



**Omnia
Technologies**
Enabling Evolution

Impact Report 2025

OMNIA TECHNOLOGIES

Omnia Technologies Group

Impact Report

Year 2025



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Letter from the Impact Manager

Omnia Technologies is a constatly evolving Group

This Impact Report stems from that awareness. It is not a reporting exercise: it is a tool to describe a journey shaped by concrete commitment and a long-term vision.

Over the years, we have launched numerous projects linked to our Common Benefit goals. Today we need to go further: scaling these initiatives across more Group companies, so that the impact we generate becomes wider, more consistent and more effective in the communities where we operate.

We believe that Omnia Technologies' true strength lies in our ability to act as a Group—leveraging the specific strengths of each company and connecting them through shared objectives. It is within this dialogue between industrial growth and social responsibility that we find the most authentic meaning of being a Benefit Corporation.

Compared to the previous year, the progress made has led to tangible results. We achieved the EcoVadis Silver certification, positioning the Group among the highest-rated companies within its sector in ESG performance. We significantly increased the use of electricity from renewable sources, reaching 86% of total consumption, and strengthened our inclusion framework by extending UNI/PdR 125 and ISO 30415 certifications across all Group sites.

In 2025, we also launched our first structured employee climate survey (Great Place to Work®), introducing an increasingly data-driven approach to organisational wellbeing. Alongside these results, the Group continued to invest in high-impact social initiatives, including the construction of three new wells in Malawi and support for inclusion programmes such as Dynamo Camp, contributing measurable social value within the communities in which it operates.

2025 marked a shift: from defining sustainability objectives to embedding them across our operations, governance and organisational culture.

Our commitment continues with a clear objective: generating long-term value for the Group, our people, and the communities in which we operate.

Elisabetta Compagno

Impact Manager

Omnia Technologies Holding S.p.A. SB

Introduction

This second Impact Report marks an evolution in how we measure and communicate our contribution as a Benefit Corporation.

In 2024, we defined our Impact model, identifying priorities, areas of action, and initial KPIs. In 2025, we worked to extend this operational model across a broader company scope and integrate it into the Group's decision-making processes.

This document provides an overview of the progress achieved during the year, including:

- achievements
- actions implemented
- deviations from defined targets

To ensure transparency and consistency, we strengthened the measurement system through:

- KPI expansion and revision
- integration of new data collection and analysis tools
- increased involvement of business functions

The Group's Common Benefits continue to focus on three key areas:

1. COMMUNITY

Widening access to essential resources and fostering social inclusion.

2. ENVIRONMENT

Cutting emissions and using natural resources responsibly.

3. PEOPLE

Supporting wellbeing, safety and professional growth.

Throughout the Report, alongside our results, we also highlight the areas where targets have not been fully achieved. This approach reflects our commitment to transparent reporting, aimed at supporting continuous improvement.

We view this Report not merely as a communication tool, but as a management instrument: a practical support to guide future decisions and to strengthen the integration of sustainability into our industrial strategy.

Progress Against Commitments

In 2024, Omnia Technologies defined its commitments as a Benefit Corporation, establishing objectives and KPIs across its principal impact areas.

During 2025, the Group further strengthened the implementation of these commitments through measurable actions and operational progress.

Key achievements

- Environmental targets met, particularly in renewable energy and decarbonization roadmap implementation
- Community initiatives strengthened, expanding the number of beneficiaries
- Sustainability governance enhanced with improved monitoring tools and certifications

Identified gaps

- Healthcare prevention initiatives did not reach expected coverage
- Some environmental and supply chain KPIs are still being consolidated due to organisational complexity

These insights will shape the **2026 Impact Plan**, with a clear focus on scalability, data integration and delivery.

CHAPTER 1

Common Benefit - Community

Two strategic priorities guide our community commitment across all Group companies: ensuring fair and sustainable access to drinking water, and promoting social inclusion in all its forms.

Both pillars sit at the core of our strategy, placing the wellbeing of local communities and the protection of natural resources at the centre of every decision.

- **Access to drinking water:**

Omnia Technologies encourages its operating companies, through the corporate “Water Treatment” department, to develop initiatives ensuring fair access to and sustainable management of drinking water. These projects aim to support populations without water infrastructure in Italy and abroad, improving quality of life through concrete and measurable solutions.

- **Inclusion and diversity:**

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



1.1 Access to Drinking Water

Il Pozzo dei Desideri

Ensuring Sustainable Access to Water in Remote Villages in Malawi

Access to drinking water remains one of the most critical global challenges for health and community wellbeing — and one where industrial groups can make a tangible difference. As part of this commitment, the Group collaborates with *Il Pozzo dei Desideri ODV*, a non-profit organisation specialized in building wells in remote rural areas of Malawi, where water infrastructure is lacking.

Il Pozzo dei Desideri’s activity focuses on constructing wells that serve entire communities, providing an essential resource for survival and sustainable development. Access to clean water improves hygiene and health conditions and supports education by reducing the time, especially for women and children, spent collecting water.

100% of donations collected is allocated directly to well construction, while all operational expenses are covered by the organisation’s members. To ensure transparency, each project is documented with images, videos, and GPS coordinates.

Omnia Technologies Contribution

In 2025 we funded the construction of three new wells in Malawi, adding to the two built in 2024. Together, these five wells now give safe water access to over 1,000 people across three rural communities.

Project Details:

Well 1 – Mpoda Village (peri-urban area of Balaka)	Well 2 – Lobats Village
• Construction date: May 7, 2025 • Population served: 60 families (approx. 5 members each) • Depth: 61 metres • GPS coordinates: 14°58'47.5"S 34°56'05.5"E	• Construction date: May 18, 2025 • Population served: 25 families (approx. 5 members each) • Depth: 56 metres • GPS coordinates: 14°56'15.1"S 34°54'44.7"E
Well 3 – Chagoma Village	
• Construction date: May 27, 2025 • Population served: 120 families (approx. 5 members each) • Depth: 56 metres • GPS coordinates: 15°00'233"S 34°86'638"E	

KPIs and Improvement Targets

Impact Area	KPI	2024 Result	2025 Target	2025 Result	2026 Target	Notes
Community	Number of wells built	2 wells	3 wells	3 wells	3 wells	
Community	Number of beneficiaries	810 people	1.200 people	1.025	1.200 people	Varies depending on geography
Community	Increase in water access	+30%	+50%	+50%	+55%	Compared to pre-project
Community	Monitoring of wells	100%	100%	100%	100%	Annual checks with GPS traceability
Community	Distance reduction for water access	-50%	-70%	-80%	-80%	Positive impact on women and children

For 2026, Omnia Technologies aims to further expand the initiative by contributing to the construction of three additional wells and monitoring maintenance of existing ones.

This initiative aligns with the UN Sustainable Development Goals, particularly: **SDG 6 – Clean Water and Sanitation**



1.2 Promoting prevention - Welfare Care

WelfareCare: Innovation and Solidarity for Prevention

Access to preventive healthcare is a key factor in ensuring people's well-being and reducing the incidence of disease. With this in mind, Omnia Technologies launched a partnership in 2024 with *WelfareCare*, an Italian Benefit Corporation dedicated to promoting breast cancer prevention through the use of mobile clinics equipped with advanced technology. This project is specifically aimed at women aged between 35 and 45, a group not covered by the free screening provided by the National Health Service, offering them the opportunity to undergo high-quality diagnostic tests free of charge.

WelfareCare's initiative combines medical innovation with social inclusion, breaking down the financial and logistical barriers that often prevent access to care. Through this partnership, the Omnia Technologies Group is committed to strengthening its contribution to public health, providing its employees and the local community with a tangible opportunity for prevention.

Omnia Technologies' Contribution

In 2025, Omnia Technologies continued its commitment to promoting preventive healthcare, with a particular focus on breast cancer within a section of the population not covered by public screening programmes.

We supported a health screening day in the Minerbe (VR), during which 74 diagnostic screenings – comprising mammograms and ultrasound scans – were carried out, involving employees and the local community.

The results fell short of our initial targets. Working with a single partner limited our geographical reach and reduced the scope of action across the areas where our offices are located.

This shortfall highlighted the need to evolve the operational model.

For 2026, we aim at broadening our partner network, diversify delivery methods, and extend the initiative across a wider geographical area — to make prevention more accessible, more continuous, and better aligned with our targets.

The aim is to make the project more accessible, continuous and consistent with the defined targets.

Project details:**Minerbe (VR)
17 July 2025**

- Total examinations carried out: 74
- Mammograms: 30
- Ultrasound scans: 44

The women involved, including Group employees and residents of the host municipality, were given the opportunity to undergo diagnostic tests free of charge, receiving immediate results and gaining access to essential information on breast cancer prevention.



This initiative forms part of Omnia Technologies' wider commitment to sustainable development, in line with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda, in particular **SDG 3 – Good Health and Well-being**.



1.3 Cardioprotected Cities

Omnia Technologies: Prevention and Safety for the Community

Protecting health and safety represents a key component of Omnia Technologies' social commitment. In 2025, the Group has chosen to support initiatives that promote cardiac protection in community and workplace settings, collaborating with the Ometto E.T.S. Foundation as part of the Piccolo Principe Project, dedicated to the widespread distribution of defibrillators (AEDs) and training in life-saving techniques.

Promoting a culture of heart disease prevention

Cardiac arrest can affect anyone, even young and apparently healthy people. The speed of intervention is crucial: the chance of survival increases to as much as 70% when defibrillation takes place within the first three minutes. This is why Fondazione Ometto works across the cities of the Veneto region, installing defibrillators in parks, schools, churches and mobile units, and accompanying each installation with training courses for the public.

This vision of widespread prevention is perfectly consistent with our commitment as a Benefit Corporation: building safer communities means contributing to collective well-being and reducing inequalities in access to life-saving measures.

Nortan's contribution to the Veronella territory

In 2025, through a partnership between Nortan – a brand of the Omnia Technologies Group – and the Ometto Foundation, a defibrillator was donated to the Municipality of Veronella (VR) and installed at the municipal sports facility. The handover took place during the Sports Festival, in the presence of company representatives, the mayor and the local community. The initiative helps to make the facility a safer place for athletes, families and residents who use the area.

The project was not limited to the donation to the community: Nortan chose to equip its facilities with an additional defibrillator, strengthening measures to protect workers' health. A concrete gesture that reflects the company's desire to extend the culture of prevention to the workplace as well.

F2 Srl contribution to the Signoressa territory

Among the Group's operating companies, F2 Srl has also fully embraced the project, installing two defibrillators at its premises in Signoressa (TV) and donating one to the local community. The initiative was accompanied by BLSD and first aid training for all company staff, as well as awareness-raising events organised in collaboration with the Croce Verde.

This initiative reflects the company's commitment to creating safer workplaces, but also to actively contributing to the health of the local community.

A shared approach to safer communities

The "Progetto Piccolo Principe" Project, supported by the Omnia Technologies Group, has already led to the donation of dozens of defibrillators in the Veneto region and will continue to expand thanks to collaboration between businesses, foundations and institutions. Initiatives such as those demonstrate just how cardiac prevention can become a community value, generating an immediate and tangible impact on the local area.

Our commitment translates into safer, better-prepared and more supportive cities — where protecting people becomes a shared responsibility between business, institutions and the community.



KPIs and Improvement Targets

Impact Area	KPI	2024 Result	2025 Target	2025 Result	2026 Target	Notes
People – Community	Number of events promoted with Omnia Technologies' contribution	2 events	4 events	3 events, including one prevention initiative and two cardioprotected city initiatives	3 events	3 events including one prevention initiative and two cardioprotected city initiatives
People – Community	Total number of screenings carried out during planned events	151 exams	200 exams	74 exams	1200 People	
Community	Number of municipalities where projects were promoted	2 municipalities	3 municipalities	3 municipalities	+55%	Involvement of local communities in areas where the Group operates
People – Community	Percentage coverage of women aged 35–45 reached	n.a.	Under definition	KPI discontinued as it does not adequately reflect the Group's impact	100%	

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

In 2026, Omnia Technologies will strive to further diversify both its prevention and safety activities and its collaborations with new partners, in order to ensure continuity and expand the social impact of the project. In line with achievements in previous years and the strengthening of initiatives for inclusion and community support, the aim will be to reach a broader range of beneficiaries, promoting wellbeing and health in an innovative and integrated manner. The Group therefore intends to expand its scope of action and capitalise on new synergies, to make the social impact increasingly tangible and widespread.

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



1.4 Dynamo Camp - Social Inclusion and Community Support

The Omnia Technologies Group and its partnership with Dynamo Camp

Inclusion begins where families feel less alone. For the second year running, we renewed and strengthened our partnership with Dynamo Camp, deepening our commitment to children and young people living with serious or chronic illnesses — and to the families who care for them every day.

Active since 2006, Dynamo Camp is Italy's first camp dedicated to Recreational Therapy. It welcomes, free of charge, children and young people aged 6 to 17 with complex medical conditions, offering them moments of joy, psychological support and a sense of normality — precious resources during post-hospital recovery and in the everyday management of illness.

In addition to its on-site activities, Dynamo Camp offers inclusive programmes ranging from recreational therapy in hospitals to city camps organised in major Italian cities, as well as online initiatives, thereby meeting the diverse needs of children and families across the country. The Dynamo model draws inspiration from the Serious Fun Children's Network founded by Paul Newman, built on a simple principle: every child should have the chance to 'simply be a child', and to enjoy moments of happiness regardless of their health condition.

Omnia Technologies' Support for the Dynamo Camp Project

In 2025, Omnia Technologies chose to support, in particular, the animal-assisted recreational therapy activities, which are considered among the most popular experiences for families staying at the camp. During the Christmas session, over 100 participants – including children, brothers and sisters, parents and carers – took part in the activities on offer: horse riding, horse care, interaction at the mini-farm and activities with the Dynamo Dogs.

At Dynamo Camp, interaction with animals is a key element of Recreational Therapy Dynamo®: stroking a horse, looking after it, or playing with specially trained dogs helps to build trust, self-esteem and empathy, as well as providing moments of shared joy in a safe and inclusive environment. These activities are designed to be fully accessible even to children with physical disabilities.

With a €40,000 contribution, we funded the equestrian activities, the mini-farm and the Dynamo Dogs programme during the 2025 Christmas Session, reaching over 100 beneficiaries — children, siblings, parents and carers — in a peaceful, joyful and fully inclusive environment.

Improvement KPIs and Targets

Impact Area	KPI	2024 Result	2025 Target	2025 Result	2026 Target	Notes
Community	Beneficiary families supported during the sponsored session	30 families (~100 participants)	50 families (~150 participants)	30 families (~100 participants)	50 families	Horse-riding session, mini-farm, Dynamo Dogs
Community	Sponsored Recreational Therapy sessions	1 session	2 session	3 types of activities	> 1 session	Recreational Therapy with animals: horses, mini-farm, dogs
Inclusion	Families in socio-economic hardship reached	1 family	3 families	30 families	> 3 families	Targeted support for socio-economically vulnerable families
Governance / ESG	Financial contribution to the project (€)	33.000 €	≥ 40.000 €	40.000€	42.000€	

Strategic Vision and Future Commitments

The Group's commitment to Dynamo Camp remains a central element of its Impact Plan. This partnership not only supports families facing extremely difficult circumstances, but also promotes a corporate culture centred on inclusion, solidarity and the active involvement of employees.

The Group plans to continue strengthening the partnership in 2026, expanding its support activities and increasing staff involvement in the initiatives promoted by the Camp.



This project contributes to the Sustainable Development Goals (SDGs) of the 2030 Agenda, in particular **Goal 10: Reduce inequalities**.



1.5 Omnia Technologies and sport

Sport as a Vehicle for Positive Values

Omnia Technologies recognises sport as an effective vehicle for promoting fundamental values such as equality, inclusion and collective well-being. By supporting sporting organisations ranging from international excellence to local inclusion, the Group strengthens its ties with the local community and helps to foster a corporate culture focused on well-being and sustainable growth.

Imoco Volley

The Strength of Teamwork and International Excellence

Omnia Technologies supports sporting organisations that promote inclusion, teamwork and community engagement. Through its partnership with Imoco Volley, the Group supports a leading international women's volleyball organisation whose values closely align with Omnia Technologies' culture, including collaboration, performance and continuous improvement. The partnership also contributes to strengthening the Group's visibility and local engagement across the territories in which it operates.



Villorba Football Club

Promoting Women's Football and Local Inclusion

Through its sponsorship of Villorba Calcio, Omnia Technologies supports an amateur sports club that serves as a focal point for the local community. Villorba Calcio is not merely a sports club, but a centre for training and socialising for children, young people and adults. Their commitment to creating a women's football academy, focused on the technical development and personal growth of young female athletes, reflects our desire to promote inclusion and offer real opportunities to the next generation.

Trevignano Mini-Basketball

Growing Together Through Sport

By supporting the Trevignano basketball and mini-basketball teams, Omnia Technologies is backing a sports organisation that plays a vital role in the educational and social development of young people. Located in the town that is home to the Group's headquarters, this initiative promotes values such as cooperation, respect and physical and mental wellbeing, offering children a positive environment in which to grow through play and sport. A commitment that reflects our desire to invest in the next generation and to contribute to a more inclusive and healthy community.

Evolving the model: from central coordination to local relevance

As the Group expands across Italy and internationally, the central management of sports sponsorships is reaching the limits of its effectiveness. Each territory has its own sporting fabric — clubs, foundations, traditions — that deserves a targeted response rather than a one-size-fits-all approach.

For 2026, we will move towards a more decentralised model, identifying sports organisations that are genuinely rooted in the communities where our companies operate. This shift aims to deepen our local presence, amplify social impact, and ensure that every partnership generates real value — for the athletes, the clubs, and the people who experience them. The transition will require shared reflection across Group functions to define operating principles that protect consistency without sacrificing local relevance.

Improvement KPIs and Targets

Impact Area	KPI	2024 Result	2025 Targets	2025 Result	2026 Targets	Notes
Health and Wellbeing	Number of sports organisations sponsored	3 organisations (Imoco Volley, Villorba Calcio, Mini Basket Trevignano)	4 organisations	3 organisations (Imoco Volley, Villorba Calcio, Mini Basket Trevignano)	4	Extend support to a new local sports organisation
Gender Equality	Women's teams supported	2	3	2	3	Strengthen commitment to supporting women's sports
Community	Young athletes indirectly involved (estimated based on memberships)	~250	~350	~250	~350	Estimate based on active memberships within supported clubs

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



1.6 B Corp certification

Our path towards *B Corp certification*, formally launched in 2024, continues to progress alongside the Group's broader sustainability framework. The next formal review is scheduled for 2027, and the activities undertaken during the year — including governance updates, ESG measurement and stakeholder engagement — are part of a wider process described in detail in the 2024 and 2025 Sustainability Reports. The B Corp pathway is not pursued as a stand-alone goal, but as a coherent extension of our Benefit Corporation status: a way to validate, externally and rigorously, the impact we already work to generate every day.

1.7 EcoVadis

An independent benchmark for our ESG performance

In 2025, the Omnia Technologies Group was awarded the EcoVadis Silver medal, with an overall score of 70/100 and a ranking in the 89th percentile, placing it among the top-performing companies in its sector at an international level.

For the Group, the EcoVadis rating serves as an independent external assessment tool, complementing its status as a Benefit Corporation and its B Corp certification, capable of measuring ESG performance in a structured manner across four key dimensions: Environment, Labour Practices and Human Rights, Ethics, and Sustainable Procurement.

EcoVadis and responsible supply chains

The EcoVadis rating fits seamlessly into the Responsible Sourcing framework outlined in the 2024 Sustainability Report, which recognises suppliers as key players in achieving the Group's sustainability objectives. In particular, Omnia Technologies has adopted a binding Supplier Code of Conduct, applied to strategic suppliers, which incorporates environmental, social and ethical requirements and is centrally monitored by the Procurement and Legal departments.

The EcoVadis assessment also helps to strengthen supplier qualification and monitoring processes, supporting the analysis of ESG risks in the supply chain and promoting the progressive integration of sustainability criteria into the selection, evaluation and management of industrial partners.

In 2026, the Group intends to further leverage EcoVadis as a tool for continuous improvement, moving beyond a purely evaluative approach and using the rating as a management tool to:

- identify areas where ESG policies and practices can be strengthened;
- improve the quality and scope of reporting;
- support the evolution of the sustainability model throughout the supply chain.

In this regard, EcoVadis is formally introduced as a new improvement objective within the Group's ESG monitoring system.

KPIs and Improvement Targets – EcoVadis (new target)

Impact Area	KPI	2025 Result	2026 Target	Notes
ESG Governance	Overall EcoVadis Score	70/100 – Silver	Improvement of overall score	Introduction of EcoVadis as a structural KPI
ESG Governance	EcoVadis Percentile	89th percentile	Maintain or improve positioning	Benchmark against the sector
Environment	Score EcoVadis – Ambiente	83/100	Consolidation of environmental performance	Alignment with SBTi and ISO certifications
Labor Practices and Human Rights	EcoVadis Score – L&HR	77/100	Strengthening of documentation and measures	Allineamento con DE&I e welfare
Ethics	EcoVadis Score – Ethics	50/100	Improvement of controls and traceability	Focus on audits and coverage
Supply chain	EcoVadis Score – Sustainable Procurement	56/100	Strengthening supplier evaluation	Integration with Supplier Code of Conduct

By embedding EcoVadis into our ESG governance, we contribute directly to **SDG 12 (Responsible Consumption and Production)** and **SDG 16 (Peace, Justice and Strong Institutions)**.



CHAPTER 2

Common Benefit - Environment

In our first Impact Report, we identified environmental sustainability as a strategic priority, committing to reduce our footprint across every area of the business and along the entire value chain. In 2024, we laid the foundations of this framework — joining the Science Based Targets initiative (SBTi), strengthening our certified management systems, and setting a clear, measurable pathway towards decarbonisation.

2025 marked a turning point. In a year of strong growth — with new acquisitions and a broader, more complex perimeter — we chose to realign our climate strategy, recalculating the baseline against 2024 to reflect the real configuration of our operations. At the same time, we stepped up investment in renewable energy and energy efficiency, continued to offset residual emissions, and launched a structured supply-chain programme focused on decarbonising procurement.

The Group's environmental strategy continues to be structured around three main pillars:

- Reduction of greenhouse gas (GHG) emissions, with scientifically validated targets updated to the new 2024 baseline.
- Responsible use of natural resources, particularly energy and water, through the optimisation of consumption, increasing the share of renewables and reducing waste.
- Technological innovation and digitalisation, thanks to the implementation of advanced monitoring tools (e.g. Net Zero Cloud) and efficiency projects in production facilities.
- In this chapter, we explain how, in 2025, these three pillars translated into concrete actions: from the recalculation of SBTi targets to the implementation of the decarbonisation roadmap, right through to the involvement of the Procurement function in a structured Responsible Sourcing programme to act ever more effectively on Scope 3.



2.1 Minimising the environmental impact

A systemic approach to resource management

We continue to develop policies and practices that reduce waste and promote the responsible use of natural resources, with a particular focus on electricity and natural gas consumption. The objective is twofold: cutting energy costs while limiting the climate impact of our activities, steering the entire industrial system towards a lower-carbon model.

In 2025, total energy consumption (electricity + natural gas) reached approximately 16.1 million kWh, with renewables accounting for 56% of the overall mix and 86% of total electricity consumption — a substantial step forward compared to the previous year.

Three levers made this result possible.

- First, the photovoltaic systems installed at our main Italian sites — Signoressa, Zimella, Spinea and Calamandrana — generated renewable energy on site, part of which was fed back into the grid.
- Second, the purchase of green electricity through dedicated tariffs covered the share of demand not met by self-generation.
- Third, targeted energy-efficiency measures, developed together with specialist partners, focused on analysing site-level consumption and optimising plant performance.

Alongside these operational levers, we continue to invest in eco-design: developing more energy-efficient machines means reducing not only our own operational emissions, but also those generated when customers use our equipment — with a positive impact on Scope 3 in the medium-to-long term.

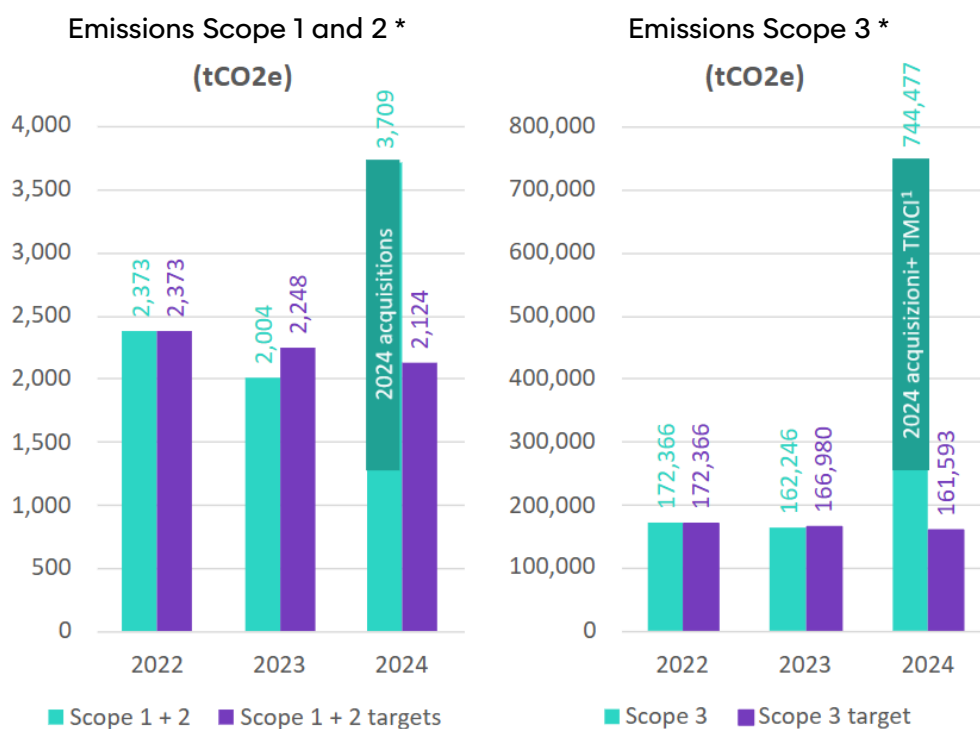
From strategy to the operational levers of decarbonisation

The new decarbonisation strategy identifies three operational levers to reduce Scope 1 and 2 emissions. Electrification and photovoltaics. We are expanding the photovoltaic capacity installed by 2024 (1.9 MW in total), adding a new 0.2 MW system at the Signoressa HQ — to be commissioned in 2026 — and planning a further installation at the new Tuscan site as part of the broader plant rationalisation project.

Plant optimisation. The consolidation and refurbishment of our Tuscan facilities, together with the upgrade of the Sirio Aliberti, Acmi Labelling, Acmi Beverage and Bertolaso sites, will enable a more efficient use of space and utilities.

Boiler-to-heat-pump conversion. At the Ave Technologies site, a technical assessment is underway to evaluate a conversion that could deliver an estimated reduction of around 200 tCO₂e

* data updated to 2025 will be included in the publication of the 2025 Sustainability Report.



¹ Scope 3 emissions for TMCI Padovan plant were not include in 2023 perimeter

Alongside these reduction measures, we continue to offset residual Scope 1 and 2 emissions through certified carbon credits from the Great Bear Forest Carbon and Guatemalan Conservation Coast projects, as documented in the relevant 2025 agreements.

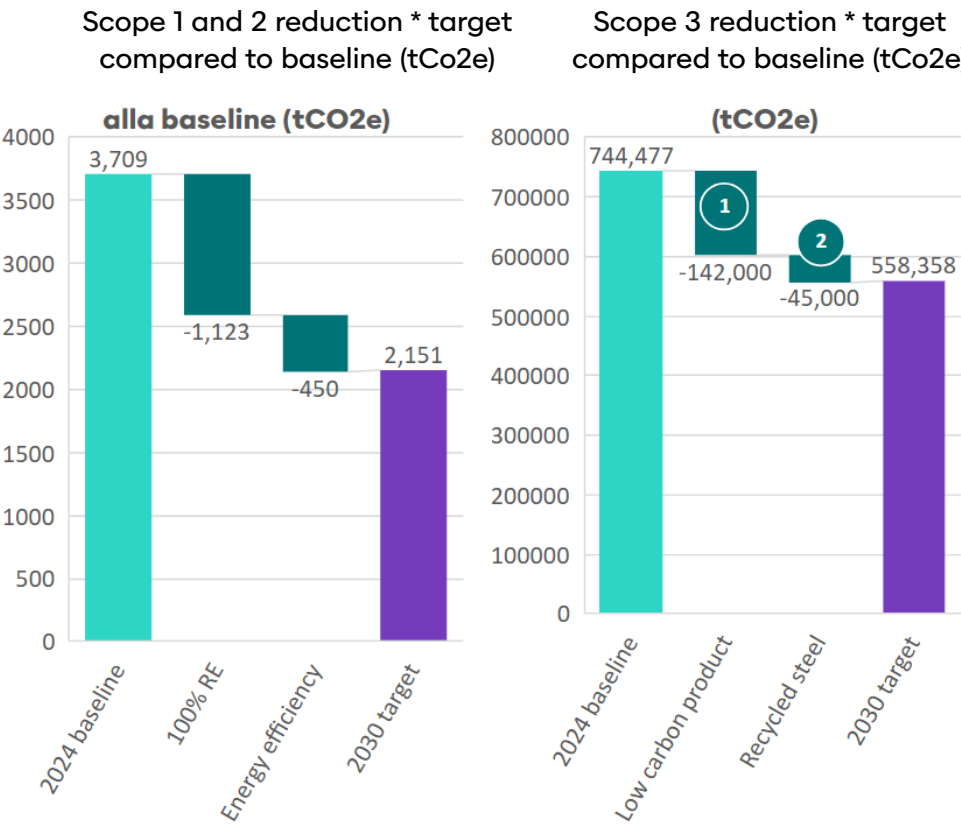
Engaging the supply chain: the role of responsible sourcing

A significant share of our total emissions is linked to purchased goods and services. For this reason, in 2025 we strengthened our commitment to sustainable procurement.

In November, we held a workshop dedicated to the Group’s buyers, designed to raise awareness of the main ESG drivers along the supply chain, connect SBTi decarbonisation targets to procurement policies — with a particular focus on high-emission materials such as steel — and introduce an eight-step framework to shift the management of suppliers’ ESG risks and opportunities from ‘reactive’ to ‘proactive’.

The framework covers transparency, risk assessment, the supplier code of conduct, internal training, sustainable onboarding, monitoring, complaint mechanisms, and KPI reporting.

The 2025 supplier questionnaire confirms the maturity of this approach: a Supplier Code of Conduct signed by 100% of suppliers by spend, the systematic use of ESG questionnaires and external ratings (EcoVadis) for strategic suppliers, and the integration of sustainability criteria into the selection of new suppliers.



* Data updated to 2025 will be included in the 2025 Sustainability Report.

Point 1. A scenario involving a 25% reduction in the average energy consumption of new products placed on the market by 2030, alongside a 20% reduction in the carbon intensity of the European Union's electricity mix.

Point 2. A scenario assuming a 10% reduction in emissions associated with purchased goods and services, including through procurement strategies for recycled or low-carbon steel.

Through these activities, Omnia Technologies is committed to achieving the Sustainable Development Goals (SDGs), in particular **Goal 13: Climate Action**, **Goal 7: Affordable and Clean Energy**, and **Goal 9: Industry, Innovation and Infrastructure**.



KPIs and Improvement Targets

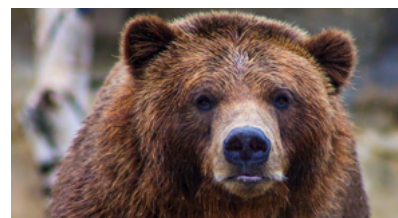
Impact Area	KPI	2024* Result (adapted following publication of the Sustainability Report)	2025 Target	2025 Result* Final 2025 figures will be confirmed in the 2025 Sustainability Report	2026 Target	Notes
Environment	Total annual kWh (electricity + natural gas)	18.371.988 kWh	<20.000.000 kWh	16,072,772.7 kWh	<20.000.000 kWh	Reduction in resource consumption
Environment	Annual electricity consumption (kWh)	8.987.872 kWh	<10.000.000 kWh	10,509,351.8 Kwh	<10.000.000 kWh	Reduction in resource consumption
Environment	Annual natural gas consumption (kWh)	9.384.116 kWh	<10.000.000 kWh	5.563.420,9 kWh		Reduction in resource consumption
Environment	Percentage of renewable energy on electricity consumption	70,8%	>75%	*	>75%	Increase in renewable energy share of total electricity consumption
Environment	Annual tCO ₂ emissions (direct and indirect emissions)	3.709 tCO ₂ -eq	-5,25% tCO ₂ -eq annui rispetto al 2022	*	-5.25% tCO ₂ -eq annually compared to 2022	Reduction in resource consumption
Environment	Annual tCO ₂ emissions (value chain emissions)	744.476 tCO ₂ -eq	-3.13% tCO ₂ -eq annually compared to 2022	*	-3.13% tCO ₂ -eq annually compared to 2022	Reduction in resource consumption
Environment	Implementation and use of the analysis and reporting platform	Platform development	In progress	*	Improvement of management, reporting, and planning processes	Reduction in resource consumption
Environment	Number of employees trained and involved in environmental data collection	Personnel directly involved in development	Start-up phase	4	5	Personnel directly involved in development
Environment	Total waste generated (tons)	1.872,4	Target not defined within the 2024 Report	1,724.4	-5%	
Environment	Tons of waste sent for recycling	1,857.9	Target not defined within the 2024 Report	1,712.7	-5%	
Environment	Tons of waste sent to landfill	8,1	Target not defined within the 2024 Report	5,4	-5%	

Carbon Offsetting

Carbon offsetting as a complement to Omnia Technologies' initiatives to manage and reduce its absolute greenhouse gas ("GHG") emissions; since 2022, the company has been purchasing carbon credits to neutralise ("offset") its remaining Scope 1 and 2 operational emissions. The company's primary approach to climate mitigation is to reduce its absolute carbon emissions over time. Through the purchase of carbon credits, Omnia Technologies also provides funding for climate mitigation projects outside its own value chain. As each credit corresponds to the offsetting of one tonne of CO₂ equivalent (CO₂e), the company can – in accordance with the standards and guidelines of the voluntary carbon market – declare that it has achieved carbon neutrality (Scope 1 and 2) in a given year by purchasing credits to offset its residual emissions. From the outset, the two projects the Group has joined to purchase carbon credits are the "Great Bear Forest Carbon" and "Guatemalan Conservation Coast" projects. These two projects were chosen for their strong credentials in environmental and biodiversity matters, as well as for their social initiatives.

Great Bear Forest Carbon ¹

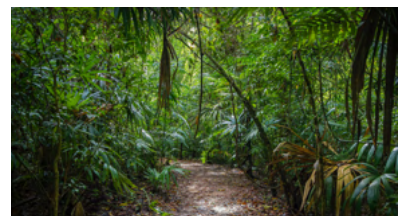
The Great Bear Forest covers approximately 6.4 million hectares of the northern and central coast of British Columbia in Canada and is home to First Nations peoples, who have inhabited this land for around 10,000 years. This unique and rich ecosystem is also home to rare species of plants and animals (including the Kermode bear). The aim of this project is to improve forest management in the region, generating emissions reductions through the protection of forest areas that were previously designated, sanctioned or approved for commercial logging. The project's activities include amendments to legislation and land-use regulations that result in the protection of forest areas and a reduction in harvesting levels.



¹ The Great Bear Forest Carbon project is registered in the British Columbia Registry under three separate projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559 and Great Bear (North and Central-Mid Coast) 104000000012798. These projects aim to generate carbon credits based on improved forest management and reforestation.

Guatemalan Conservation Coast ²

The Guatemalan Conservation Coast programme works to tackle the causes of deforestation through effective law enforcement, land-use planning, education, economic opportunities and initiatives for sustainable agroforestry. Some of the project's most significant achievements to date include the protection of 30 species of threatened trees, including the Baird's tapir and the West Indian, the protection of 54,157 hectares of threatened forest in the Mesoamerican Biological Corridor, and the creation or support of 487 jobs for indigenous and local communities. Through these initiatives, the Group is committed to achieving sustainable development, in particular Goal 13: Climate Action and Goal 14: Life on Land.



² The Guatemalan Conservation Coast project is registered in the VERRA registry as the REDD+ Project for Caribbean Guatemala: The Conservation Coast 1622. It applies VERRA's Verified Carbon Standard (VCS Standard v4.3 VM0015) and the Climate, Community and Biodiversity Standards v.3.1, and will generate carbon credits from avoided unplanned deforestation, representing approximately 22 million tonnes of CO₂e

2.2 The integrated management system

In 2022, Omnia Technologies embarked on an ambitious project: to transform a range of disparate management systems, present across its various operating companies, into a single integrated model for Quality, Environment and Occupational Health and Safety. The aim was, and remains, to provide the Group with a robust, shared framework capable of ensuring regulatory compliance, risk management and continuous improvement within a rapidly evolving organisation.

This model is directly embedded in the Group's sustainability strategy and is now one of the main tools through which environmental issues and those relating to the protection of people are managed in a systematic manner.

In 2023, the integration work led to the certification of the Integrated Management System in accordance with the UNI EN ISO 9001, 14001 and 45001 standards for all companies within the scope of the Group as at the end of 2022. This was a fundamental step, as it enabled the consolidation of a common language and a uniform approach to processes, audits and risk assessment. From that point onwards, with every new acquisition, a continuous process of alignment, training and document harmonisation began, which by 2025 had involved a growing number of offices and plants.

The year 2025 was, in fact, a year of system consolidation, during which integration kept pace with the Group's expansion. The increase in the number of subsidiaries required continuous work to adapt, refine and standardise procedures, so that the Management System continued to represent a single, coherent framework capable of accommodating the operational and cultural differences of the various production entities. At the same time, the governance of the system was strengthened thanks to greater involvement of senior management in periodic reviews and more systematic monitoring of performance and corrective actions identified during internal audits.

The control framework has remained a key element: the system is continuously monitored through annual internal audits, surveillance activities carried out by a third-party body and periodic reviews that enable the overall effectiveness to be assessed, deviations to be identified and new priorities to be set. This approach has made the QMS a dynamic tool, capable of evolving alongside the Group and providing a solid basis for the reporting required by European standards.

The process of expanding the scope of certification will continue in 2026, when the Group will undergo the first triennial recertification of the System. This will be a particularly significant milestone, involving 29 of the Group's 32 Italian sites, a number set to grow as the most recently acquired companies - including Tecnomaco, Meccanica Italian and Pharmagel - complete their integration process, expected by 2027.

Today, the Integrated Management System represents much more than a set of certified procedures: it is a genuine driving force for consistency, transparency and accountability. It supports the integration of new companies, reduces process fragmentation, strengthens the ability to respond to environmental and safety requirements, and contributes, in a tangible way, to building a One Omnia model in which quality, the protection of people and attention to environmental impacts become elements shared by all Group companies.

Operating through an integrated system enables the Group to manage complexity in a structured manner, measuring results more accurately, reducing operational risks and fostering continuous improvement that concerns not only compliance, but also organisational efficiency and internal culture. It is precisely this culture — built on care, responsibility and a shared vision — that forms the foundation of the journey ahead. The 2026 recertification will make the Management System even more robust, scalable, and ready to support the Group’s growth in the years to come.

KPIs and Improvement Targets

Impact Area	KPI	2024 Result	2025 Target	2025 Result	2026 Target	Notes
Environment and Safety	Number of companies certified by an external body for the Integrated Management System (ISO 14001, ISO 45001, ISO 9001)	25/30	29/30	29/30	29/32	Tecnomaco, Meccanica Italian, and Pharmagel to be integrated by 2027

Through this initiative, Omnia Technologies is committed to achieving the Sustainable Development Goals (SDGs), in particular **Goal 16: Peace, justice and strong institutions**.



CHAPTER 3

Common Benefit - People

Lasting success starts with people. Our aim is to support the professional and personal development of everyone within the Group, while generating a positive impact on the communities and territories where we operate. This commitment is a cornerstone of how we work — and it shapes every initiative described in this chapter.

Employee wellbeing has always been a strategic priority for us. Beyond professional growth, we work to support a healthy work-life balance, building a more cohesive and supportive corporate community. Welfare policies, inclusion initiatives and a culture grounded in respect and transparency are some of the tools we use to nurture both wellbeing and development across the Group. The main areas on which Omnia Technologies focuses are:

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

Omnia Technologies is committed to ensuring that every individual can thrive in a working environment that fosters their personal and professional development. Employee well-being is not just about financial aspects, but also about promoting a corporate culture that encourages mental and physical health, skills development and a healthy work-life balance. The tools used to maximise wellbeing are varied and include:

- ▷ Continuous training programmes: to ensure that employees always have the opportunity to update their skills and develop professionally.
- ▷ Health and wellbeing initiatives: activities aimed at promoting a healthy lifestyle, such as mindfulness courses, psychological support and corporate fitness programmes – accessible via the welfare platform.
- ▷ Support for work-life balance: for example, by introducing flexible working arrangements and remote working.

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

Omnia Technologies promotes a corporate culture based on the values of respect, transparency and inclusion, to ensure that every individual feels valued and involved in business decisions. Creating a working environment that encourages active participation, dialogue and listening to different opinions is fundamental to the Group, as it is only in an open and collaborative environment that the full potential of each individual can be realised.

Some of the initiatives designed to foster this culture include:

- Inclusivity policies: specific programmes to promote diversity in all its forms, including diversity relating to gender, ethnicity and disability.
- Transparent communication: regular updates on company objectives, achievements and challenges to foster open dialogue across all levels of the organisation.

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

- **Welfare: Proposing and Implementing Corporate and Local Welfare Policies**

Omnia Technologies' welfare policies are designed to improve the well-being and quality of life of its employees, with the aim of creating a working environment that goes beyond professional needs and also addresses personal and family requirements. The company's welfare initiatives also extend to the local area, with projects that have a positive impact on the local community, contributing to the creation of a more cohesive and sustainable society.

The company's welfare policies include:

- Employee benefits: health insurance, support for managing household expenses and social support services.
- Social responsibility initiatives: support for sustainability projects and collaboration with local authorities.
- Contributions towards training and personal development: in addition to professional training, the welfare programme also covers personal development opportunities, such as language courses, leadership and soft skills training.



3.1 Well-being and people engagement

Within the Group's organisational transformation, the wellbeing of our people and the quality of their working experience are key strategic drivers. In 2024 we launched a structured listening process, adopting the Great Place To Work® methodology as our benchmark for measuring workplace culture. The survey, which is completely anonymous and comprises around 60 statements across the five dimensions of the GPTW model - Credibility, Respect, Fairness, Pride and Cohesion - involved all Group companies, with the aim of obtaining an authentic snapshot of the organisational culture and identifying areas of strength and priorities for improvement.

The results for 2024: the start of the journey

The first survey, conducted in 2024 within Omnia Technologies, yielded a Trust Index of 45%, highlighting a positive foundation on which to build a structured improvement programme.

Among the aspects most appreciated by staff were:

- the collaborative atmosphere and good relationships between colleagues;
- opportunities for growth and the level of autonomy granted;
- a dynamic and stimulating work environment;

the provision of benefits and welfare initiatives, considered useful but in need of expansion. At the same time, the survey highlighted some areas requiring attention, including the call for a broader range of welfare benefits, more effective internal communication, a greater emphasis on meritocracy, and a clearer and more sustainable organisation of work. This initial survey marked a pivotal moment: for the first time, the entire organisation was able to engage with an objective and transparent assessment of its internal culture.

The evolution in 2025: listening expands and becomes systemic

In 2025, we expanded the survey scope to include the Group's newly acquired companies, reaching 2,017 employees invited to participate. We received 1,460 responses — a 72% response rate, up two points on the previous year.

The overall Trust Index rose to 47%, with significant improvements across all five dimensions of the GPTW model. The scores for the dimensions are in fact very close to one another (between 46% and 49%), indicating a fairly consistent perception of the organisational climate.

Key strengths identified in 2025

The analysis of the results and qualitative feedback highlights several distinctive elements of the Omnia Technologies culture:

- Trust in Management: 67% of employees state that they have “a great deal” or “quite a lot” of trust in the company’s leadership.
- Inclusion: very high scores were recorded regarding fairness in relation to sexual orientation, ethnicity and gender (over 80%).
- Flexibility and safety: 81% of employees say they can take time off when needed, and physical safety scored 76%.
- Professional pride: 72% of employees feel proud when they see what the organisation is able to achieve.

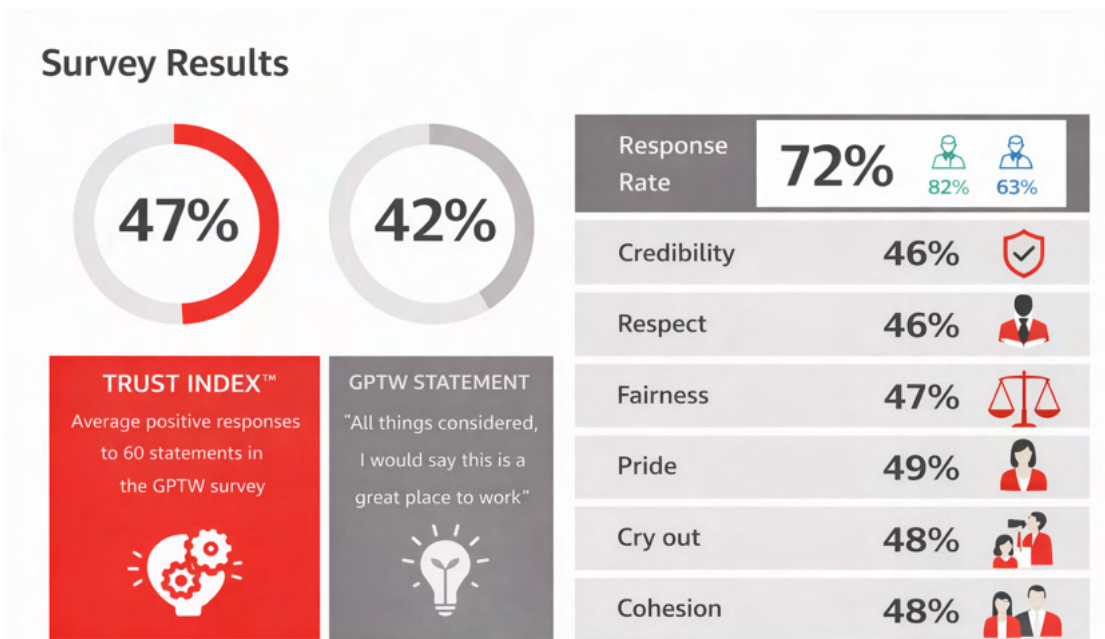
These indicators confirm the strength of the Group’s values and the presence of managerial behaviours that foster autonomy, trust and respect.

Areas for priority improvement

The 2025 survey also highlights a number of areas on which to focus efforts:

- Internal communication and coordination: there is a need for a clearer and more consistent flow of information, particularly from managers. Work organisation: there is a need for greater clarity regarding roles, a reduction in fragmentation between companies, and process optimisation.
- Development and training opportunities: numerous comments call for more structured and consistent programmes.
- Meritocracy and recognition: scores relating to pay fairness and career paths are below the benchmarks.
- Remote working: employees are calling for greater consistency in its application, with clearer and more consistent policies across different organisations.

These elements form the basis for defining a shared, multi-level action plan.



Planned actions for 2026

In accordance with the survey findings, Omnia Technologies will launch a series of strategic initiatives in 2026, including:

- **Performance Management:** a new process to enhance role clarity, goal-setting and transparency in performance reviews.
- **Leadership Model:** a common model of managerial competencies designed to align behaviour, communication and accountability.
- **Enhancement of corporate welfare,** with initiatives focused on work-life balance, health and parenting support.
- **Strengthening of internal communication,** with standardised formats and opportunities for structured dialogue.

More comprehensive training programmes, both technical and managerial, to support personal development.

The GPTW survey will be repeated in the first half of 2026, becoming a regular and structural feature of the Group's engagement process.

KPIs and Improvement Targets

Impact Area	KPI	2024 Result	2025 Target	2025 Result	2026 Target	Notes
Work-Life Balance	Response rate	70%	80%	72%	80%	% of employees who completed the survey
Employee Engagement	Employees involved in the survey	1,238	100%	1,460 responses / 2,017 invited	100% of employees within the expanded 2026 perimeter	2025 data includes integration of the Beverage division
Employee Engagement	Positive response rate (Trust Index)	45%	50%	47%	50%	Percentage of favorable responses to survey questions

Through this initiative, Omnia Technologies is committed to achieving the Sustainable Development Goals (SDGs), in particular **Goal 8: Decent Work and Economic Growth**.



3.2 ISO 30415: moving towards a strategic model for Diversity and Inclusion

In 2025, Omnia Technologies once again commissioned SGS Italia to assess its level of maturity against ISO 30415:2021 – Human Resource Management, Diversity and Inclusion. The assessment covered a broad scope, including the human resources lifecycle, supply chain management and relations with internal and external stakeholders. The methodology involved document analysis, interviews with company managers and verification of the main governance and management controls.

Based on the evidence gathered, the overall maturity level was assessed as Grade 3 – “Strategic”, with scores of up to 3.5 in some areas. The result highlights significant progress compared to 2024, marking the transition from an initial development phase to a phase of structured integration and strategic management of Diversity and Inclusion.

Over the course of the year, the Group has strengthened its model by updating the DE&I Strategic Plan 2024–2026, establishing a dedicated governance structure reporting to the Board of Directors, and extending the DE&I Management System across the Group. The DE&I Policy, the System Manual and the main operational tools have been consolidated and made available in several languages, promoting a consistent dissemination of the principles of inclusion.

At the same time, the cultural and participatory dimension has been strengthened, thanks in part to the roll-out of organisational listening tools, the implementation of the Great Place to Work survey with a participation rate of around 70%, and the delivery of widespread training programmes on DE&I topics. The employee lifecycle has been progressively integrated with these principles, through the updating of HR procedures, the enhancement of the Omnia Academy and the launch of projects to digitise processes.

Overall, 2025 marks the consolidation of a strategic phase, in which Diversity and Inclusion is no longer just about raising awareness: it is a fundamental element of our decision-making and organisational processes.

KPIs and Improvement Targets

Impact Area	KPI	2024 Results	2025 Target	2025 Result	2026 Target
People	Individual responsibilities and D&I framework	Formalisation of a DEI Strategic Plan (27/11/2024). A DEI Committee established with defined regulations, activities, and budget. DEI Policy available both online and in print, in Italian and English. Comprehensive D&I context and risk analysis completed.	Organize one event within each Group Division	Digital discussion and engagement events organized	Strengthening quantitative KPIs and precise definition of dedicated resources (FTE)
People	Inclusion culture	A well-structured and accessible DEI Policy. A whistleblowing platform with guaranteed anonymity. Internal diversity and inclusion surveys (e.g. the 2024 survey, with a 39% response rate).	Conduct a survey to assess internal and external perception of D&I (GPTW)	Great Place to Work Survey with ~70% participation; widespread training and active listening tools	Systematic monitoring of internal and external perception and structured use of feedback
People	Employee lifecycle	DE&I procedures integrated into recruitment, onboarding, and training. Strengthening of smart working policies.	Onboarding and DE&I practices. Training for managers and employees on smart working usage and satisfaction questionnaire.	HR procedures updated; Omnia Academy active; HR process digitalization initiated	Completion of digital HR processes (performance management and salary review) and full process traceability
People	Supply chain relationships	Supplier Code of Conduct including ethical and D&I criteria. Sustainable Procurement Policy and ESG assessment questionnaires.	Obtain EcoVadis certification	EcoVadis Silver certification achieved	Introduction of EcoVadis, IQ Plus, and supplier evaluation tools; structured code of conduct
People	External stakeholder relationships	Editorial plan for internal and external DE&I communications. Partnerships with third-sector organisations for co-marketing and awareness activities.	Strengthen DE&I communication toward specific stakeholders. Collect structured feedback from stakeholders regarding DE&I initiatives.	Structured multichannel communication; town halls, roadshows, and dedicated initiatives	Development of engagement strategies based on DE&I priorities and expectations

Through its human resources management model, Omnia Technologies contributes to the achievement of the Sustainable Development Goals (SDGs), in particular **Goal 5: Gender Equality** and **Goal 8: Decent Work and Economic Growth**, by promoting a fair, inclusive working environment focused on personal development.



3.3 UNI/PdR 125: consolidation of the gender equality system

In parallel with the evolution of our DE&I framework, in 2025 we consolidated our Gender Equality Management System under UNI/PdR 125:2022, following the certification obtained in 2024.

The surveillance audit carried out by SGS Italia in December confirmed full compliance, with no non-conformities raised, and attested to the system's effectiveness in meeting requirements and achieving objectives. The system remains integrated with our other organisational models and with the DE&I framework, enabling a cross-functional approach to equity and inclusion across all business processes. 2025 also marked a clear step forward in system maturity, with stronger performance monitoring and a sharper focus on KPIs. Group companies recorded scores between 61% and 73%, comfortably above the minimum threshold set by best practice.

Performance is particularly strong in culture and strategy and in HR processes, while support for parenthood and work-life balance remains a priority area and continues to improve steadily. Growth opportunities for women and pay equity remain areas where we can do more — and where we have launched targeted initiatives during the year.

Qualitative KPIs and improvement targets

Impact Area	KPI	2024 Results	2025 Target	2025 Result	2026 Target
People	DE&I Training	60%	100% of employees complete annual training	2,220 training hours delivered; more than 1,700 participants involved	Progressive extension up to full coverage of the corporate population
People	Women in Leadership	29%	32%	22 women, 32%	Exceed 32%
People	Women in Production	<1%	>1%	22 women, 1,85%	Progressive increase compared to the baseline (<1%)
People	Pay Equity	10%	8%	8%	Reduction of the gap below 8%
People	UNI / PdR 125 Certification	Certification achieved	Maintain certification and expand the scope of certified companies	Certification confirmed; no non-conformities identified	Maintenance and consolidation of the system

3.4 Omnia Academia

Launched in 2024, Omnia Academia is a structured learning ecosystem designed to develop the technical, managerial and cross-functional competencies the Group needs to evolve in the coming years. It supports all-round individual growth — strengthening technical, soft and managerial skills — and creates lasting value for both people and the organisation.

To build a flexible and inclusive digital training model, in 2025 Omnia Academia undertook a major overhaul of its e-learning platform, updating it in terms of technology, structure and content. In 2026, this work will be integrated into the Group's new training strategy, which organically rethinks the entire learning ecosystem - from face-to-face training to digital pathways — to support the evolution of the business during a phase of strong growth, integration and technological complexity. The launch of the revamped platform will be fully aligned with this overall strategy. For a fast-expanding organisation, a strategic approach to training means several things at once: ensuring consistency and quality, supporting the transition from a collection of separate companies to One Omnia, anticipating the technical, managerial and soft skills required for future technological cycles, building a shared language across functions, companies, divisions and geographies, and strengthening a common culture grounded in performance, innovation and industrial excellence.

With this in mind, five pillars have been defined which translate the Group's strategy into a structured pathway for personal development and guide Omnia Technologies' approach to training.

- **Omnia Identity & Values**

Captures who we are as a Group: our way of working, our culture and the people who embody it every day. This pillar reinforces shared values and the sense of belonging across all teams.

- **Omnia Fundamentals**

Builds the foundational knowledge and essential skills needed to work effectively. This pillar helps us speak the same language, integrate quickly into the company, and ensure consistency and quality in everything we do.

- **Omnia Professions**

Develops the key professional roles and technical skills essential for the Group's growth. This pillar strengthens the core capabilities that define our industrial identity, evolving them over time to support long-term competitiveness.

- **Omnia Management**

Develops the leadership and management skills needed to lead teams, drive performance and navigate complexity. This pillar strengthens our ability to make decisions, communicate effectively and lead people with awareness in a constantly evolving environment.

- **Omnia Products**

Provides a comprehensive view of the industries we operate in, of their processes, and of the Group's products and technologies. This pillar deepens knowledge of our solutions and helps us position and maximise their value effectively.

Employer Branding & Talent Attraction

In 2025, the Omnia Technologies Group strengthened its positioning as an attractive employer through an integrated approach combining welfare and employee well-being, talent attraction, career guidance, and the development of talent pipelines with schools, ITS institutes, and universities located in the areas where the Group operates.

These initiatives are developed within the People & Organisation policies and in line with the principles of equity and inclusion, defined to ensure consistency, traceability, and continuity of actions across different local contexts.

In particular, the Group participated in the main career days organized by universities (including Padua, Venice, Rome, and Parma), with the aim of further expanding its presence to additional universities in 2026, while maintaining continuous dialogue with the student community.

To strengthen the connection between education and the world of work, Omnia Technologies launched initiatives combining career guidance, practical experiences, and curricular internships. These include local activities such as company visits, dedicated meetings, and discussion sessions with technical departments. The objective for 2026 is to develop experiences at the Headquarters, where university students can gain first-hand insight into the Group's environment and engage in challenging case studies and workshops.

In addition, the Group supports undergraduate and graduate thesis projects for students undertaking internships by providing materials, internal documentation, and the opportunity to conduct interviews with company professionals. Finally, the implementation of a structured and shared onboarding model at Group level has been initiated, supported by a dedicated IT system. This model is designed to ensure a consistent, inclusive, and competency-oriented onboarding experience, promoting the rapid integration of new employees, the dissemination of Omnia Technologies' values, and the sustainable growth of human capital.



KPIs and Improvement Targets

Impact Area	KPI	2024 Result	2025 Target	2025 Results	2026 Targets	Notes
* People (replacing the previous three KPIs)	Total non-mandatory training hours completed	10648	*	16341	18525	Total training hours delivered through Omnia Academia, including in-person, online, and e-learning training activities
Persone	Total number of employees who completed at least one hour of non-mandatory training	Data not available	81%	81%	82%	
Persone	Participation Rate in DE&I Courses	Data not available for 2024 due to the significant evolution of the organisational perimeter	75% annual participation in DE&I courses	Approximately 58% of employees participated	75% annual participation in DE&I courses	Percentage of employees participating in Diversity, Equity & Inclusion courses
Persone	Access to the Training Platform	Access integration almost complete for the Italian perimeter; international perimeter still to be integrated	Enable all Omnia Group employees to access the e-learning platform seamlessly, both in Italy and abroad	Approximately 50% of Group employees have seamless access to the e-learning platform	Enable all Omnia Group employees to access the e-learning platform seamlessly, both in Italy and abroad, through process digitalization	% of employees with access to the platform

Through Omnia Academia, Omnia Technologies contributes to the achievement of the Sustainable Development Goals (SDGs), particularly **Goal 4: Quality Education** and **Goal 8: Decent Work and Economic Growth**, by promoting continuous skills development and the professional growth of people.



3.5 Corporate Welfare

In 2025, we continued to invest in a corporate welfare model centred on the overall wellbeing of our people, with human capital as a strategic driver of the Group's sustainable growth. Welfare remains a central element of the employee experience — a tool to improve work-life balance, motivation, sense of belonging and the company's attractiveness.

Throughout the year, we maintained a structured welfare system across all Group companies, combining health coverage, flexible benefits, supplementary pension schemes, support for parenthood and family needs, and measures to promote flexibility in work organisation. Smart working continued to play an important role in shaping a more balanced and sustainable working experience, in line with the models progressively adopted across the Group.

Alongside the initiatives already implemented, the Group defined a clear evolution of its welfare approach, laying the foundations for further strengthening in 2026. In particular, the expansion of measures supporting parenthood is planned, including enhanced support during post-leave return phases, the consolidation of tools dedicated to work-life balance, and a more consistent and structured management of protections across the Group's companies. In 2026, the company also intends to introduce Banca Ore system, allowing employees to accumulate overtime hours and later convert them into leave permits or additional days off, promoting more autonomous and personalized time management.

Among the objectives for the coming year is also the activation of canteen services for the Components Division and the Life Sciences Division, which currently use meal vouchers, in order to ensure a consistent offering across the Group and further improve employees' daily well-being. At the same time, the Group plans to continue enhancing the WTW platform by expanding the services available and making access to benefits increasingly intuitive and customizable.

Through this combination of continuity and development, Omnia Technologies confirms its commitment to building a people-centered working environment, strengthening its dedication to an inclusive, responsible, and growth-oriented organisational model.

Impact Area	KPI	2024 Result	2025 Target	2025 Result	2026 Targets	Notes
People	Access to Welfare Benefits	100%	100% of employees access welfare benefits	100%	100%	Percentage of employees who used welfare benefits, aimed at measuring the effectiveness and adoption of the corporate welfare plan
People	Use of Welfare Vouchers	100%	100% of employees access welfare benefits	100%	100%	Percentage of welfare voucher usage through the Willis Tower Watson (WTW) platform
People	Percentage of employees using the canteen/meal voucher service	82%	90%	~90%	100%	Number of employees benefiting from the canteen service or meal vouchers, highlighting the level of usage and the impact of the benefit on lunch break management
People	Smart Working Utilization	17%	90% of employees regularly use smart working	30%	90% of eligible employees	Percentage of employees using weekly smart working, including office employees, middle managers, and executives
People	Enrollment in Supplementary Pension Funds	41%	10% increase in employees enrolled in supplementary pension funds	50%	60%, considering the upcoming regulatory change (Budget Law effective July 1, 2026), which will encourage new hires to enroll	Number of employees who chose to allocate their severance pay (TFR) to a supplementary pension fund, assessing participation in supplementary pension schemes
People	Impact on Corporate Wellbeing	Data available following the second climate survey	10% increase in perceived workplace wellbeing improvement			Percentage of employees reporting an improvement in their workplace wellbeing

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



