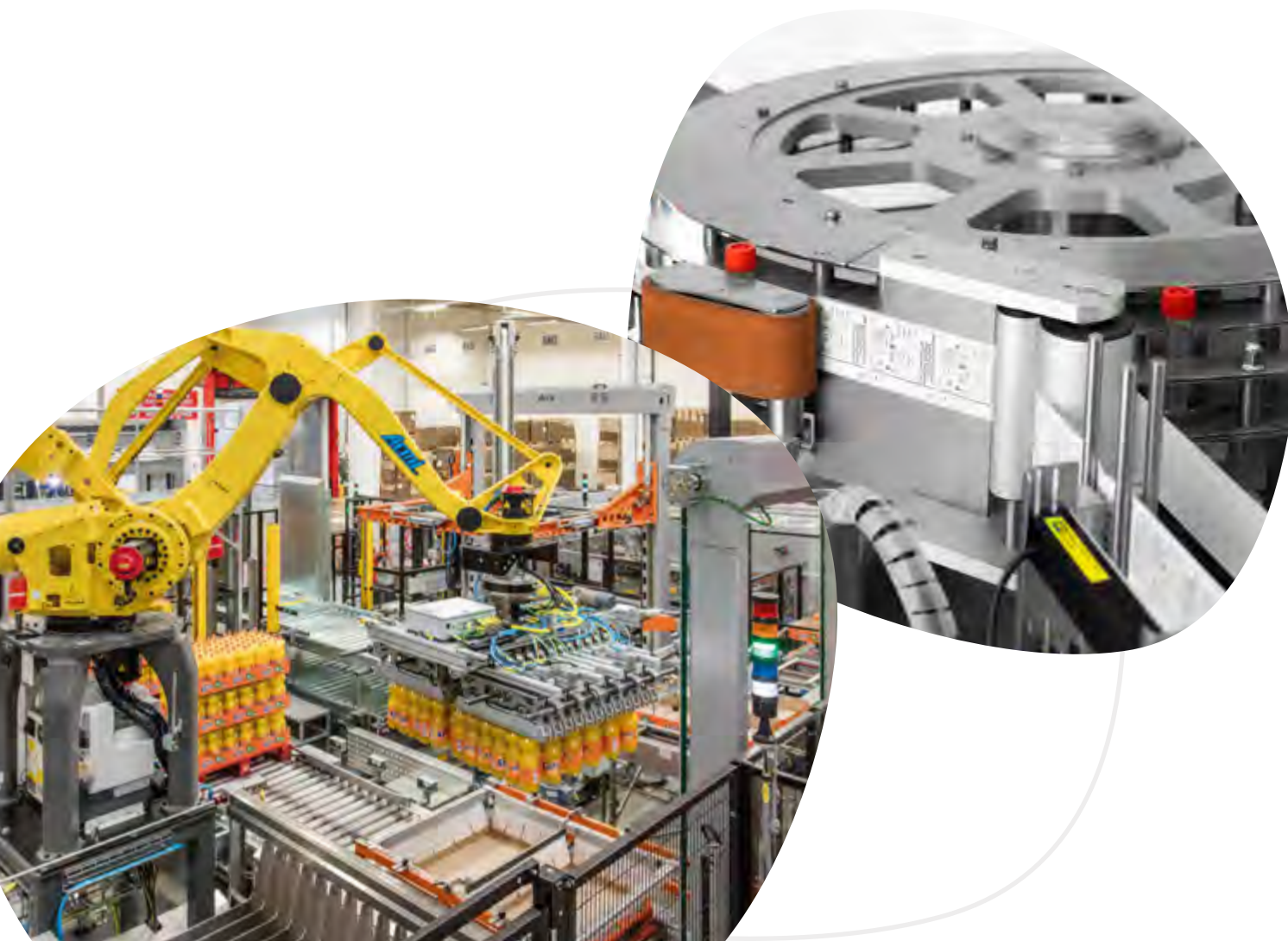
We develop each of our products with the aim of **reducing consumption**, waste, emissions and any other form of **environmental impact** along the value chain of our customers, allowing them to **increase economic and production performance at the same time**.

2 -Digitisation

Reducing consumption and emissions also depends on the ability to **manage large volumes of data to continuously monitor** performance and environmental impact. This enables timely and effective interventions to **correct inefficiencies, prevent malfunctions**, and optimise operations.

3 - Servitization

From a circular economy perspective, we believe it is increasingly important to extend the useful life of products and to embrace **servitisation - both as the ability to support customers throughout the entire product lifecycle, and as the opportunity to offer performance-based solutions without necessarily transferring product ownership**.



Focus on

Some research and process engineering projects

2024 SIMEI INNOVATION AWARDS

Smart Winery i-Get

An advanced human-machine interface that improves the efficiency, safety and ergonomics of production plants. The i-get platform enables intuitive interaction, remote data access, interface customization and integration with smart systems, supporting digitisation and operational sustainability.



Gas Recovery System

System developed by Bertolaso for the recovery and reuse of inert gas (nitrogen or CO₂) during the bottling of sparkling wine. Reduces gas consumption by up to 5 litres per bottle, reducing waste and emissions, and integrated with an Industry 4.0 logic.

Low Emission Distillery

Frilli technology for low-emission distillation based on mechanical vapor compression (MVC). It reduces vapour consumption and CO₂ emissions by up to 70%, improving energy efficiency and reducing the use of cooling towers.



Win&Fit®

Automatic instrument for measuring the filterability index of wine designed by Win&Tech. Compact, intuitive and connected, it allows fast and accurate tests without scale, improving the quality of the wine and the efficiency of the filtration processes.



Libero

As part of the strategy of sustainable growth and market diversification, **Omnia Technologies** has developed and introduced **Libero technology**, an advanced solution for wine dealcoholisation that fully reflects the Group's vision of responsible innovation.

The growing focus on healthier lifestyles, the evolution of **consumer preferences**, and the adoption of more restrictive policies on alcohol consumption are transforming the beverage landscape, generating new market opportunities both in Italy and internationally. In this context, Libero technology represents an enabling factor for access to emerging and diversified segments, such as non-alcoholic and low-alcohol beverages, responding to the needs of an increasingly broad and aware consumer base.

The **Libero system** originates from the synergy between two historic brands of the Group,

Permeare and **Frilli**, and stands out for the adoption of a two-stage process, designed to operate in continuous cycle and in synchronised mode.

In the **first stage**, the wine is treated with specific low-rejection osmotic membranes, highly selective towards aromas, allowing the separation of alcohol. The entire process takes place at low temperatures, preserving the organoleptic characteristics of the product.

In the **second stage**, the hydroalcoholic solution obtained is concentrated either through high-rejection membranes (*Libero Beverage*) or through a vacuum distillation system (*Libero Wine*), allowing the recovery of water, which is reintegrated into the wine to restore its initial volume, in compliance with regulations on the use of exogenous waters.

The use of selective semi-permeable membranes makes it possible to preserve the varietal notes of the wine, as confirmed by blind tasting tests, while process optimisation has led to significant benefits in terms of energy and water efficiency. The modularity of the technology, also available in a pilot version for customised tests, facilitates its adaptation to different production requirements and allows support to clients in exploring new markets and consumption models. The recovery of vegetation water, made possible by the use of a distillation column and a distinctive element of the system, contributes significantly to the reduction of water consumption and compliance with environmental regulations, **strengthening the positioning of Omnia Technologies as a reference partner for sustainable innovation in the wine and beverage sector.**

The integration of the expertise of *Permeare*, focused on membrane selection and testing, and of *Frilli*, specialised in the design of vacuum evaporation systems, has made it possible to create a fully integrated plant, validated with numerous field tests and recognised for its ability to preserve the sensory characteristics of treated wines.

Libero technology is therefore placed within the broader strategy of Omnia Technologies, aimed at creating shared value along the entire supply chain, promoting solutions that combine technical excellence, environmental sustainability, and openness to new markets, in line with the principles and objectives of the Group's Sustainability Plan.

2024-2025 BEVERAGE INNOVATIONS



Blower oven with U-lamps and pleated reflector

Innovative oven equipped with U-lamps and patented pleated reflector that improves thermal output and reduces space. It enables to achieve a productivity of 5,000 bottles/hour per mould with reduced energy consumption. The dual air recovery circuit allows the re-utilisation of compressed air from the blowing, further improving energy efficiency.

Pet compact Line

Designed to reduce floor space by 50% by eliminating belts and pallets. It reduces energy consumption, use of lubricants and maintenance costs. Remote management and the ability to operate with a few workers make the plant more efficient and sustainable, with a positive impact also on the efficient use of space.





Focus on

Opera Omnia Labelling Machine

Advanced labelling machine with independent motor-driven axes, simplified cutting system and artificial intelligence driven operating logic. The modular platform reduces components and spare parts, while the ceramic-coated glue roller saves 50% of glue and reduces cleaning frequency by 60%, improving efficiency and sustainability.



Fenix bundling machine

It introduces an independent dual airflow oven that reduces energy consumption by 40%. Compatible with 50% and 100% recycled film, it promotes the circular economy. Automatic film change reduces the need for human intervention, increasing independence and business continuity.



KERS system on AIRON palletising machine

Technology inspired by Formula 1, integrated into AIRON palletising machine, which recovers the kinetic energy of the machine's movements and returns it to the system. It allows energy saving up to 50%, improving end-of-line efficiency and reducing operating costs.



Rocket wrapping machine

It supports the use of thin and recycled plastic film, but also Kraft paper, reducing the carbon footprint by 62% compared to virgin film. The pre-stretch group changeover system is fully automated, increasing independence and reducing operator intervention, resulting in more sustainable and flexible packaging.



Total Patents (EU/NON-EU perimeter)
with the aim of reducing electricity consumption,
processing times and improving process traceability.

401
patents

118
trademarks



Digitisation and Sustainability: integrated vision

In today's landscape, digitalisation represents an essential lever for fostering sustainable and long-lasting development. It is not merely a technical or ancillary element, but a **true enabling factor capable of generating systemic and cross-cutting impacts** across the three pillars of the sustainability approach: environment, social, and governance.

Within Omnia Technologies, **digital** is not an end, but a **strategic means at the service of sustainability**. Our commitment translates into a deep integration of advanced technologies and a shared value-oriented business vision: the goal is to lead the industry toward a new responsible maturity, where innovation and positive impact coexist harmoniously. The digital transformation we promote not only improves process efficiency, but also increases transparency, heightens resilience, and reduces negative externalities, making a real contribution to sustainable growth.

The digital architecture on which our action is based integrates a variety of advanced systems, each with a key function in supporting operational sustainability.

Enterprise Resource Planning (**ERP**) systems for planning and controlling business processes, Customer Relationship Management (**CRM**) platforms for customer relationship management, Product Lifecycle Management (**PLM**) tools for monitoring the entire product lifecycle, Industrial Internet of Things (IIoT) technologies for smart monitoring of plants and production infrastructures, and Human Capital Management (**HCM**) solutions dedicated to the enhancement of human resources: the interconnection between these digital ecosystems allows Omnia Technologies to provide a high technological content, capable of meeting complex needs with precision, scalability and long-term vision.

The environmental dimension

The environment is certainly one of the areas where digitisation shows its transformative potential most clearly for our technologies. By adopting smart technologies, we are able to control and predict the energy consumption of our machines, optimise the use of resources/raw materials, reduce waste and generate accurate reporting based on objective and integrated data. Concrete experiences such as the Smart Winery | jGet project, which allows remote supervision of wine-making processes and centralised energy control, or the implementation of energy monitoring and smart building systems, demonstrate that operational efficiency and environmental protection can be combined, making a tangible contribution to the decarbonisation of our customers' production processes.

The digital solutions we adopt on our sites are selected not only for their operational effectiveness, but also for their ability to support environmental and social sustainability goals. **Salesforce**, for example, integrates advanced features such as **Net Zero Cloud**, which allows to track greenhouse gas emissions, and measure the effectiveness of sustainable strategies, into its suite. **SAP**, through its **ERP** and **Concur** platforms, enables integrated Sustainability reporting which links environmental and social data to financial data, and accurately track business travel emissions as well.

The social impact of digital transformation

In addition to environmental efficiency and sustainability, digitisation also produces significant social benefits, especially in the value of people and the quality of relationships. Omnia Technologies' HCM solutions are a central element of this strategy: through integrated HR management, we promote an organisational model geared toward professional growth, transparency of career paths, lifelong learning and widespread well-being.

In the field of human resources management, **SAP SuccessFactors** contributes to strengthening the ethical and social dimension of the company by fostering inclusiveness, transparency and optimisation of career paths.

The same logic is reflected in customer relationship management. The CRM platforms and digital portals developed within the Group allow us to strengthen dialogue, foresee needs, provide remote support and ensure a consistent, proactive and high-quality experience. The digitisation of the Field Service also allows for a reduction in response times and an improvement in the effectiveness of technical interventions, including in complex or scattered environments.

The data collected in our systems confirm the progress of this transition: over 85% of HR processes have been digitised through the SAP SuccessFactors platform since its implementation in 2024, while access to technical documentation in self-service mode has increased by 30%, accompanied by intensive training through e-learning environments at the Group perimeter.

Data governance, transparency and integration

Digital transformation enabled by Omnia Technologies also helps strengthen corporate governance by making decision-making processes more informed, timely and traceable. **ERP**, **MES** and **APS** enable prompt management of production, while **PLM** and **PIM** tools ensure structured, verifiable and shared management of product information throughout its lifecycle (from production at our facilities to end-of-life at our customers' premises).

In engineering, the **PLM PTC Windchill** platform is used to ensure the traceability of materials within the Group and the application of eco-design principles. Lastly, the IIoT solutions developed and implemented by our Group are essential to ensure real-time environmental monitoring, improve plant efficiency and support the measurability of Sustainability indicators through advanced sensors and dashboards.

Business Intelligence platforms introduce a new culture of measurability and reporting. Interoperability between systems – such as integration between SAP and Salesforce – reduces data duplication, improves compliance, and promotes consistency of operational strategies.

NAME / ACRONYM AND DESCRIPTION

Salesforce: A cloud-based platform for managing customer relationships (CRM).

Net Zero Cloud: A Salesforce module designed to track greenhouse gas emissions and support net zero strategies.

SAP: An integrated ERP system for planning and managing business processes.

Concur: A SAP solution for managing business travel and expense reporting.

SuccessFactors: A SAP module for Human Capital Management (HCM), supporting career development, training, and wellbeing.

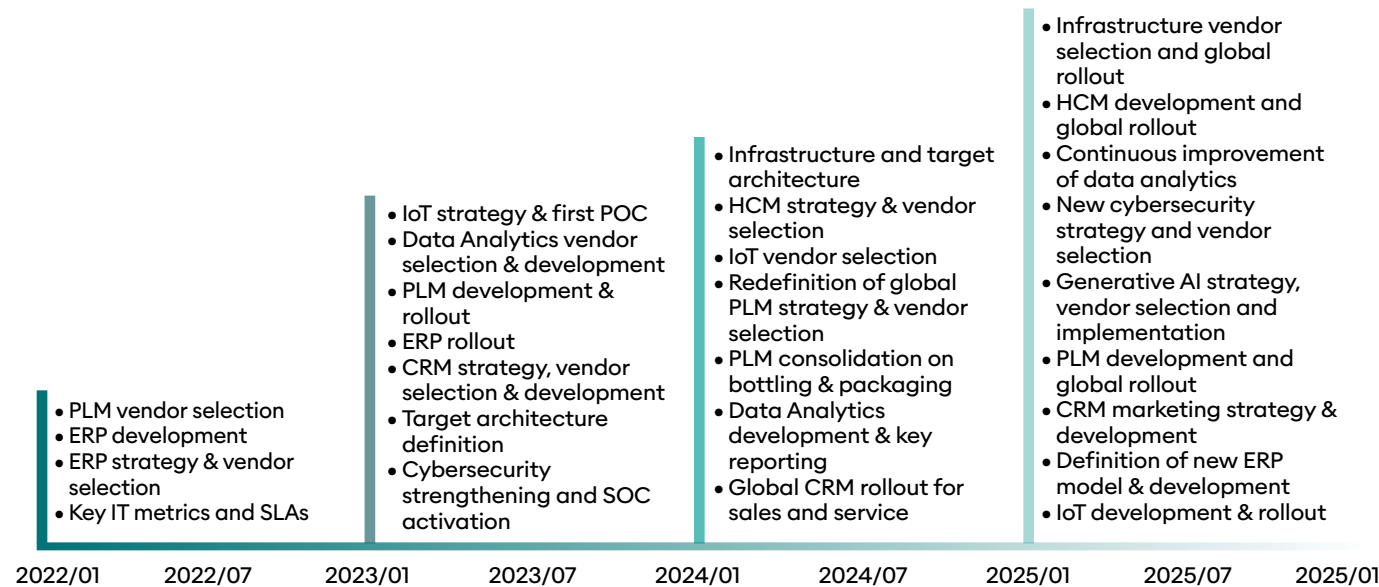
MES (Manufacturing Execution System): A system for real-time monitoring and control of manufacturing operations.

APS (Advanced Planning and Scheduling): A tool for optimising production planning and resource allocation.

PIM (Product Information Management): A system for managing and distributing consistent product data across channels.

PTC Windchill: A PLM platform used to manage the product lifecycle and ensure traceability and eco-design compliance.

Technological Evolution 2022–2025



Omnia Technologies Digital Transformation (2022–2025)

Technological evolution 2022–2025

Omnia Technologies' digital transformation journey between 2022 and 2025 was a key step toward innovation and adapting to the future challenges of the manufacturing industry. This process has touched all areas of the business, outlining a clear strategy and deep integration of digital technologies.

In **2022**, the company laid the groundwork for its transformation by analysing IT indicators, initiating a ticketing system, and defining an ERP strategy to overcome fragmentation of existing systems. At the same time, the first steps in developing a PLM solution were taken by selecting strategic suppliers.

2023 marked the strengthening of cybersecurity with the activation of a Security Operations Center (SOC) and the definition of an overall architectural vision of the enterprise's digital

system. Key projects such as CRM development, ERP and PLM implementation, as well as early tests for an IoT strategy and the introduction of Data Analytics were initiated.

In **2024**, the company consolidated its efforts by extending CRM internationally and optimizing the use of the Data Analytics platform. In addition, a global strategy for PLM was developed, while for IoT and HCM strategic partners were selected for further development.

2025 saw the entry into operation of many new technologies, including IoT, Generative AI, and the evolution of CRM and ERP. These tools have helped automate processes, improve monitoring, and introduce advanced functionalities. At the same time, PLM adoption has been extended on a global scale, further strengthening Omnia Technologies' ability to meet market challenges.

Conclusion and future prospects

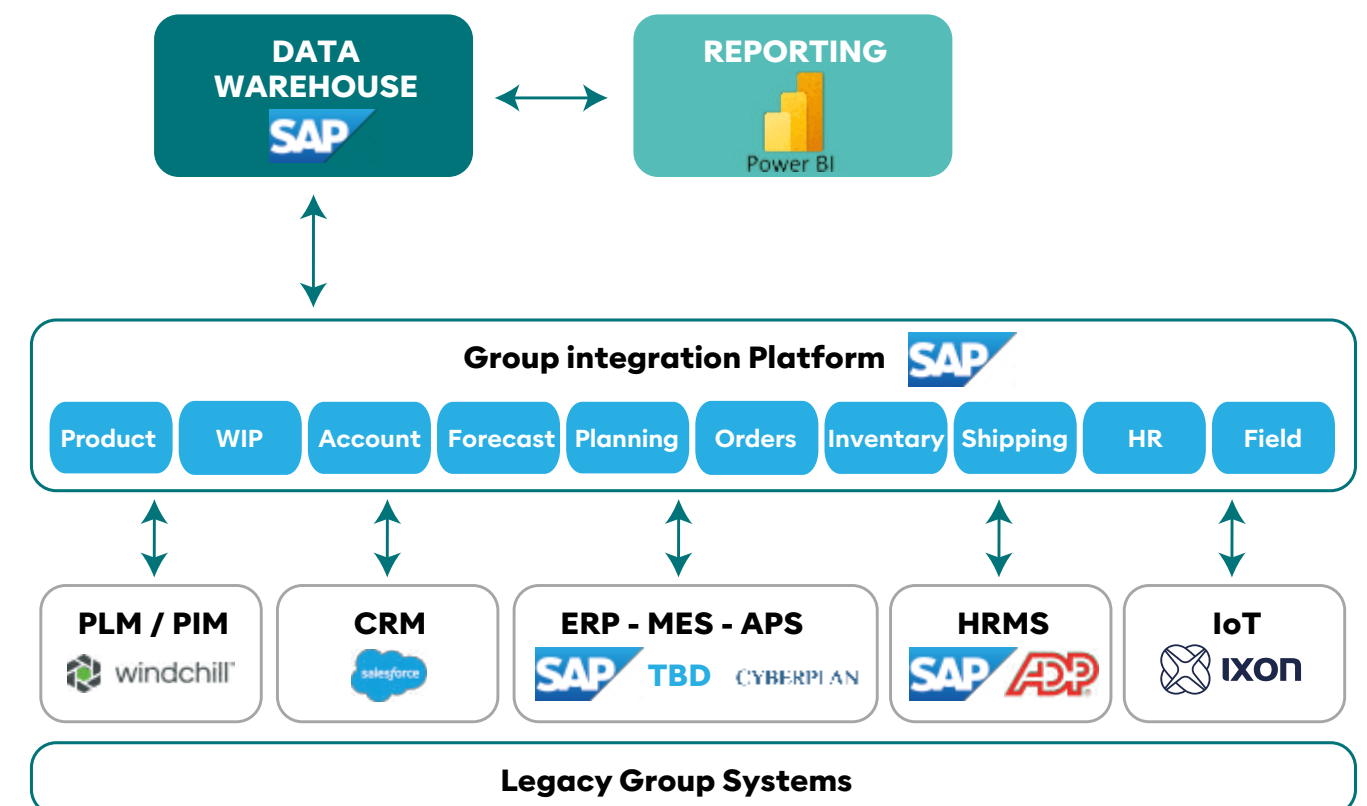
Eyeing the future

Interview with Lorenzo Merlini Group CDO

"Omnia Technologies digital transformation journey does not stop there. On the contrary, our achievements between 2022 and 2025 are only the beginning of a new phase: one in which technology becomes an integral part of the company's DNA and is based on the company's strategic vision.

By adopting advanced tools such as IoT, Data Analytics and Generative Artificial Intelligence, the Group is preparing for a future where decisions will be progressively driven by data, optimised processes, and people supported by smart solutions. This evolution will not only improve operational efficiency, but also strengthen the company's ability to rise up to global market challenges.

The real challenge now is to keep this innovative drive alive, while continuing to invest in skills, digital culture and cross-cutting synergies. As a matter of fact, digital transformation is not a project with a pre-established end, but a continuous path that evolves in line with changes in the competitive environment and foresees the needs of customers."



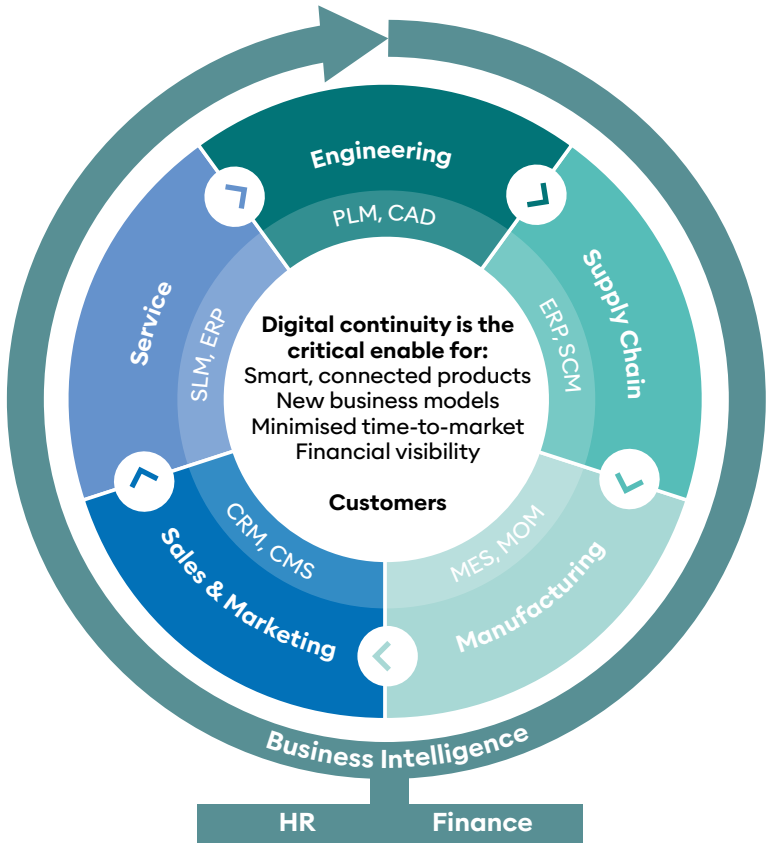
Digital continuity and new business models

PRODUCTION

- Environmental:**
Real-time monitoring of consumption and emissions
Greater plant efficiency
- Social:**
Improved operational safety
Reduction of human errors
- Governance:**
Process standardization
Data-driven decisions (MES, APS)

SALES & MARKETING

- Environmental:**
Digital campaigns instead of physical materials
Reduced travel thanks to remote CRM
- Social:**
Personalized communication and self-service access (+30%)
- Governance:**
Data consistency and security (SAP + Salesforce)
Emissions tracking with Net Zero Cloud



SERVICE

- Environmental:**
Reduced energy consumption (-12%) thanks to IoT
Fewer trips thanks to digital services
- Social:**
Faster and more effective remote assistance
Improved customer experience
- Governance:**
Post-sales traceability
Greater regulatory compliance

ENGINEERING

- Environmental:**
Eco-design and material traceability
Support for the circular economy
- Social:**
Team collaboration and shared access to information
- Governance:**
Structured product lifecycle management
Versioning and quality control

SUPPLY CHAIN

- Environmental:**
Reduction of Scope 3 emissions (-9%) with ERP + CRM
Logistics optimization and document digitalization
- Social:**
Ethical supplier monitoring
Transparency along the supply chain
- Governance:**
Integration of ESG and financial data
Reporting via SAP and Concur

The concept of digital continuity, at the heart of Omnia Technologies' strategic vision, expresses the desire to build an interconnected and fluid environment, where information flows consistently across all corporate functions and the Group's brands.

This approach allows to accelerate time-to-market, enable innovative business models – particularly those based on servitization – ensure a unified financial view at corporate level, and support a widespread digital transformation across HR, Finance, Engineering, Service, Sales & Marketing.

Digital Ecosystem and Sustainability

GENERATIVE AI	●	●	●
DATA ANALYTICS	●	●	●
HMC		●	●
IoT	●		●
PLM	●		●
CRM	●	●	●
ERP	●		●
	ENVIRONMENT	SOCIETY	GOVERNANCE

Digital Technologies and Sustainable Impact



- ERP**
- Reduction of Scope 3 emissions
 - Resource optimization
 - Integrated governance



- HCM**
- Inclusion and well-being
 - Continuous training
 - HR digitalization



- CRM**
- Supply chain transparency
 - Reduced travel
 - Sustainable customer engagement



- DATA ANALYTICS**
- Real-time sustainability KPIs
 - Sustainability reporting
 - Data-driven decisions



- PLM**
- Eco-design
 - Material traceability
 - Circular economy



- GENERATIVE AI**
- Automation of sustainability reporting
 - Environmental simulation
 - Operational efficiency



- IOT**
- Reduced energy consumption
 - Predictive maintenance
 - Environmental monitorin



The value of Service in Omnia Technologies' model

Considering a rapidly changing industry, where digitisation and servitization redefine the very concept of customer value, after-sales service emerges as a key strategic tool for business competitiveness and growth. The experiences of the Beverage Systems - Water & Soft Drinks and Beverage Systems - Specialty divisions are virtuous examples of how Customer Service can evolve from a mere technical support to an actual distinguishing element and driver of innovation.

Interviews with Luca Saccardi and Paride Colantoni provide a concrete overview of the strategies adopted in their respective platforms, illustrating how customer centrality, digitisation of processes, continuous training of staff and integration of predictive and data-driven solutions not only enable them to respond in a timely manner to operational needs, but also predict future challenges. These case studies demonstrate a new vision of service, generating added value and building lasting relationships, laying the foundation for operational sustainability and shared long-term growth.

Service in the Beverage Systems - Water & Soft Drinks Division Interview with Luca Saccardi

The Customer Service development path in the Beverage Systems - Water & Soft Drinks division began in 2019 with an ambitious goal: radically transforming the service culture, making it a strategic asset for competitiveness. As Luca Saccardi, division manager, says: **"Our mission is to shift competition from beating competitors to creating a unique relationship with customers. Service is an integral part of our value model."** Joining Omnia Technologies reinforced this vision, integrating service into the one-stop-shop concept, and fostering a culture of continuous improvement through the Lean Six Sigma (LSS) programme. This approach has led to the development of a three-level Performance Management Program (PMP) that ensures promptness, quality, proactivity and cost assurance. The PMP is designed to support and improve the efficiency of customers' production processes, through planned activities, ongoing monitoring and performance indicators.

Consisting of about **120 people**, the team is organised into specialised functions (Sales & Product Specialist, Parts & Engineering, Operation, Technical & Field, Project Management, KPI Management, Continuous Improvement) and distributed among production sites and international platforms. This arrangement allows for widespread and integrated management of the service, with a strong focus on customer centrality. The governance model adopted is defined as "data governance", flanked by the LSS methodology, which allows an analytical and measurable approach to the business. The goal is to create streamlined, effective, and value-focused processes, eliminating anything that does not contribute to generating it. Among the most popular services are PMP contracts, which support the production efficiency of customers through planned activities and continuous monitoring. The proactive and structured approach distinguishes Omnia Technologies from its competitors, transforming service into a shared growth drive factor, generating long-term, high-value-added relationships.



Service in the Beverage Systems - Specialty Division interview with Paride Colantoni

In the Wine&Spirits industry, Customer Service has evolved into a dedicated structure, which goes beyond the concept of support for single brands to encompass the entire production process, from grape reception all the way to packaging. As Paride Colantoni, Head of Division, explains: **"Our mission is not just to solve our customers' problems, but rather helping our customers grow. Our goal is to contribute to their success."** The model is based on proximity and accessibility, with multilingual channels (phone, WhatsApp, email, Salesforce CRM) and a global network of technicians. Remote support is provided within 20 minutes, while physical intervention is provided within 24-48 hours. The team of **40 specialised technicians** provides not only technical support, but also process support, advising on environmental conditions, machine setup and production optimization.

A differentiator is on-the-job training, included in supply agreements, that leads the customer to full operational independence. Each project is followed by a service project manager, on-site manager and a team of specialist engineers, with an integrated approach that ensures efficiency and transfer of expertise. Maintenance is structured on both planned and predictive models, with multi-year contracts that guarantee reliable costs and efficient planning. Remote sensor monitoring allows to detect anomalies and take action before failures occur, reducing downtime and optimizing plant lifecycles. The service also extends to software and hardware updates, with retrofits aimed at improving performance, reducing power consumption and increasing productivity. Concrete examples include the adoption of electropneumatic taps to reduce CO₂ consumption and increase bottling speed, or integration with MES systems for real-time performance monitoring. Global presence allows to capture emerging trends and innovate, transforming service into a channel of continuous innovation.

As Colantoni concludes: "We try to understand what new products or processes are emerging in the industry and, based on these trends, we propose to customers the addition of modules or components needed to be able to build them with existing machines."

For further insights into
the article, scan
or click here



04

Methodological Note



Methodological note



The *Sustainability Report* of Omnia Technologies (hereinafter also referred to as “Report”) was approved by the Executive Committee on **05 August 2025** and it refers to the financial year ended at **31 December 2024**.

Unless otherwise specified, the **reporting perimeter** of the data and information contained in the document refers to **the whole consolidated Group**.

Furthermore, it should be observed that as regards the chapters “Company Profile” and “Our roadmap”, the data are up to date
→[Company profile](#) as date of publication of this report
→[Our roadmap](#) at 31/03/25

Below is a summary of the reporting perimeter used.

The scope of the analysis coincides with the organisations that make up Omnia Technologies S.p.A. Group as at 31/12/2024:

Company name	Plant/ Branch name	Country	Region / Province	City/Town	Branch type
Omnia Technologies SpA	Omnia Technologies (ex Della Toffola)	Italy	Veneto	Trevignano (TV)	Production
	Omnia Technologies (ex Frilli)	Italy	Tuscany	Monteriggioni (SI)	Production
	Omnia Technologies (ex Permeare)	Italy	Lombardy	Milan (MI)	Officies
	Omnia Technologies (ex Progema Engineering)	Italy	Lombardy	Borgo Virgilio (MN)	Production
	Omnia Technologies (ex F2 plant1)	Italy	Veneto	Trevignano (TV)	Production
	Omnia Technologies (ex F2 plant2)	Italy	Veneto	Trevignano (TV)	Production
	Omnia Technologies (ex TMCI PADOVAN 1)	Italy	Veneto	Mareno di Piave (TV)	Production
	Omnia Technologies (ex TMCI PADOVAN 2)	Italy	Veneto	Nervesa della Battaglia (TV)	Production
	Omnia Technologies (ex TMCI PADOVAN 3)	Italy	Veneto	Sarcedo (VI)	Production
	Omnia Technologies (ex COMES)	Italy	Tuscany	Poggibonsi (SI)	Production
Cadalpe srl	Cadalpe Plant	Italy	Veneto	Vazzola (TV)	Production
Sirio Aliberti srl	Sirio Aliberti Plant1	Italy	Piedmont	Calamandra-na (AT)	Production
	Sirio Aliberti Plant2	Italy	Piedmont	Calamandra-na (AT)	Production

Company name	Plant/ Branch name	Country	Region / Province	City/Town	Branch type
Group Bertolaso SpA	Bertolaso Plant1	Italy	Veneto	Zimella (VR)	Production
	Bertolaso Plant12	Italy	Veneto	Zimella (VR)	Production
Omnia Components srl	Omnia Components (ex Ape Impianti)	Italy	Veneto	Zevio (VR)	Production
	Omnia Components (ex Mar.Co.)	Italy	Piedmont	Calamandra-na (AT)	Production
	Innotec Plant	Italy	Veneto	Verona	Production
	Alfatre Plant	Italy	Lombardy	Cormano (MI)	Production
	Masterlaser Plant	Italy	Lombardy	Cormano (MI)	Production
	Nortan Plant	Italy	Veneto	Veronella (VR)	Production
	Win&Tech Plant	Italy	Veneto	Negrar di Valpolicella (VR)	Production
	Acram Plant	Italy	Veneto	Verona (VR)	Production
Omnia Life Sciences srl	Comas Plant	Italy	Tuscany	Poggibonsi (SI)	Production
	Desirò Plant	Italy	Tuscany	Sesto Fiorentino (FI)	Production
Tecnomaco srl	Tecnomaco Plant	Italy	Lazio	Aprilia (LT)	Production
Ave Technologies srl	Ave Tech Plant1	Italy	Veneto	Spinea (VE)	Production
	Ave Tech Plant2 (ex Z-Italy)	Italy	Lombardy	Castelluccio (MN)	Production
Acmi SpA	Acmi Plant1	Italy	Emilia Romagna	Fornovo di Taro (PR)	Production
	Acmi Plant2	Italy	Emilia Romagna	Fornovo di Taro (PR)	Production
	Acmi Plant3	Italy	Emilia Romagna	Felegara (PR)	Production
	Acmi Plant4	Italy	Emilia Romagna	Solignano (PR)	Production
	Acmi Plant5	Italy	Emilia Romagna	Borgo Val di Taro (PR)	Production
	Acmi Plant6	Italy	Emilia Romagna	Sala Baganza (PR)	Production

Company name	Plant/ Branch name	Country	Region / Province	City/Town	Branch type
Acmi Beverage SpA	ACMI Bev Plant	Italy	Emilia Romagna	Ramoscello di Sorbolo (PR)	Production
Acmi Labelling srl	ACMI Lab Plant	Italy	Veneto	Mozzecane (VR)	Production
Les Pressoirs Coquard sas	Coquard Plant	France	—	Bezannes	Production
Omnia Technologies France SAS	Omnia Technologies France	France	—	Servian	Offices
Sacmi West Europe	Sacmi West Europe	France	—	Le Farlede	Offices
Acmi Beverage Iberica	Acmi Beverage Iberica	Spain	—	Castello della Plana	Offices
Omnia Technologies Iberica	Omnia Technologies Iberica	Spain	—	Navarrete Rioja	Offices
S.C. Ave Rom srl	Ave Rom	Romania	—	Bucarest	Offices
Omnia Beverage Machinery Co.	ACMI Labelling	China	Guandong	Nanhai	Production
DT Inox SA	DT Inox SA	Argentina	—	Mendoza	Production
Acmi UK Ltd	Acmi UK	United Kingdom	—	Worcester	Offices
Omnia Technologies UK	Omnia Technologies UK	United Kingdom	—	Farnham	Offices
Omnia Technologies USA LTD	Omnia Technologies USA	USA (CA)	—	Santa Rosa	Offices
Acmi USA Inc	Acmi USA	USA (NC)	—	Charlotte	Offices
Acmi Beverage USA	Acmi Beverage USA	USA (IA)	—	Urbandale	Offices
Omnia Technologies Pacific	Della Toffola Pacific	Australia	—	Melbourne	Offices
Omnia Packing sas	Omnia Packing	Colombia	—	Medellin	Offices
Omega Packing DE R.L. DE C.V.	Omega Packing	Mexico	—	Mexico City	Offices
Acmi Mexico SA DE CV	Acmi Mexico	Mexico	—	Monterrey	Offices

Company name	Plant/ Branch name	Country	Region / Province	City/Town	Branch type
Della Toffola Mexico SA DE C.V.	Della Toffola Mexico	Mexico	—	Mexico City	Offices
Acmi Beverage Mexico	Acmi Beverage Mexico	Mexico	—	Monterrey	Offices
Della Toffola Sud America SA	Della Toffola Sud America	Chile	—	San Bernardo	Offices
Della Toffola Argentina SA	Della Toffola Argentina	Argentina	—	Mendoza	Offices
Omnia Technologies Brazil	Omnia Technologies Brazil	Brazil	—	San Paolo	Offices
Omia Technologies Singapore	Omia Technologies Singapore	Singapore	—	Singapore	Offices
Omnia Technologies Middle East	Omnia Technologies Middle East	UAE	—	Dubai	Offices
Omnia Technologies NWCA	Omnia Technologies NWCA	Morocco	—	Casablanca	Offices
Omnia Technologies Nigeria	Omnia Technologies Nigeria	Nigeria	Lagos Mainland	Ikeja Lagos	Offices

All companies considered in the perimeter have equally contributed to the preparation of this report.

The reporting data **refers to Omnia Technologies' relevant IROs identified under the EU CSRD double materiality analysis perspective.**
The document was **optionally drawn up with reference to GRI standards** as required by **Universal Standard GRI 1: 2021 reporting principles, paragraph 3.**

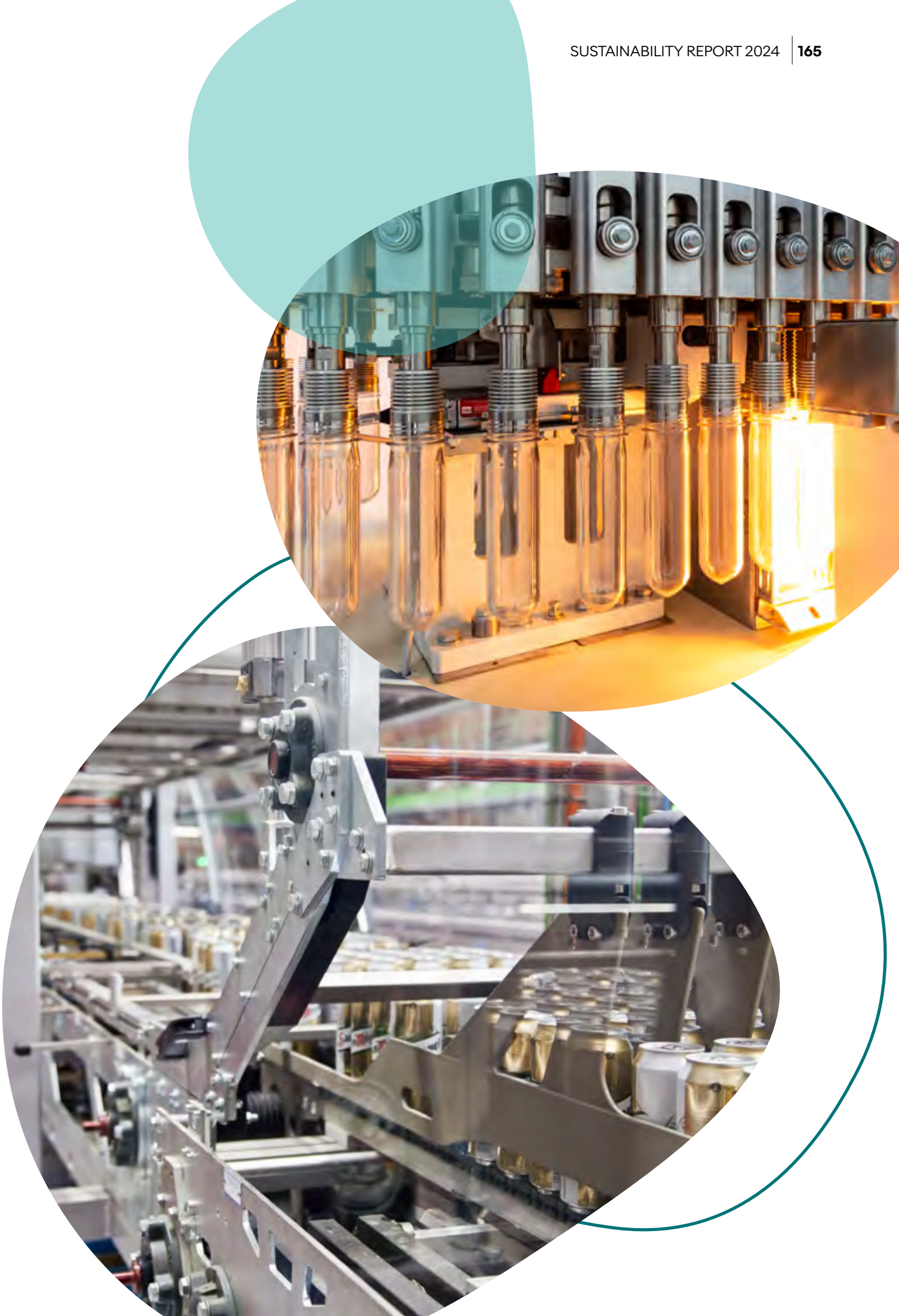
The data and information in this document were **collected through workshops, interviews and submission of collection forms.** The structure of the document and the contents of the report were **shared and validated by the Internal Sustainability team and the functions involved.**

Where possible, **data shall be presented in a comparative form with the 2022 and 2023 performance to allow an assessment of performance trends over time.**

Where not specified in the footnote, the source of the information shall be in-house.

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

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



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GRI Content Index



GRI Content Index

Notes for reading:
Reporting in reference to GRI standards for the period 01/01 - 31/12 2024
Adopted GRI 1 - Fundamental Principles - 2021 version

Standard	Informative	UNGC*	SDGs**	Location	Omissions	Note
GRI 2: General Disclosures 2021	2-1	Organization details				
	2-1 a	Legal name		1.1 COMPANY PROFILE		Omnia Technologies S.p.A
	2-1 b	Nature of ownership and legal form				Omnia Technologies S.p.A
	2-1 c	Headquarter location				Omnia Technologies S.p.A Signoressa di Trevignano (TV)
	2-1 d	Countries in which we operate				Omnia Technologies S.p.A
	2-2	Entities included in the organization's sustainability reporting		METHODOLOGICAL NOTE		
	2-3	Reporting period, frequency and contact point				
	2-3 a	Reporting period and frequency		METHODOLOGICAL NOTE		1 January - 31 December 2024; annual report
	2-3 b	Financial and Sustainable Reporting Period				Same period as the non-financial statement.
	2-3 c	Date of publication of this document				
	2-3 d	Contact email				esg@omniatechnologiesgroup.com
	2-4	Restatements of information				
	2-5	External assurance				This report is not subject to assurance by third parties.
	2-6	Activities, value chain and other business relationships				
	2-6 a	The sectors in which we operate		1.1 COMPANY PROFILE		
	2-6-b	Our value chain (activities, products, services, markets, suppliers, customers)		1.6 VALUE CHAIN		
	2-7	Employees	8, 10	1.8 OUR PEOPLE - APPENDIX		
	2-9	Governance structure and composition	5,16			
	2-9 a	Description of the governance model		1.7 CORPORATE GOVERNANCE; 2.5 SUSTAINABILITY GOVERNANCE		
	2-9 b	List of committees and other oversight bodies		1.7 CORPORATE GOVERNANCE; 2.5 SUSTAINABILITY GOVERNANCE		
	2-12	Role of the highest governance body in overseeing the management of impacts	16			
	2-12 a	Role of the highest governing body and managers in the development, approval and updating of purpose statements and sustainable development strategies		2.5 SUSTAINABILITY GOVERNANCE		
	2-13	Delegation of responsibility for managing impacts		2.5 SUSTAINABILITY GOVERNANCE		
	2-14	Role of the highest governance body in sustainability reporting				
	2-14 a	Accountability of the highest governing body in review and approval of SR		2.5 SUSTAINABILITY GOVERNANCE - 7.2 MATERIALITY ANALYSIS		
	2-16	Communication of critical concerns				
	2-16 a	How the highest governing body is informed		1.7 CORPORATE GOVERNANCE - 3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		

* the "UNGC" column shows connection with the 10 main United Nations Global Compact points.

** the "SDGs" column shows connection with the 17 Agenda 2030 Sustainable Development Goals as observed from the double materiality analysis.

Standard		Informative	UNGC*	SDGs**	Location	Omissions	Note
GRI 2: General Disclosures 2021	2-22	Statement on sustainable development strategy			LETTER TO STAKEHOLDERS - 2.3 SUSTAINABILITY STRATEGY		
	2-23	Policy commitments	1, 6,10	16	3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		
	2-24	Embedding policy commitments					
	2-26	Mechanisms for seeking advice and raising concerns	10	16			Whistleblowing Policy
	2-27	Compliance with laws and regulations	1,7,8,10	16			No cases of non-compliance were found in the reporting period under review and no penalties were paid.
	2-29	Approach to stakeholder engagement			1.9 KEY STAKEHOLDERS - 7.1 OUR STAKEHOLDERS		
	2-30	Collective bargaining agreements	3,6	8			
	2-30 a	% of total employees classified in collective agreements			1.8 OUR PEOPLE		
GRI 3: Material Topics 2021	3-1	Process to determine material topics		5,16	2.6 OMNIA TECHNOLOGIES' MATERIALITY ANALYSIS; 7.2 MATERIALITY ANALYSIS		
	3-2	List of material topics			7.2 MATERIALITY ANALYSIS		
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	10	8			
	201-1 a	The direct economic value generated and distributed (EVG&D) according to the criterion of economic competence			1.4 ECONOMIC PERFORMANCE		
EXTRA GRI		Percentage breakdown of turnover by final market; by company division; by geographical area; by product/service			HIGHLIGHTS - 1.3 REFERENCE MARKETS		
		MATERIAL THEMES AND RELATED IROs 1 - GHG emissions					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: EMISSIONS		
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	7,8,9	9,12,13			
	305-1 a	Gross value of direct GHG emissions (Scope 1) in tonnes of CO2 equivalent			3.3 ENVIRONMENTAL IMPACTS REDUCTION: EMISSIONS		
	305-1 b	The gases included in the calculation					
	305-1 d	Base year for calculation					
	305-1 f	Consolidation approach for emissions - capital share, financial control, operational control					
	305-1 g	Standards, methodologies, assumptions and/or calculation tools used					
	305-2	Energy indirect (Scope 2) GHG emissions	7,8,9	9,12,13			
	305-2 b	"Gross value of indirect GHG emissions from energy consumption (Scope 2 Market-based) in tonnes of CO2 (Scope 2) based on the market in tonnes of CO2 equivalent."			3.3 ENVIRONMENTAL IMPACTS REDUCTION: EMISSIONS		
	305-2 c	The gases included in the calculation					
	305-2 d	Base year for calculation					
	305-1 f	Consolidation approach for emissions - capital share, financial control, operational control					
	305-2 g	Standards, methodologies, assumptions and/or calculation tools used					

Standard		Informative	UNGC*	SDGs**	Location	Omissions	Note
		MATERIAL THEMES AND RELATED IROs					
		1 - GHG emissions					
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	7,8,9	9,12,13	3.3 ENVIRONMENTAL IMPACTS REDUCTION: EMISSIONS		
	305-3 a	Gross value of other indirect GHG gas emissions (Scope 3) in tonnes of CO2 equivalent					
	305-3 b	The gases included in the calculation					
	305-3 e	Base year for calculation					
	305-1 f	Consolidation approach for emissions - capital share, financial control, operational control					
	305-3 g	Standards, methodologies, assumptions and/or calculation tools used					
		2 - Health and safety of workplaces in the value chain					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.2 PEOPLE: SAFETY CULTURE	The data refers only to contractors employed in Omnia Technologies factories. For workers upstream of the value chain, to date, it is not possible to monitor the topic.	
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		8,10	3.2 PEOPLE: SAFETY CULTURE		
		3 - Waste					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: CIRCULARITY		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	7,8, 9	12			
	306-2	Management of significant impacts related to waste	7,8, 9	12			
	306-2 a	Circularity measurements					
	306-2 c	Data collection and monitoring processes					
	306-3	Waste generated	7,8, 9	12			
	306-4	Waste not intended for disposal	7,8, 9	12			
	306-4 a	Total weight of waste not intended for waste disposal and composition					
	306-3 b	Weight of hazardous waste not intended for disposal and recovery operations					
	306-4 c	Weight of non-hazardous waste not intended for disposal and recovery operations					
	306-4 e	Contextual information					
	306-5	Waste destined for disposal	7,8, 9	12			
	306-5 a	Total weight of waste intended for waste disposal and composition					
	306-5 b	Weight of hazardous waste intended for disposal and disposal operations					
	306-5 c	Weight of non-hazardous waste intended for disposal and disposal operations					
	306-5 e	Contextual information					
		4 - Pollution of production processes					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: POLLUTANT EMISSIONS		

Standard		Informative	UNGC*	SDGs**	Location	Omissions	Note
		MATERIAL THEMES AND RELATED IROs					
		5 - Energy consumption from non-renewable sources					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: ENERGY		
GRI 302: Energia 2016	302-1	Energy consumption within the organization	7,8,9	9,12			
	302-1 a	Total fuel consumption from non-renewable sources					
	302-1 c	Consumption of electricity, heating, cooling and steam					Only electricity consumption is made explicit.
	302-1 e	Total energy consumption within the organization					
	302-1 f	Standards, methodologies, assumptions and/or calculation tools used					
		6 - Well-being of employees					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.2 PEOPLE - CORPORATE WELFARE AND WELL-BEING		
GRI 401: Employment 2016	401-2	"Benefits provided to full-time employees that are not provided to temporary or part-time employees"	6	8,10			
	401-3	Parental leave	6	8,10			
EXTRA GRI		Percentage of employees accessing the welfare platform	6	8,10			
		Percentage of employees using welfare vouchers	6	2, 8, 10			
		Percentage of employees who used the canteen/ food voucher service	6	1, 8, 10			
		Percentage of membership of Supplementary Pension Funds	6	8,10			Workers, production employees, reception and concierge roles and newly hired people are excluded.
		7 - Health and safety of the workplaces of the own workforce					
GRI 3: Material Topics 2021	3-3	Management of material topics			3.2 PEOPLE: SAFETY CULTURE		
GRI 403: Occupational health and safety 2018	403-1	Occupational health and safety management system	3	8	3.2 PEOPLE: SAFETY CULTURE		
	403-2	Hazard identification, risk assessment and accident investigation	3	8			
	403-2 a	Processes used to identify hazards and risks			3.2 PEOPLE: SAFETY CULTURE		
	403-2 b	Hazard reporting process at work					While enhancing active hazard reporting, the preferred channel for reporting remains referral to working representatives or appointed persons for safety.
	403-2 d	Evaluations and corrective actions					
	403-3	Occupational health services	3	8			
	403-5	Worker training on occupational health and safety	3	4,8	3.2 PEOPLE - ACTIVE WELL-BEING		
	403-6	Promotion of workers' health	3	8			
	403-6 a	Out-of-work health and medical services			3.2 PEOPLE - CORPORATE WELFARE AND WELL-BEING		
	403-8	Workers covered by an occupational health and safety management system	3		3.2 PEOPLE: SAFETY CULTURE		Workers excluded from the system certified by an independent third party EN UNI ISO 45001 are employed in foreign commercial and service offices (low risk).
	403-9	Work-related injuries	3	8			No deaths have ever been recorded as a result of accidents at work.

Standard		Informative	UNGC*	SDGs**	Location	Omissions	Note
		7 - Health and safety of the workplaces of the own workforce					
GRI 403: Occupational health and safety 2018	403-10	Work-related ill health			3.2 PEOPLE: SAFETY CULTURE		
EXTRA GRI		Number of missed injuries (near miss)					
		8 - Use of chemicals in production processes					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: CHEMICAL SUBSTANCES		
		9 - Privacy and Cybersecurity					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		8,10			No substantiated claims identified in the reporting period.
		10 - Stable and secure employment					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.2 PEOPLE - ACTIVE WELL-BEING; ENGAGEMENT AND TALENTS DEVELOPMENT		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover			3.2 PEOPLE - ENGAGEMENT AND TALENTS DEVELOPMENT	Employee turnover rate, age and specific geographical area.	
		11 - Anti-corruption					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	10	5,8,10,12			All locations are involved; the risks are those included in Model 231 - adopted in all companies - starting from those of extortion and fraud.
	205-3	Incidents of corruption established and action taken	10	5,8,10,12			No confirmed cases of corruption.
		12 - Purchase of renewable energy					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: ENERGY		
EXTRA GRI		Electricity purchased with Guarantee of Origin certificates		7,13	3.3 ENVIRONMENTAL IMPACTS REDUCTION: ENERGY; HIGHLIGHTS		
		13 - Preventive and predictive analyzes (research and development from a circular perspective)					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.4 INNOVATION: RESEARCH AND DEVELOPMENT		In general, OMNIA TECHNOLOGIES determines the optimal production and plant configuration, combining efficient management of energy carriers and water consumption, and a sustainable economic investment over time.
EXTRA GRI		Investments in research and development (in euros)		9	HIGHLIGHTS		
		Number of employees engaged in R&D		9	3.4 INNOVATION: RESEARCH AND DEVELOPMENT		
		Percentage of employees in total engaged in R&D		9	HIGHLIGHTS		
		Awards won for innovation		9	3.4 INNOVATION: RESEARCH AND DEVELOPMENT		

Standard		Informative	UNGC*	SDGs**	Location	Omissions	Note
		13 - Preventive and predictive analyzes (research and development from a circular perspective)					
EXTRA GRI		Percentage of annual budget dedicated to research and development		9	3.4 INNOVATION: RESEARCH AND DEVELOPMENT		
		Number of patents and trademarks (broken down by Group company)		9			
		14 - Inclusion, non-discrimination and equality					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS - 3.2 PEOPLE: INCLUSIVE CORPORATE CULTURE		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	6	5,10	1.8 OUR PEOPLE; 3.2 PEOPLE: INCLUSIVE CORPORATE CULTURE		For governing bodies, only the Board of Directors is considered.
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	6	5,10	3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		No incidents of discrimination recorded.
EXTRA GRI		Percentage of employees with disabilities	6	5,10	3.2 PEOPLE: INCLUSIVE CORPORATE CULTURE		
		Percentage of women in total employees	6	5,10	HIGHLIGHTS - 1.8 OUR PEOPLE		
		Annual percentage change in female recruitment	6	5,10	3.2 PEOPLE: INCLUSIVE CORPORATE CULTURE		
		15 - Whistleblowing					
GRI 3: Material Topics 2021	3-3	Management of material topics			3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		
GRI 2: General information 2021	2-26	Mechanisms for seeking advice and raising concerns	10	16			Whistleblowing Policy
		16 - Business ethics and integrity					
GRI 3: Material Topics 2021	3-3	Management of material topics			OUR SUSTAINABLE GROWTH - 3.1 CORPORATE: BUSINESS ETHICS AND RESPONSIBILITY - 3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		
GRI 2: Informative generali 2021	2-23	Policy commitments	1, 6,10	16	3.1 CORPORATE: GOVERNANCE SUPPORT TOOLS		
		Embedding policy commitments					
	2-26	Mechanisms for seeking advice and raising concerns	10	16			Whistleblowing Policy
		17 - Solid ESG Practices					
GRI 3: Material Topics 2021	3-3	Management of material topics			For management, refer to what is reported for the management of all OMNIA TECHNOLOGIES material IRO.		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories		9,12	1.11 PRODUCT QUALITY AND SAFETY		100% of the products evaluated.
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services					No incidents of non-compliance recorded.
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling		9			100% of products.
	417-2	Incidents of non-compliance concerning product and service information and labeling		9			No incidents of non-compliance recorded.
	417-3	Incidents of non-compliance concerning marketing communications		9			No incidents of non-compliance recorded.

Standard		Informative	UNGC*	SDGs**	Location	Omissions	Note
		17 - Solid ESG Practices					
EXTRA GRI		Investments in ESG (in euros)		9	HIGHLIGHTS		
		Certification obtained			OUR SUSTAINABLE GROWTH - 3.1 CORPORATE: BUSINESS ETHICS AND RESPONSIBILITY - 3.2 PEOPLE: INCLUSIVE CORPORATE CULTURE		
		18 - Attraction and loyalty of specialized personnel					
GRI 3: Material Topics 2021	3-3	Management of material topics		8	3.2 PEOPLE		
GRI 404: Training and Education 2016	404-2	Programs for upgrading employee skills and transition assistance programs	6	5,8,10			
	404-2 a	Type and scope of programmes			3.2 PEOPLE - ACTIVE WELL-BEING		
		19 - Energy from renewable sources					
GRI 3: Material Topics 2021	3-3	Management of material topics		8,10	3.3 ENVIRONMENTAL IMPACTS REDUCTION: ENERGY		
	302-1	Energy consumption within the organization	7, 8, 9	7, 13			
GRI 302: Energy 2016	302-1 c	Consumption of electricity, heating, cooling and steam					Only the consumption of renewable electricity is made explicit.
EXTRA GRI		Percentage of energy consumed deriving from renewable sources	7, 8, 9	7, 13	HIGHLIGHTS		
		Percentage of energy consumed deriving from photovoltaic systems	7, 8, 9	7, 13	HIGHLIGHTS		
		Number of photovoltaic systems and total kWp	7, 8, 9	7, 13	3.3 ENVIRONMENTAL IMPACTS REDUCTION: ENERGY		
		Percentage of energy needs covered by photovoltaic systems	7, 8, 9	7, 13			
GRI INDICATORS USED TO ENSURE CONTINUITY AND COMPARABILITY WITH PREVIOUS REPORTS							
Water resource management							
GRI 303: Acqua e scarichi idrici 2018	303-5	Water consumption	7,8,9	9,12	3.3 ENVIRONMENTAL IMPACTS REDUCTION: WATER RESOURCE MANAGEMENT		
	303-5 a	Total water consumption in megalitres					Unit of measurement in m³
EXTRA GRI		Contextual information on water use and management	7,8,9	9,12	3.3 ENVIRONMENTAL IMPACTS REDUCTION: WATER RESOURCE MANAGEMENT		

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Material themes correlation table – GRI standards



Material Themes Correlation Table - GRI standards

ESG PILLAR	PRIORITY	MATERIAL TOPIC & IRO	GRI
ENVIRONMENTAL IMPACTS REDUCTION	1	Climate change: GHG emissions	305-1; 305-2; 305-3
PEOPLE	2	Workplace health and safety in the value chain	403-7
ENVIRONMENTAL IMPACTS REDUCTION	3	Waste: production of waste	306-1; 306-2; 306-3; 306-4; 306-5
ENVIRONMENTAL IMPACTS REDUCTION	4	Pollution: environmental contamination in production processes	//
ENVIRONMENTAL IMPACTS REDUCTION	5	Energy: energy consumption from non-renewable sources	302-1
PEOPLE	6	Working conditions: welfare of employees	401-2; 401-3
PEOPLE	7	Health and safety in the workplace: information on work and occupational diseases of the own workforce	403-1; 403-2; 403-3; 403-5; 403-6; 403-8; 403-9; 403-10
ENVIRONMENTAL IMPACTS REDUCTION	8	Pollution: use of chemicals in production processes	//
PEOPLE	9	Personal security of consumers and/or end users: privacy and cybersecurity	418-1
PEOPLE	10	Working conditions: stable employment of own labour force	401-1
CORPORATE	11	Corporate Conduct: corruption prevention policies	205-1; 205-3
ENVIRONMENTAL IMPACTS REDUCTION	12	Energy: purchasing energy from renewable sources	//
INNOVATION	13	Circular economy: preventive and predictive analysis	//
PEOPLE	14	Equal treatment and opportunities for all: equal opportunities, inclusion and non-discrimination of the own workforce	405-1; 406-1

CORPORATE	15	Corporate conduct: whistleblower reporting system	2-26
CORPORATE	16	Corporate conduct: ethics and corporate integrity	2-23; 2-24; 2-26
CORPORATE	17	Corporate conduct: solid and stable ESG practices	416-1; 416-2; 417-1; 417-2; 417-3
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07

Learn more

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7.1 Our Stakeholders

Below is the list of our main stakeholders – and how they are involved.

The list was reviewed in early 2025 by the Sustainability Team → [Sustainability Governance](#).

The table below shows our stakeholders in order of relevance according to the following criteria, assigning a score from 1 to 5 (maximum):

- **POWER:** the level of influence, including decision-making, that the stakeholder has over the company, that is the ability thereof to influence the company's decisions, activities, or performance.
- **INFLUENCE:** understood as the level of impact that the organisation - including through its activities and business relationships - has on the interests/conditions of stakeholders, from an environmental, social and governance point of view.

Category	Sub-group	Familiar engagement tools	Debate topics	Urgency/ Related risk	Influence	Power
Employees	Offices	Training through Omnia Academia, internal communication (Group Intranet + Docebo)	Tasks, Product/process, Code of Ethics and corporate policies, environmental and Social Sustainability	Difficulty in hiring people qualified in STEM subjects	2	3
	Production	Training Safety, Internal Communication, Regular Internal Meetings (Docebo, Omnia Academia, Group Intranet)	Safety, Safety Bulletin, Production, Environmental and Social Sustainability	Urgency in finding people trained in craftsmanship, Academia dei Mestieri has been developed for this purpose	4	3
	Interns and new hires	Specific training (face-to-face lesson), Introduction Plan, Welcome Kit, Onboarding tip in the e-learning platform (Docebo, Omnia Academia, Group Intranet)	Induction Plan / Tasks / Product / Process, Code of Ethics and corporate policies	Urgency in establishing relationships with universities in the territories in which we operate in order to maintain a turnover of new talents	2	2
Customers	Large groups	Meetings and calls, Technical Support, Product catalogues, Events	E-Business Technical Development, Delivery, Quality and Product Safety	High urgency in adapting to their required standards both at service level and for example quality certifications, or we had to apply for Ecovadis certificates in order to be able to fall within their selection criteria	3	3

Category	Sub-group	Familiar engagement tools	Debate topics	Urgency/ Related risk	Influence	Power
Customers	Small businesses with under 100 employees	Meetings and calls, Technical Support, Product catalogues, Events	E-Business Technical Development, Delivery, Quality and Product Safety	Low risk (because we are structured to support large customers, we manage and provide services even to small customers that are relevant in the territory)	1	1
Suppliers	Suppliers of raw materials	Sustainability and Quality Questionnaire, Visits/ audits, Development proposals, Non-Disclosure Agreements (NDAs), Moodys as a reporting platform	Environmental Compliance, Product/process Compliance, Delivery, Innovation, environmental and Social Sustainability	We work to reduce the number of suppliers by relying on reliable players who can support the whole group	2	4
	Suppliers of Semi-finished products and subcontract work	-	-	-	3	4
	Component suppliers	-	-	-	3	4
	Fornitori di tecnologie	Formazione sul prodotto in base al servizio	-	Media urgenza per l'innovazione tecnologica e la sostenibilità	3	3
	Fornitori di servizi energetici, idrici e utenze in generale	-	-	-	1	1
	Fornitori di Logistica	-	-	-	1	1
	Servizi (consulenti)	Formazione specifica	-	Media urgenza per la conformità alle normative di sostenibilità	2	2
Investors	-	Reports, Company visits, Calls	Financial and operational performance, sustainability plan	High urgency for Sustainability transparency and reporting	4	4
Banks and financial institutions	-	Mandatory communication, reporting	Economic performance	Medium urgency for financial transparency	4	4

Category	Sub-group	Familiar engagement tools	Debate topics	Urgency/ Related risk	Influence	Power
Government - institutions and regulatory bodies	Institutions	Mandatory communication, Directives, Industry update	Forms, Regulations	High urgency for regulatory compliance	2	4
	Certifying bodies	Certifications, Audits, Updating standards, training courses	Reporting, non-compliance, Continuous improvement	High urgency for compliance with certification regulations	2	2
	Statutory auditors	Periodic meetings	Production performance, Safety, Welfare	Medium urgency for the management of Union relations	4	4
	Universities and research	Joint communication plan, Collateral activities, co-participation in events, traineeships and training programs	Innovation, Training, Human Capital	Medium urgency for collaboration in research and development projects to develop new technologies that can put innovators in the market	2	3
Competitors	Large international groups or specialized in the process or in complete bottling lines (competitors are direct only to the individual divisions)	Best practice analysis and reports, industry round tables	Sustainability, product offer and specialisation, competitiveness in the type of service being offered	Medium urgency for benchmarking and innovation	3	3
Local community	Families of employees residing in the Province where the Legal entity is located	Worker mediation	Welfare	Medium urgency for the well-being of employees and their families	3	3
	Organisations operating in the territory	Donations	Charity	Low urgency to support local communities	3	3
Strategic partners	Strategic suppliers (suppliers offering goods or service that other suppliers cannot offer)	Strategic partnerships	Innovation, research and Sustainability	High urgency for strategic collaboration	2	4

In 2024, there were no specific requests to our contact point esg@omniatechnologiesgroup.com or through the whistleblowing channels.

7.2 Materiality Analysis

Identifying and evaluating impacts, risks and opportunities is a strategic step for responsible and sustainable management of the organization. In line with the ESRS, the process has integrated internal analyses and external sources through a structured and multidisciplinary approach, whose main steps are described below:

1. Company analysis and internal production processes

An in-depth assessment of the company's organizational structure was carried out, considering the production processes, the geographical presence on the territory, the value chain (upstream and downstream), the certifications achieved on sustainability issues. The aim was to try to identify the impacts that the company generates on the environment, society and the economy.

2. Analysis of the sustainability environment in which the company operates

An analysis of the business environment was carried out, considering both environmental pressures (for example air quality, water stress, presence of protected or sensitive areas, etc.) and specific economic and social aspects of the territory (for example job fragility, availability of skilled labour, access to essential services for subsistence, etc.) in order to identify the main environmental, social and economic issues potentially relevant to the organisation and its stakeholders.

3. Literature analysis

Academic articles, industry studies and specialist publications were reviewed in relation to the company's activities and supply chain activities to ensure a sound basis for assessing impacts, risks and opportunities. This allowed both to detect emerging trends and future scenarios relevant to the context, and to identify consolidated and potential environmental, social and economic impacts along the entire value chain.

4. Analysis of industry and international standards

In the process of identifying impacts, risks and opportunities, international sustainability reporting standards have been considered with a particular focus on sectoral reporting, which is relevant to the company's activities. In particular, both the GRI industry standards (which define the material topics most relevant for specific industrial sectors) and the SASB industry standards (which help identify Sustainability factors that may have significant financial impacts) were analysed.

5. Regulatory context analysis

An in-depth analysis of the existing regulatory framework at European and national level was carried out, with particular focus on provisions relevant to the industry, in order to identify potential risks of non-compliance, as well as opportunities related to proactive implementation of new standards and access to incentive tools.

6. Competitor analysis

A benchmarking analysis was conducted with industry leaders to assess the company's position compared to its competitors. In particular, a comparison was made between the sustainability practices implemented by the main reference players to identify common risks and impacts, but also to identify the positioning in terms of sustainability performance. Lastly, in order to understand how other companies are facing the transition to sustainability and identify potential opportunities related to it.

7. Financial risk analysis

In line with the requirements of the ESRS, the identification of sustainability risks from a financial perspective was conducted with the aim of assessing the potential negative impacts on the organization's profits, financial position and business continuity. In particular, physical risks, transition risks and difficulties in accessing capital were identified, thus providing a clear and structured picture of the current situation and future prospects.

Once all potential impacts, risks and opportunities have been identified, they have been assessed in accordance with the framework set out in ESRS 1 (General requirements).

Negative impacts were assessed by considering the sum of the scores (1 to 5) attributed to the parameters of severity (see scale), spread (see scope) and irreparability. Additional scores were then added to this result if the impact had been direct and/or actual. The partial score was then multiplied by the probability of occurrence (from 0 to 1). The **positive impacts** were assessed in the same way, except that irreparability was not taken into account in the sum, as required by the standard. A positive or negative impact was considered **relevant if the rating was equal to or amounted to 11**.

The risks and opportunities were assessed by considering the sum of the scores given to the following parameters: revenue impact, likelihood of occurrence, value chain engagement, and time horizon. A risk or opportunity was considered **relevant if the rating was equal to or amounted to 7.8**.

Stakeholders were also indirectly involved in the evaluation process: their opinions, expressed in quantitative form, were gathered through dedicated business contacts.

In the event that the assessment attributed by a stakeholder group was significantly different from that expressed internally by the company, the final relevance value was calculated as the arithmetic average of the rating expressed by the five groups of stakeholders and the company's rating.

As in the previous three years, **the review process was managed by the internal sustainability committee, as the responsible team, with the advice of external technical partners. The results were then shared with the Board of Directors.**

The next review is scheduled for the next sustainability report.

Double materiality analysis outcome - Impact

Topic	Sub topic	Sub-sub topic	RELATED IMPACT		Impact classification				Impact measurement					RELEVANCE		
					Positive Negative	Actual Potential	Direct Indirect	Value chain	Scale	Scope	Irreme- diability	Probabi- lity	Time hori- zon			
Sustainability area: Environmental																
ESRS E1: Climate change	Climate change mitigation	/	Carbon emissions which contribute to global climate change, with direct consequences for ecosystem balance, human health and economic and social security.		Negative	Actual	Direct and indi- rect	Procu- rement, Inbound Lo- gistics, Ma- nufacturing, Outbound Logistics, Product in use	Very signifi- cant	Global	Difficult to reme- diate	Certain	<1 year	16	RELEVANT	
		/	Monitoring, management and reduction of carbon emissions , including offsetting projects, which help to mitigate climate change globally, fostering ecosystem protection, improving public health and socioeconomic resilience.		Positive	Actual	Direct	Production	Slight	Global	/	Certain	<1 year	9	NOT RELEVANT	
	Energy	/	Energy efficiency (process) with synergistic benefits for environmental quality, human health and sustainable economic growth.		Positive	Actual	Direct	Production	Very mild	Global	/	Certain	1-5 years	8	NOT RELEVANT	
		/	Purchase of energy from renewable sources that supports the transition to a low-emission energy system, reducing the environmental impact of electricity production and contributing to the preservation of natural resources, the protection of public health and the energy security of communities.		Positive	Actual	Direct	Production	Signifi- cant	Global	/	Certain	<1 year	11	RELEVANT	
		/	Self-production of electricity from photo-voltaic installations which reduces the use of non-renewable energy sources, reducing climate-altering emissions and promoting a decentralised energy model, with positive effects on environmental quality, energy independence and the well-being of communities.		Positive	Actual	Direct	Production	Mode- rate	National	/	Certain	<1 year	9	NOT RELEVANT	
		/	Energy consumption from non-renewable sources leading to a significant environmen- tal impact linked to the extraction and use of non-renewable sources, contributing to incre- ased climate-changing emissions and pressure on natural resources, with consequences on the stability of ecosystems, health and sustainability of the economic system.		Negative	Actual	Direct and indi- rect	Procu- rement, production, Product in use	Mode- rate	Global	Highly reme- diable	Certain	<1 year	12	RELEVANT	

Topic	Sub topic	Sub-sub topic	RELATED IMPACT		Impact classification				Impact measurement					RELEVANCE		
					Positive Negative	Actual Potential	Direct Indirect	Value chain	Scale	Scope	Irreme-diability	Probabi-lity	Time horizon			
Sustainability area: Environmental																
ESRS E2: Pollution	Water, air and soil pollution	/	Environmental contamination from metalworking (cutting and welding) involving the release of pollutants into air, soil and water, including fine particulates, metal fumes and chemical residues, with potentially harmful effects on ecosystems, air quality and the health of workers and surrounding communities.		Negative	Actual	Direct	Pro-duction	Very mild	Global	Difficult to reme-diate	Certain	<1 year	12,6	RELEVANT	
		/	Environmental contamination due to ex-traction and processing of metals which involves the release of pollutants into air, soil and water, including fine particulates, metal fumes and chemical residues, with potentially harmful effects on ecosystems, air quality and the health of workers and surrounding communities.		Negative	Potential	Indirect	Procure-ment	Moderate	Global	Difficult to reme-diate	Modera-tely likely	1-5 years	7,32	NOT RELEVANT	
	Substances of concern	/	Use of chemicals in production processes (detergents, lubricants, disinfectants, etc.) which may release hazardous compounds into the environment, affecting air, water and soil quality. This can damage local ecosystems and pose a risk to human health, in particular to workers and surrounding communities, and compromise long-term environmental safety.		Negative	Actual	Direct	Pro-duction	Very mild	Global	Difficult to reme-diate	Certain	<1 year	11,8	RELEVANT	
ESRS E3: Water and marine resources	Water and marine resources	Water consumption	Consumption of water resources which, although limited, could affect the availability of water in already vulnerable areas, which may affect the ecological balance of aquatic ecosystems and the ability of local communities to access sufficient water resources for domestic and agricultural use.		Negative	Actual	Direct	Pro-duction	Very mild	National	Highly reme-diable	Certain	<1 year	9,2	NOT RELEVANT	
			Water consumption in metal mining in areas subject to water stress, which can lead to local conflicts and negative environmental impacts. In regions with water scarcity, the high water consumption required for mining can exacerba-te the shortage of water resources, negatively affecting local communities and the surrounding ecosystem.		Negative	Potential	Indirect	Procure-ment	Signifi-cant	Global	Difficult to reme-diate	Modera-tely likely	1-5 years	7,8	NOT RELEVANT	
		/	Deforestation and loss of natural habitats caused by mining along the supply chain, which contribute to the degradation of ecosystems, reducing biodiversity and altering ecological balances. This impact has direct effects on climate change, the health of local ecosystems and the quality of life of communities that depend on natural resources for their livelihoods.		Negative	Potential	Indirect	Procure-ment	Signifi-cant	Global	Partially recove-rable	Modera-tely likely	1-5 years	7,2	NOT RELEVANT	

Topic	Sub topic	Sub-sub topic	RELATED IMPACT		Impact classification				Impact measurement					RELEVANCE	
					Positive Negative	Actual Potential	Direct Indirect	Value chain	Scale	Scope	Irreme-diability	Probabi-lity	Time horizon		
Sustainability area: Environmental															
ESRS E5: Circular economy	Resource in-flows, including resource use	/	Supply of critical raw materials which can lead to depletion of resources, increased pressure on extraction areas and potential human rights violations in local communities. This impact can also contribute to territorial conflicts, the destruction of ecosystems and increased dependence on unsustainable mining practices, with harmful effects on the environment and vulnerable populations (copper, lithium,...).		Negative	Potential	Direct and indi-rect	Procure-ment	Very mild	Global	Totally irreme-diable	Modera-tely likely	1-5 years	7,56	NOT RELEVANT
		/	Use of recycled materials (EU steel) that reduces the need for extraction of natural resources, reducing carbon emissions and the environmental impact associated with the production of virgin steel.		Positive	Actual	Direct	Pro-duction	Slight	Global	/	Certain	<1 year	9	NOT RELEVANT
	Outflows of re-sources relating to products and services	/	Optimize metal waste management and disposal (100% recycling) that reduces the volume of materials destined for landfills, promoting the circular economy and reducing the demand for virgin resources.		Positive	Actual	Direct	Pro-duction	Signifi-cant	Global	/	Certain	<1 year	10,8	NOT RELEVANT
	Waste	/	Generation of hazardous waste resulting in an accumulation of high hazardous waste materials, increasing pressure on recovery facilities and waste management systems. Although a significant part of this waste is intended for recovery, the use of resources for its management and treatment can still lead to significant environmental impacts.		Negative	Actual	Direct	Pro-duction	Moderate	Global	Partially recove-rable	Certain	<1 year	13,2	RELEVANT
			Reduction of packaging and use of more sustainable materials , which helps to reduce waste accumulation and pressure on waste management facilities. The use of recyclable or compostable materials and the minimization of the use of packaging contribute to reducing environmental pollution by limiting the production of plastic waste and fostering the transition to a circular economy.		Positive	Actual	Direct	Pro-duction	Moderate	National	/	Certain	1-5 years	9,4	NOT RELEVANT
		/	Preventive and predictive analytics , aimed at extending the useful life of products by reducing the need for resources to produce new goods. This approach promotes durability, reduces waste and environmental impact, fostering the circular economy and improving efficiency in the use of natural resources.		Positive	Actual	Direct	Pro-duction	Signifi-cant	Global	/	Certain	<1 year	11	RELEVANT

Topic	Sub topic	Sub-sub topic	RELATED IMPACT		Impact classification				Impact measurement					RELEVANCE		
					Positive Negative	Actual Potential	Direct Indirect	Value chain	Scale	Scope	Irreme-diability	Probabi-lity	Time horizon			
Sustainability area: Responsibility																
ESRS S1: Own workforce	Work conditions	Work/life balance	Ensuring the well-being of employees through corporate welfare policies that contribute to improving the quality of life of workers. This approach promotes a healthier and more productive work environment, increasing employee satisfaction and motivation, which benefits both the organisation and society as a whole.		Positive	Actual	Direct	Pro-duction	Very si- gnificant	Global	/	Certain	<1 year	12	RELEVANT	
		Health and safety	Exposure to occupational accidents and illnesses that can compromise health and safety, with potential negative consequences also for opera- tional efficiency and organisational well-being.		Negative	Actual	Direct	Pro-duction	Very si- gnificant	Global	Partially re- cover- able	Certain	<1 year	12	RELEVANT	
		Secure employment	Ensure stable employment through perma- nent contracts accompanied by appropriate social protection measures, contributing to the economic security of workers, improving their quality of life and fostering a healthier and more productive working environment. This approach promotes economic growth and reduces the risk of unemployment and economic instability, with long-term benefits for the community and for the collective well-being.		Positive	Actual	Direct	Pro-duction	Signifi- cant	Global	/	Certain	<1 year	11,2	RELEVANT	
	Equal treatment and opportuni- ties for all	Gender equality and equal pay for work of equal value	Ensuring equal opportunities, inclusion and non-discrimination by promoting a fair work- ing environment where everyone has access to the same opportunities for development and progress.		Positive	Actual	Direct	Pro-duction	Signifi- cant	Global	/	Certain	<1 year	11	RELEVANT	
		Training and development of skills	Promotion of training, professional develop- ment and growth , offering employees oppor- tunities for continuous improvement, fostering innovation and adaptability to labour market developments. This approach increases motiva- tion and job satisfaction, contributing to a more productive work environment and increased organisation competitiveness, benefiting both employees and the company over the long term.		Positive	Actual	Direct	Pro-duction	Moderate	National	/	Certain	<1 year	9,2	NOT RELEVANT	
ESRS S2: Workers in the value chain	Work conditions	Secure employment	Wage levels that are inadequate to ensure a mini- mum level of subsistence for workers along the supply chain, which can lead to poverty among workers, reducing their well-being and quality of life. This impact contributes to social and econo- mic inequalities and undermines the stability of communities.		Negative	Potential	Indirect	Procu- rement (Extra UE)	Signifi- cant	Global	Highly re- mediable	Unlikely	1-5 years	4,4	NOT RELEVANT	
		Health and safety	Exposure to significant safety risks in the work- ing environment , in particular in foundries and mines, where hazardous working conditions and the use of high-risk materials increase the like- lihood of serious accidents and fatal accidents, compromisina the health and safety of workers.		Negative	Actual	Indirect	Procu- rement (Extra UE)	Very si- gnificant	Global	Difficult to re- mediate	Certain	<1 year	15	RELEVANT	

Topic	Sub topic	Sub-sub topic	RELATED IMPACT		Impact classification				Impact measurement					RELEVANCE		
					Positive Negative	Actual Potential	Direct Indirect	Value chain	Scale	Scope	Irreme-diability	Probabi-lity	Time horizon			
Sustainability area: Responsibility																
ESRS S2: Workers in the value chain	Other work-related rights	Forced and child labour	The risk of forced and child labour in the supply chain , which violates fundamental human rights and contributes to conditions of exploitation and abuse. This impact undermines the dignity of workers, undermines the safety and well-being of vulnerable communities.		Negative	Potential	Indirect	Procu- re-ment (Extra UE)	Very si- gnificant	Global	Highly re- mediable	Unlikely	> 5 years	4,8	NOT RELEVANT	
		Territory-related impacts	Strengthening relations with the community and the territory by collaborating with schools, universities and promoting local development initiatives.		Positive	Actual	Direct	Pro- duction	Moderate	National	/	Certain	<1 year	9,2	NOT RELEVANT	
	Personal safety of consumers and/or end users	Health and safety	Ensure the quality and safety of the product for the user, by complying with strict design, production and control standards, ensuring the safety of the machines and their compliance with industry regulations.		Positive	Actual	Direct	Pro- duction	Signifi- cant	Global	/	Certain	<1 year	10,8	NOT RELEVANT	
		Personal safety of consumers and/or end users	Ensure data protection and digital security by adopting advanced technology solutions and strict business policies that protect sensitive information from unauthorised access, cyberattacks and data leaks.		Positive	Actual	Direct	Pro- duction	Very si- gnificant	Global	/	Certain	<1 year	11,6	RELEVANT	
			Loss and/or leakage of sensitive data , which can become a greater risk due to rapid business growth, with increased operations and data access points. This impact exposes confidential information to the risk of unauthorised access and may compromise privacy.		Negative	Potential	Direct	Pro- duction	Very si- gnificant	Global	Highly re- mediable	Unlikely	<1 year	5,12	NOT RELEVANT	
			Sustainability area: Governance													
ESRS G1: Company conduct	Corporate culture	/	Promoting business ethics and integrity through voluntary policies and transparent practices that guide all business activities toward responsible and moral behaviour.		Positive	Actual	Direct	Pro- duction	Signifi- cant	Global	/	Certain	<1 year	11	RELEVANT	
	Whistleblower protection	/	Adopting a whistleblower protection reporting system , which allows employees, suppliers and customers to confidentially and securely report misconduct or wrongdoing within the company.		Positive	Actual	Direct	Pro- duction	Signifi- cant	Global	/	Certain	<1 year	11	RELEVANT	
	Supplier relationship management, including payment practices	/	Sustainability screening of the supply chain in order to select suppliers based on environmental, social and governance standards, ensuring that all stages of production are responsible and sustainable.		Positive	Actual	Direct	Pro- duction	Moderate	Global	/	Certain	1-5 years	10	NOT RELEVANT	
	Corruption and bribery	Prevention and detection, including training	Adopting policies to prevent corruption , which establish clear and transparent rules to prevent corruption and foster a business environment based on integrity and accountability.		Positive	Actual	Direct	Pro- duction	Signifi- cant	Global	/	Certain	<1 year	11,2	RELEVANT	

Double materiality analysis outcome - Financial

Topic	Sub topic	Sub-sub topic	Origin	Impact factor	Risk description		Opportunity description	Risk/opportunity classification			RISK/OPPORTUNITY MEASUREMENT		RELEVANCE	
								Actual or potential	Own operations or in the value chain	Time horizon	Probability of occurrence	Quantitative scope		
Sustainability area: Environmental														
ESRS E1 - Climate change	Adaptation to climate change	/	Impact	Extreme climatic events such as floods, hailstorms, storms and heat waves are becoming more frequent and intense due to climate change.	The company could suffer significant damage to its physical facilities and manufacturing facilities due to extreme weather events. This could result in disruption to operations, reduced productivity, and high repair or replacement costs. (Physical risk)			Potential	Own operations	Short (<1 year)	Moderately likely	<5% of turnover	3,2	NOT RELEVANT
		/	Dependency	The CBAM Regulation was designed to ensure that imports of high-carbon emission goods into the European Union are subject to a carbon tax equivalent to that paid by European companies in the context of European climate policies.	Companies exporting products to the European Union could face the introduction of carbon tariffs, which would increase production costs and reduce competitiveness. In particular, carbon-intensive industries (such as metallurgy, chemistry, and cement) could be hit by higher tariffs , increasing overall costs and reducing profit margins. (Transition risk)			Potential	Own operations	Medium (1- 5 years)	Likely	<5% of turnover	4,36	NOT RELEVANT
	Energy	/	Dependency	The company's use of renewable energy sources .			Using energy from renewable sources can help to reduce energy costs in the long term. Furthermore, it can improve the corporate image and increase competitiveness , given that many environmental regulations and consumer and investor preferences push for sustainability. The use of renewable energy can also prepare the company for future stricter emission regulations and help mitigate the risks arising from climate change .	Actual	Own operations	Long (> 5 years)	Certain	<5% of turnover	8	RELEVANT

Topic	Sub topic	Sub-sub topic	Origin	Impact factor	Risk description		Opportunity description	Risk/opportunity classification			RISK/OPPORTUNITY MEASUREMENT		RELEVANCE	
								Actual or potential	Own operations or in the value chain	Time horizon	Probability of occurrence	Quantitative scope		
Sustainability area: Environmental														
ESRS E1 - Climate change	Energy	/	Dependency	Energy is a resource that can be strongly influenced by geopolitical factors, such as international conflicts, political instability, economic sanctions or restrictions on energy suppliers.	Rising energy costs, resulting from geopolitical tensions or changes in global energy markets, could jeopardise the competitiveness of the company, particularly for a very energy-intensive company. Higher costs could negatively affect profit margins, increasing the risk of reduced profitability and operational efficiency. (Physical and transition risks)			Potential	Own operations and in the value chain	Short (<1 year)	Likely	<5% of turnover	5,2	NOT RELEVANT
ESRS E5: Circular economy	Resource inflows, including resource use	/	Dependency	The cost of raw materials can fluctuate significantly due to various factors, including global supply and demand, international trade policies, geopolitical dynamics, scarcity of natural resources, and evolving environmental regulations. Unforeseen events such as natural disasters, pandemics, or geopolitical conflicts can further destabilize commodity markets, leading to higher costs.	Companies that depend on specific raw materials to produce goods (in this case metals) are vulnerable to price fluctuations that could increase production costs and reduce profit margins.			Potential	Own operations and in the value chain	Medium (1- 5 years)	Certain	<5% of turnover	7,6	NOT RELEVANT
Sustainability area: Responsibility														
ESRS S1: Own workforce	Work conditions	Secure employment	Dependency	Growing difficulty in finding qualified staff willing to travel internationally for medium to long term, influenced by strong competition for global talent and a change in professional preferences, with a greater focus on work-life balance.	The difficulty of attracting and retaining skilled staff could slow down business projects, particularly those requiring technical expertise and direct involvement on the ground in international contexts. This may affect the company's ability to effectively operate in foreign markets or in geographic areas where long-term relocations are required. The shortage of qualified resources could also lead to higher recruitment and training costs and reduce long-term operational effectiveness.			Actual	Own operations	Short (<1 year)	Certain	<5% of turnover	10	RELEVANT

Topic	Sub topic	Sub-sub topic	Origin	Impact factor	Risk description		Opportunity description	Risk/opportunity classification			RISK/OPPORTUNITY MEASUREMENT		RELEVANCE	
								Actual or potential	Own operations or in the value chain	Time horizon	Probability of occurrence	Quantitative scope		
Sustainability area: Responsibility														
ESRS S1: Own workforce	Work conditions	Health and safety	Dependency	Working conditions in geographical areas characterised by political conflict or instability. Working conditions in these areas can expose personnel to direct threats, such as armed attacks, kidnappings or physical harm, as well as psychological risks arising from the dangerous working environment.	Personnel working in conflict zones are vulnerable to serious risks to their safety and physical wellness. This could lead to physical or psychological harm to employees, disruption to business operations, damage to the company's image, and potential legal or economic consequences. The company may also incur additional security costs			Potential	Own operations	Short (<1 year)	Unlikely	<5% of turnover	2	NOT RELEVANT
ESRS S2: Value chain workforce	Work conditions	Health and safety	Impact	Employee exposure to physical hazards due to hazardous working conditions or lack of adequate safety measures.	An occupational injury could cause physical damage to employees and slow down business operations, resulting in lost productivity and increased operating costs. In addition, managing the risk of accidents could damage the company's reputation, reduce staff motivation, and lead to additional costs for safety, compensation, and rehabilitation.			Potenziale	Operazioni proprie	Breve (<1 anno)	Improbabile	<5% del fatturato	1,2	NON RILEVANTE
		Forced labour	Impact	Discovery of forced or child labour practices along the supply chain.	Discovery or accusation of forced labour along the supply chain could significantly damage the company's reputation, reducing the trust of consumers, investors and other stakeholders. This could also lead to legal penalties, boycotts, difficulties in markets, and increased operational costs to correct improper practices, such as reviewing contracts with suppliers or implementing more stringent monitoring systems			Potenziale	Operazioni proprie e nella catena del valore	Breve (<1 anno)	Poco Probabile	<5% del fatturato	2,2	NON RILEVANTE

Topic	Sub topic	Sub-sub topic	Origin	Impact factor	Risk description		Opportunity description	Risk/opportunity classification			RISK/OPPORTUNITY MEASUREMENT		RELEVANCE	
								Actual or potential	Own operations or in the value chain	Time horizon	Probability of occurrence	Quantitative scope		
Sustainability area: Governance														
ESRS G1: Company conduct	Corporate culture	/		A constantly evolving group of companies may find it difficult to maintain a consistent and constant control of environmental and safety aspects across its sites. These changes can lead to misalignments in policies and practices, leading to failure to implement the necessary measures to ensure employee safety and environmental compliance.	A lack of consistent control over environmental and safety aspects could increase the risk of accidents, regulatory violations and environmental damage, resulting in legal penalties, damage to the company's reputation and disruption to operations.			Potential	Own operations	Short (<1 year)	Unlikely	>10% of turnover	2,8	NOT RELEVANT
		/	Impact	Implement effective strategies for managing and reducing environmental, social and governance (Sustainability) risks.			Adopting strong Sustainability practices , the company can prevent reputational incidents and behaviours, thereby improving perception among customers, investors, and employees. This leads to increased customer loyalty, attracting sustainable investment, and attracting and retaining talent. In addition, a strong Sustainability reputation can differentiate the company in the market, opening up new business opportunities and strategic partnerships.	Actual	Own operations	Short (<1 year)	Certain	5%-10% of turnover	11	RELEVANT

Topic	Sub topic	Sub-sub topic	Origin	Impact factor	Risk description		Opportunity description	Risk/opportunity classification			RISK/OPPORTUNITY MEASUREMENT		RELEVANCE	
								Actual or potential	Own operations or in the value chain	Time horizon	Probability of occurrence	Quantitative scope		
Sustainability area: Governance														
ESRS G1: Company conduct	Supplier relationship management, including payment practices	/	Impact	Poor Sustainability performance from suppliers.	If a supplier does not meet Sustainability standards, the company may be forced to stop collaborating and look for new suppliers, which leads to costs and delays in operations . In addition, switching suppliers can affect production continuity, affect product quality, and generate a loss of trust among stakeholders . This risk can also compromise the company's reputation when associated with unethical or unsustainable procurement practices.			Potential	Own operations	Medium (1- 5 years)	Moderately likely	<5% of turnover	2,4	NOT RELEVANT
		Accidents	Impact	Corruption along the value chain that can manifest itself through illegal practices such as bribery, favouritism, or fraud.	Corruption in the value chain, involving suppliers, subcontractors, or other parts of the supply chain , could cause significant damage to the company's image, undermine investor confidence, and lead to legal penalties and fines.			Potential	Own operations and in the value chain	Short (<1 year)	Unlikely	<5% of turnover	2	NOT RELEVANT

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08

Appendix



Employees by branch, gender and contract type*

2022	Italy		France		Romania		Spain	
	M	W	M	W	M	W	M	W
Total number of employees	666.70	87.69	20.00	5.00	1.00	1.00	35.56	5.13
Permanent employees	646.70	85.07	19.00	5.00	1.00	0.00	34.56	5.13
Temporary employees**	20.00	2.63	1.00	0.00	0.00	1.00	1.00	0.00
On-call employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Full-time employees	663.00	74.00	10.00	5.00	1.00	1.00	34.00	4.51
Part-time employees***	3.70	13.69	0.00	0.00	0.00	0.00	1.56	0.63

2022	Italy	France	Romania	Spain
Total				
Total number of employees	754.39	25.00	2.00	40.69
Permanent employees	731.77	24.00	1.00	39.69
Temporary employees**	22.63	1.00	1.00	1.00
On-call employees	0.00	0.00	0.00	0.00
Full-time employees	737.00	15.00	2.00	38.51
Part-time employees***	17.39	0.00	0.00	2.19

United Kingdom		USA		Mexico		Argentina and Chile		Australia		Group	
M	W	M	W	M	W	M	W	M	W	M	W
3.50	3.00	10.50	2.00	7.00	5.00	74.00	9.00	9.90	2.00	828.16	119.82
3.00	3.00	10.50	2.00	7.00	5.00	74.00	9.00	9.90	0.00	805.66	114.20
0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	22.50	5.63
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
3.00	3.00	10.00	2.00	7.00	5.00	74.00	9.00	8.00	0.00	810.00	103.51
0.50	0.00	0.50	0.00	0.00	0.00	0.00	0.00	1.90	0.00	8.16	14.32

United Kingdom	USA	Mexico	Argentina and Chile	Australia	Group
6.50	12.50	12.00	83.00	11.90	947.98
6.00	12.50	12.00	83.00	9.90	919.86
0.50	0.00	0.00	0.00	2.00	28.13
0.00	0.00	0.00	0.00	0.00	0.00
6.00	12.00	12.00	83.00	8.00	913.51
0.50	0.50	0.00	0.00	1.90	22.48

*The datum is calculated in terms of full-time equivalent FTE employees and at the end of the year at 31/12.
** Fixed-term contracts regard, in most cases, production and logistics positions to support a temporary increase in business.
*** In most cases, employees on return from parental leave and in any case to balance life and work time.

Employees by branch, gender and contract type*

2023	Italy		France		Romania		Spain	
	M	W	M	W	M	W	M	W
Total number of employees	1,112.7	148.3	27.00	7.00	1.00	1.00	32.00	3.50
Permanent employees	1,032.7	146.3	27.00	7.00	1.00	1.00	32.00	3.50
Temporary employees**	80	2	0.00	0.00	0.00	0.00	0.00	0.00
On-call employees	0	0	0.00	0.00	0.00	0.00	0.00	0.00
Full-time employees	1,107.75	128.07	27.00	7.00	1.00	1.00	32.00	2.50
Part-time employees***	4.95	20.23	0.00	0.00	0.00	0.00	0.00	1.00

2022	Italy	France	Romania	Spain
Total				
Total number of employees	1,261.00	34.00	2.00	35.50
Permanent employees	1,179.00	34.00	2.00	35.50
Temporary employees**	82.00	0.00	0.00	0.00
On-call employees	0.00	0.00	0.00	0.00
Full-time employees	1,235.82	34.00	2.00	34.50
Part-time employees***	25.18	0.00	0.00	1.00

United Kingdom		USA		Mexico		Argentina and Chile		Australia		Group	
M	W	M	W	M	W	M	W	M	W	M	W
4.00	2.50	11.00	4.00	10.00	6.00	93.00	12.00	10.50	8.00	1,301.20	192.30
4.00	2.50	11.00	4.00	10.00	6.00	93.00	12.00	10.55	8.00	1,221.25	190.30
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	80.00	2.00
0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
4.00	1.00	11.00	4.00	10.00	6.00	93.00	10.00	9.00	7.00	1,294.75	166.57
0.00	1.50	0.00	0.00	0.00	0.00	0.00	2.00	1.50	1.00	6.45	25.73

United Kingdom	USA	Mexico	Argentina and Chile	Australia	Group
6.50	15.00	16.00	105.00	18.50	1,493.50
6.50	15.00	16.00	105.00	18.55	1,411.55
0.00	0.00	0.00	0.00	0.00	82.00
0.00	0.00	0.00	0.00	0.00	0.00
5.00	15.00	16.00	103.00	16.00	1,461.32
1.50	0.00	0.00	2.00	2.50	32.18

*The datum is calculated in terms of full-time equivalent FTE employees and at the end of the year at 31/12.

** Fixed-term contracts regard, in most cases, production and logistics positions to support a temporary increase in business.

*** In most cases, employees on return from parental leave and in any case to balance life and work time.

Employees by branch, gender and contract type*

2024	Italy		France		Romania		Spain		United Kingdom		USA		Mexico	
	U	D	U	D	U	D	U	D	U	D	U	D	U	D
Total number of employees	1,899.79	317.5	49	11	2	2	32	3	20	3	37	13	41	14
Permanent employees	1,858.79	305.75	49	11	2	1	32	3	20	3	37	13	41	14
Temporary employees**	41	11.75				1								
On-call employees	2	0												
Full-time employees	1,888.04	251.02	49	11	2	2	32	3	20	3	37	13	41	14
Part-time employees ***	11.75	66.48												

Argenti-na / Chile		Australia		Brazil		Morocco		Nigeria		Singapo-re		UAE		China		Group	
U	D	U	D	U	D	U	D	U	D	U	D	U	D	U	D	U	D
95	20	12	2	5	1	7	0	6	1	1	0	7	1	22	4	2,235.79	392.5
95	20	12	2	5	1	7	0	6	1	1	0	7	1	22	4	2,194.79	379.75
																41	12.75
																2	0
95	20	12	2	5	1	7	0	6	1	1	0	7	1	22	4	2,224.04	326.02
																11.75	66.48

2024	Italy	France	Romania	Spain	United Kingdom	USA	Mexico
	Total						
Total number of employees	2,217.29	60	4	35	23	50	55
Permanent employees	2,164.54	60	3	35	23	50	55
Temporary employees**	52.75	0	1	0	0	0	0
On-call employees	2	0	0	0	0	0	0
Full-time employees	2,139.06	60	4	35	23	50	55
Part-time employees ***	78.23	0	0	0	0	0	0

Argenti-na / Chile	Australia	Brazil	Morocco	Nigeria	Singapo-re	UAE	China	Group
115	14	6	7	7	1	8	26	2,628.29
115	14	6	7	7	1	8	26	2,574.54
0	0	0	0	0	0	0	0	53.75
0	0	0	0	0	0	0	0	2
115	14	6	7	7	1	8	26	2,550.06
0	0	0	0	0	0	0	0	78.23

*The datum is calculated in terms of full-time equivalent FTE employees and at the end of the year at 31/12.
** Fixed-term contracts regard, in most cases, production and logistics positions to support a temporary increase in business.
*** In most cases, employees on return from parental leave and in any case to balance life and work time.

Key to the acronyms → Sustainability governance

ACRONYM	EXTENDED FORM
CEO	Chief Executive Officer
CCO	Chief Commercial Officer
CFO	Chief Financial Officer
COO	Chief Operating Officer
MDs	Managing Directors
CCC	Chief Corporate Compliance
CLO	Chief Legal Officer
CP&O	Chief People Organization
CTO	Chief Transformation Officer
CDO	Chief Digital Officer
HSE	Health, Safety, and Environment
Marketing Sustainability	Head of Marketing Sustainability
Sustainability D&I	Sustainability D&I Coordinator
Project Owner	Project Owner
Project Team	Project Team
Sustainability Coordinator	Sustainability Coordinator



- ROLES AND RESPONSIBILITIES SHARED
BY THE MEMBERS OF THE SUSTAINABILITY COMMITTEE**
- Define sustainability strategies
 - Decide on updates, amendments, and revisions to the Strategic Sustainable Plan
 - Oversee the implementation of the Strategic Sustainable Plan
 - Validate, review, and verify targets
 - Approve any other sustainability items not included in the Plan
 - Propose, evaluate, and approve the Sustainability Function Budget
 - Approve the Sustainability Report
 - Define any changes to sustainability governance

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