



**Omnia
Technologies**
Enabling Evolution

A new path

Our 2030 Agenda

SUSTAINABILITY REPORT
OMNIA TECHNOLOGIES
GROUP
2025

Omnia Technologies Group

Sustainability report

Fifth edition | 2025



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Letter to stakeholders

Dear Omnia Technologies stakeholders,

It is with great pleasure that I present the fifth edition of our Sustainability Report, which recounts a year of consolidation and evolution for our Group.

2025 was a year of growth and transformation for Omnia Technologies. Today we are a global industrial platform - broader, more integrated and more international - with complementary expertise in Beverage and Life Sciences and the ability to support our clients throughout the entire lifecycle of their investments.

The strong growth of the Life Sciences division has broadened our Group's profile. The expertise that has shaped our history is now complemented by a solid presence in highly technological and regulated markets, where precision, reliability, compliance and operational continuity are essential requirements. This evolution strengthens Omnia Technologies' ability to support clients across Beverage and Life Sciences with integrated solutions along the entire value chain.

The one stop shop model is one of the elements that sets us apart in the market. We bring together technologies, expertise and services to support our clients from design through to implementation and across the entire lifecycle of their plants. This is how we transform the excellence within our Group into an integrated and distinctive industrial capability.

Service is a central element of Omnia Technologies' value proposition. Through an international presence, specialist expertise and advanced services, we support our clients throughout the entire lifecycle of their plants, ensuring operational continuity, proximity and rapid response. This is how we build long-term relationships and reinforce our role as an industrial partner.

To achieve these objectives, we must increasingly act as One Team: working together, sharing goals and responsibilities to bring the full strength of Omnia Technologies to the market, while at the same time enhancing the identity and excellence of our brands.

People are the driving force behind this transformation. Their skills, their capacity to innovate and their willingness to collaborate make the growth of Omnia Technologies possible. This is why we continue to invest in training, safety, professional development and the attraction of new talent, building a working environment that values different contributions and experiences.

Part of this journey is the inauguration of our new Group Headquarter in Signoressa, certified LEED Gold. It is a space designed to foster collaboration, integration and innovation, intended to become a point of reference for the shared culture and identity of Omnia Technologies.

The Group's growing integration is also reflected in the development of our international platform. Our manufacturing presence in India and China strengthens our ability to serve international markets with greater flexibility and efficiency. Our investments in North America further confirm the strategic importance of this region and our commitment to being ever closer to our clients in key markets.

Engineering, technology and innovation are the foundations of our competitiveness. The ability to combine process knowledge, technological development and applied expertise enables us to support our clients in addressing the challenges of efficiency, quality and sustainability, developing concrete and reliable solutions for them.

Sustainability is an integral part of this strategy: a principle that guides our decisions, our investments and the way we generate value. The progress achieved against the objectives of our sustainability plan, the maintenance and extension of our principal certifications, and the progressive integration of the companies that have joined the Group all bear witness to the tangible nature of our commitment.

We look to the future with confidence and a sense of responsibility. Our aim is to consolidate Omnia Technologies' role as a global industrial platform for Beverage and Life Sciences, drawing on the one stop shop model, on service, on our engineering and technological expertise, on our international presence and on the talent of our people.

I would like to thank all the people of Omnia Technologies, together with our clients, partners, suppliers and stakeholders who contribute every day to the growth of our group. The trust and collaboration you show us are essential to continuing to build the future of Omnia Technologies.

Sincerely,

Andrea Stolfi

CEO, Omnia Technologies



Highlights 2025

CORPORATE

 SBTi commitment	 IMS 9001/14001/45001	 Uni PdR 125	 ISO 30415
Re-validation of reduction targets for the 2024 scope	90.6% of Italian sites certified	1 st certification for the Italian scope	1 st application for the world scope
1 st validation of CO ₂ emission reduction targets for the 2022 scope	83% of Italian sites certified	1 st certification for the pilot scope	1 st application for the pilot scope

 Sustainability Report	 Benefit Corporation	 B Impact Assessment score	 UN Global Compact
5 th edition	2 nd edition of the Impact Report	80.3%	Communication of Progress 2025
4 th edition	1 st edition of the Impact Report	Three-year certification 2027 target	Communication of Progress 2024

 EcoVadis	 LEED Gold	 WELL Health-Safety Rating	 Supply chain validation
Silver 70/100 89 th percentile	Headquarter	Headquarter	100% of the scope (purchases above € 100K)
Process started in 2024			100% of the scope considered (purchases above € 100K)

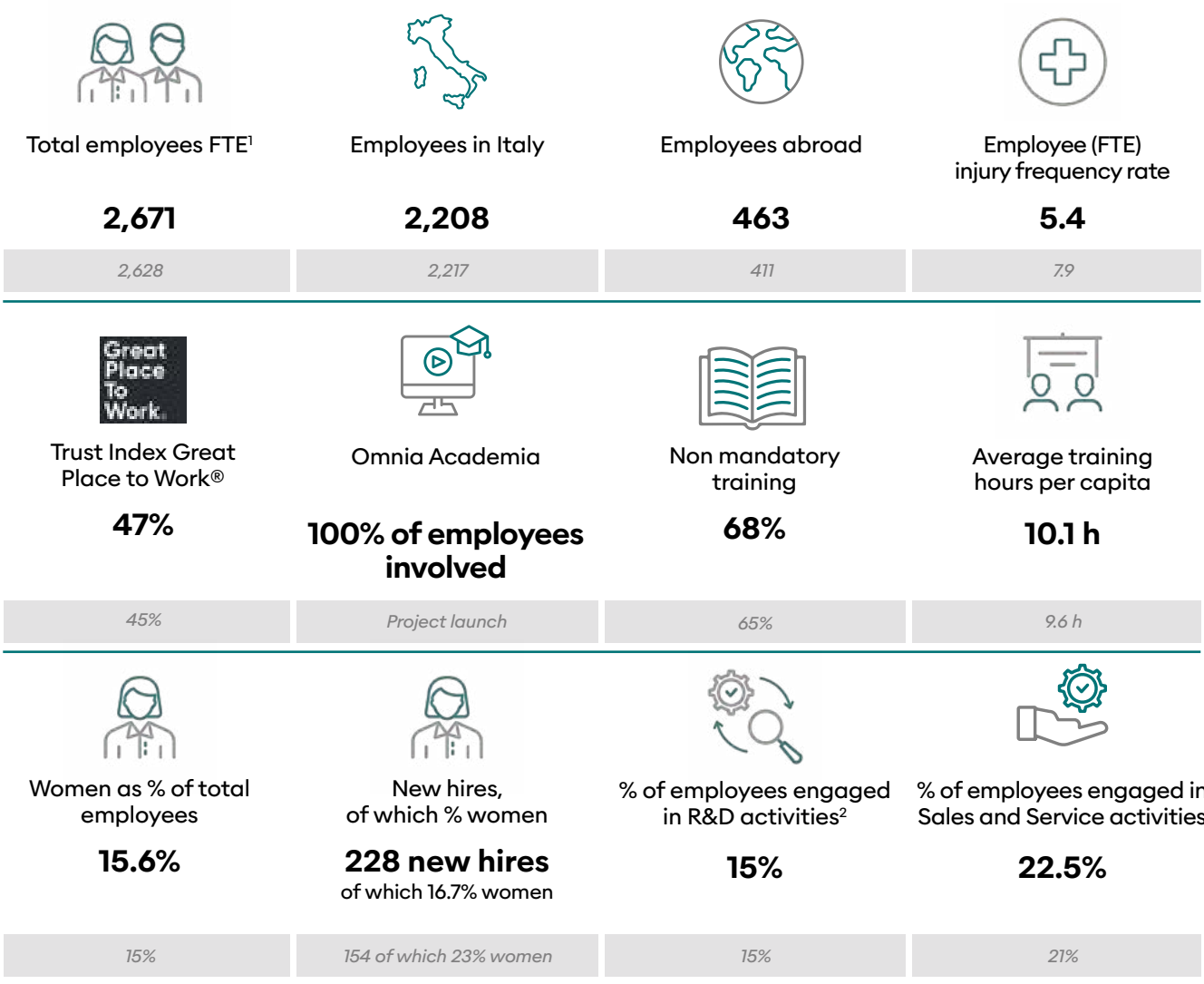
PROFIT

 Production plants	 Sales and service branches	 Total operating floor area	 Tonnes of steel purchased, main raw material
37 in total of which 3 abroad (France, Argentina and China)	25	615,225 m ²	4,726
38 in total, of which 3 abroad (France, Argentina and China)	24	429,964 m ²	5,251

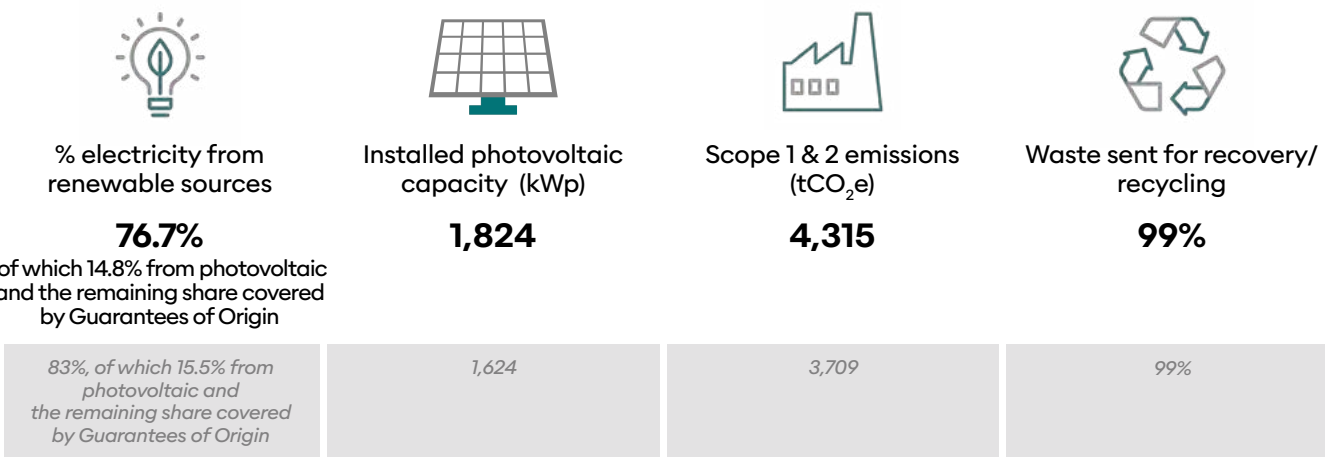
 Revenue	 % revenue Beverage Systems Water & Soft Drink division	 % revenue Beverage Systems Specialty division	 % revenue Life Sciences division
757,100,000 €	54.4%	40.3%	5.4%
725,200,000 €	53.8%	42.5%	3.8%

 Sustainability investments	 R&D investments (new products)	 Registered Trademarks	 Patents
1,330,280 €	17,200,000 €	117	735
1,033,136 €	14,000,000 €	100	501

PEOPLE



PLANET



● 2024 metrics

Our Roadmap

GRI 2-22 | Sustainability is an integral part of our journey of evolution: it shapes the way we generate value for our stakeholders, manage environmental impacts and contribute to the well-being of the communities in which we operate.

This approach is built around **three guiding values: technology, sustainability and service** - which run through our value chain and are reflected in our governance choices, the management of our people, operational efficiency and product innovation.

Our sustainability strategy took shape in 2021 and has developed in successive phases, with the aim of progressively embedding sustainability into the Group's processes.

The roadmap is organised around four pillars: Corporate, People, Impact Reduction and Innovation - and sets out objectives approved by the Board of Directors and periodically monitored by the Executive Committee and the Sustainability Committee (→ [Corporate governance](#) and → [Sustainability governance](#)).

Since 2022, the Sustainability Committee has been responsible for developing the Sustainability Plan and monitoring its progress. Our oversight model provides for fortnightly internal monitoring of individual projects and reporting to shareholders, at least every three months, on the overall progress of activities.

To strengthen the integration of the Plan into decision-making processes, we have also linked a component of the **Management by Objectives (MbO)** targets of the main management positions and of the roles that have an impact on the Group's economic and non-economic results - including function and department heads - **to both economic results and the implementation of the Sustainability Plan**. Specifically, these objectives relate to improving energy and water efficiency and to health, safety and prevention in the workplace. Over the past three years, the related amounts have been paid through welfare credits.

In **December 2023 we formalised this journey by transforming Omnia Technologies into a Benefit Corporation** and by introducing into our Articles of Association three common-benefit purposes, integrated into the roadmap: support for local communities through social initiatives geared towards well-being and inclusion; environmental responsibility along the supply chain, with actions on emissions reduction, technological innovation and the circular economy; and the well-being of the Group's people, understood as professional growth, quality of life and inclusion. A milestone in this journey was reached in 2024 with the achievement of B Corp Certification, further validating the Group's commitment to generating a positive impact on society and the environment.

Our status as a Benefit Corporation therefore represents the statutory reference point of our journey, while the roadmap describes its operational translation.

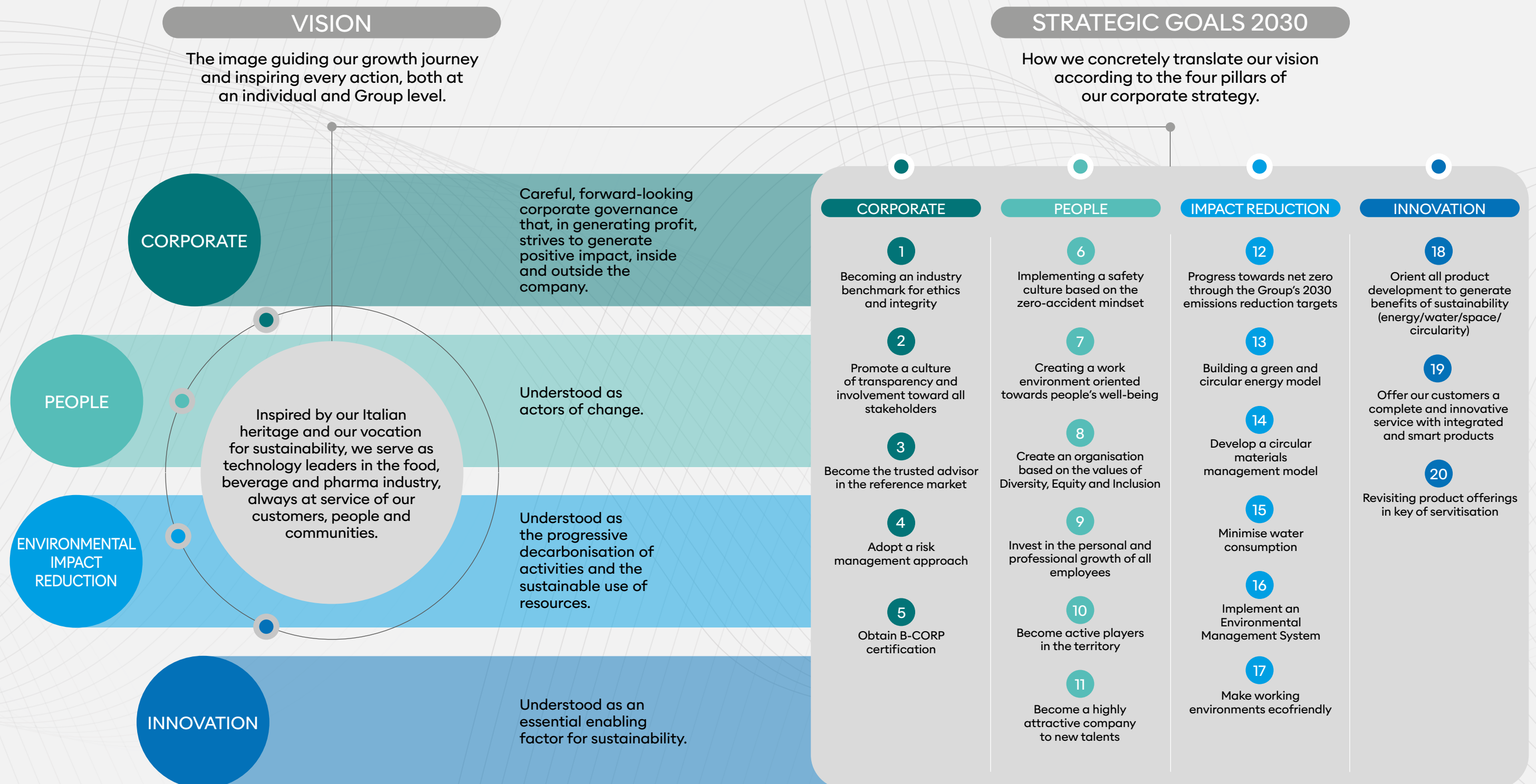
With reference to the reporting period, **we completed the activities set out in the Plan for the year**. The related document was approved by the Board of Directors in September. For further information, please refer to the sections → [Where we stand in our Plan](#).

All data reported in the table refer to the entire Group as of December 31, 2025 → [Methodological Note](#)

1. The data is calculated in Full-Time Equivalent (FTE) employees as of December 31: a unit of measurement used to make the number of employed individuals comparable, even though they may work a different number of weekly hours. Typically, one FTE corresponds to 2,080 hours per year (40 hours per week x 52 weeks).

2. Italy only. Our foreign subsidiaries are sales offices and therefore do not employ R&D personnel.

Our Roadmap



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

The values behind the way we do business

TECHNOLOGY

- We invest in technological and digital innovation to support fast, precise and flexible responses;
- We develop customised, high-performing engineering solutions designed to reduce impacts throughout the usage cycle.

SUSTAINABILITY

- We operate with transparency and care for the social and environmental context in which we are present;
- We build lasting relationships of trust with internal and external stakeholders;
- We safeguard the quality, safety and reliability of the final product, including through solutions designed for durability and maintainability;
- We enhance the skills and distinctive strengths of the areas in which the Group's companies operate.

SERVICE

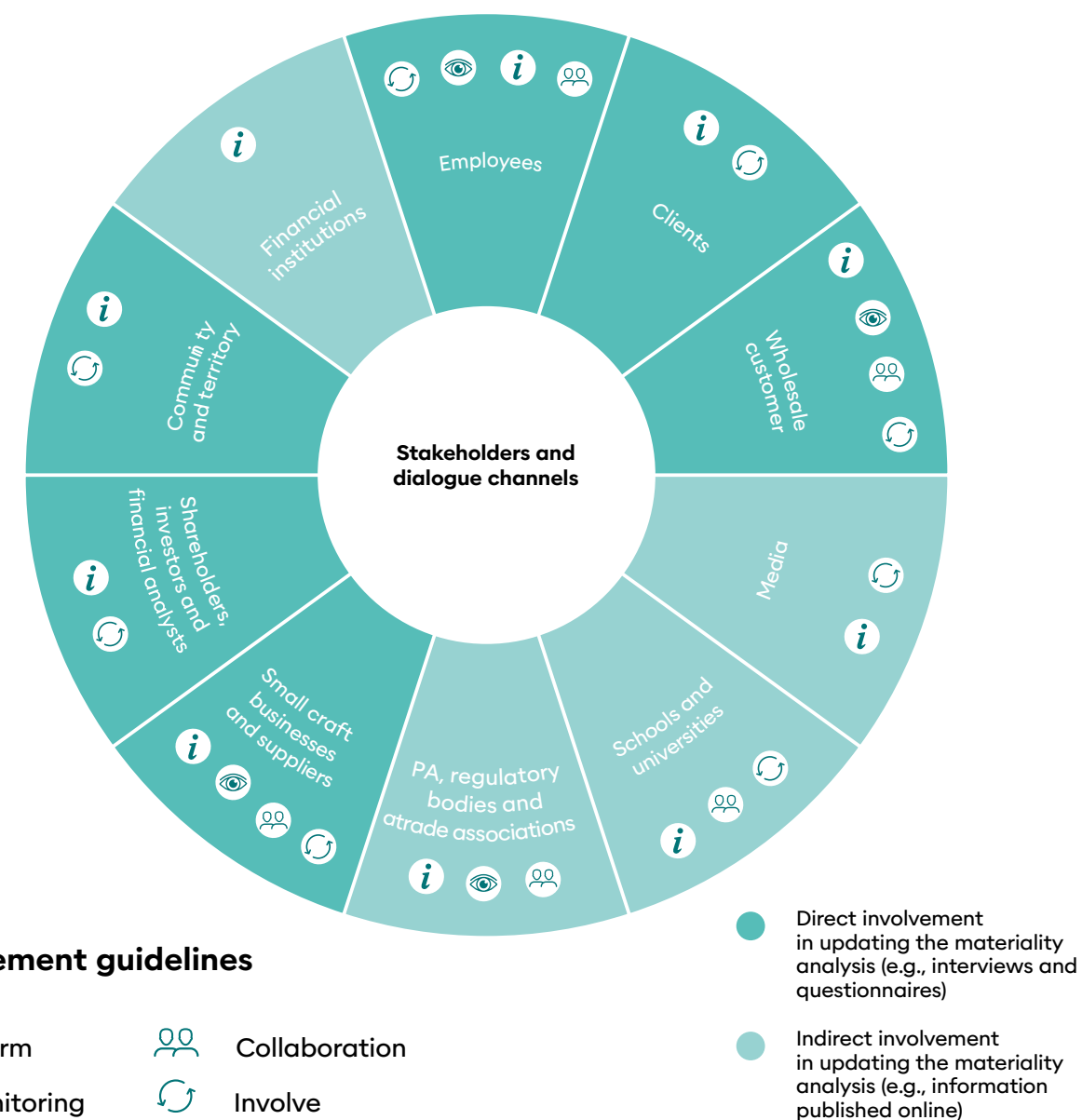
- We act as a technical and commercial partner to our customers, supporting technology investment choices consistent with their needs;
- We provide personalised assistance and support services for partners and customers in Italy and abroad;
- We maintain channels for listening to and managing stakeholder requests, including customers, suppliers and local communities.

Our Stakeholders

GRI 2-29 | We regard dialogue with our stakeholders as part of the Group's listening and reporting system: **through this engagement we inform our materiality analysis and connect our business strategy to the expectations of our relevant stakeholders.**

We have identified ten categories of stakeholders - employees, customers, suppliers, financial institutions, universities, local communities and other relevant stakeholders - each associated with specific engagement channels, as detailed in the infographic below.

Stakeholder categories and main engagement methods



Inform: we provide updates through publications, newsletters and other communication channels, so that stakeholders have relevant information on the Group's developments.

Collaborate: we work with stakeholders on projects that require a mutual exchange of information, operational dialogue and co-design.

Monitor: we keep an up-to-date picture of stakeholders' needs and expectations, also in order to identify changes relevant to the Group.

Involve: we include stakeholders, specialists or experts in specific processes, drawing on skills and knowledge that support the organisation's decisions and actions. We distribute a questionnaire to engage them in the Materiality Assessment.

For any further information, please refer to the section → [Our stakeholders - 2025 Sustainability Report](#)

Our contribution to the SDGs and the United Nations Global Compact

GRI 2-22 | We map the objectives of our Sustainability Plan against the SDGs of the 2030 Agenda and the 10 Principles of the United Nations Global Compact (UNGC), of which the Group has been a signatory since 2023.

Pillar	No.	Objective	Description	Related SDGs	Global Compact - Principles
CORPORATE	1	Ethics and integrity	Become an industry benchmark for ethics and integrity	SDG 16 - Peace, justice and strong institutions SDG 17 - Partnerships for the goals	Principle 10 - Anti-corruption Principles 1-2 - Human rights
	2	Stakeholder transparency	Promote a culture of transparency and engagement towards all stakeholders	SDG 16 - Peace, justice and strong institutions SDG 17 - Partnerships for the goals	Principle 10 - Anti-corruption
	3	Trusted advisor	Become the trusted advisor in our reference market	SDG 8 - Decent work and economic growth SDG 17 - Partnerships for the goals	Principle 10 - Anti-corruption
	4	Risk management	Adopt a risk-management-based approach	SDG 16 - Peace, justice and strong institutions	Principle 7 - Precautionary approach Principle 10 - Anti-corruption
	5	B-Corp certification	Obtain B-Corp certification	SDG 8 - Decent work and economic growth SDG 12 - Responsible consumption and production SDG 17 - Partnerships for the goals	Principles 7-8-9 - Environment Principle 10 - Anti-corruption
PEOPLE	6	Zero injuries	Embed a safety culture based on a "Zero injuries" mindset	SDG 3 - Good health and well-being SDG 8 - Decent work and economic growth	Principles 1-2 - Human rights Principle 3 - Freedom of association
	7	Workplace well-being	Create a working environment geared towards people's well-being	SDG 3 - Good health and well-being SDG 8 - Decent work and economic growth	Principles 3-4-5-6 - Labour rights
	8	Diversity, Equity and Inclusion	Build an organisation founded on the values of diversity, equity and inclusion	SDG 5 - Gender equality SDG 10 - Reduced inequalities	Principle 6 - Elimination of discrimination
	9	Professional growth	Invest in the personal and professional growth of all employees	SDG 4 - Quality education SDG 8 - Decent work and economic growth	Principle 3 - Freedom of association Principle 6 - Non-discrimination
	10	Active players in our local area	Become active players in our local area	SDG 11 - Sustainable cities and communities SDG 17 - Partnerships for the goals	Principles 1-2 - Human rights
	11	Talent attractiveness	Become a highly attractive company for new talent	SDG 4 - Quality education SDG 8 - Decent work and economic growth	Principle 3 - Freedom of association Principle 6 - Non-discrimination

Pillar	No.	Objective	Description	Related SDGs	Global Compact - Principles
IMPACT REDUCTION	12	Progress towards Group net zero through the 2030 emissions reduction targets	Reduce our greenhouse gas emissions along the trajectory validated by the SBTi (-42% Scope 1 and 2 and -25% Scope 3 by 2030), as the first stage of a longer-term decarbonisation pathway towards net zero.	SDG 7 - Affordable and clean energy SDG 13 - Climate action	Principle 7 - Precautionary approach Principle 8 - Environmental responsibility Principle 9 - Environmentally friendly technologies
	13	Green energy model	Build a green and circular energy model	SDG 7 - Affordable and clean energy SDG 12 - Responsible consumption and production SDG 13 - Climate action	Principle 8 - Environmental responsibility Principle 9 - Environmentally friendly technologies
	14	Material circularity	Develop a circular model for materials management	SDG 12 - Responsible consumption and production SDG 13 - Climate action	Principle 8 - Environmental responsibility Principle 9 - Environmentally friendly technologies
	15	Water consumption	Minimise water consumption	SDG 6 - Clean water and sanitation SDG 12 - Responsible consumption and production	Principle 7 - Precautionary approach Principle 8 - Environmental responsibility
	16	Environmental Management System	Implement an Environmental Management System	SDG 12 - Responsible consumption and production SDG 13 - Climate action SDG 15 - Life on land	Principles 7-8-9 - Environment
	17	Eco-friendly environments	Make working environments eco-friendly	SDG 11 - Sustainable cities and communities SDG 12 - Responsible consumption and production	Principle 8 - Environmental responsibility
INNOVATION	18	Sustainable product development	Orient all product development towards generating sustainability benefits (energy / water / space / circularity)	SDG 9 - Industry, innovation and infrastructure SDG 12 - Responsible consumption and production SDG 13 - Climate action	Principle 8 - Environmental responsibility Principle 9 - Environmentally friendly technologies
	19	Integrated and smart offering	Offer customers a complete and innovative service with integrated and smart products	SDG 9 - Industry, innovation and infrastructure SDG 12 - Responsible consumption and production SDG 17 - Partnerships for the goals	Principle 9 - Environmentally friendly technologies
	20	Servitisation	Rethink the product offering through a servitisation lens	SDG 8 - Decent work and economic growth SDG 9 - Industry, innovation and infrastructure SDG 12 - Responsible consumption and production	Principle 8 - Environmental responsibility Principle 9 - Environmentally friendly technologies

Key results: Corporate governance

- People - Environmental impact - Innovation

GRI 2-22 | In 2025 we made measurable progress across all four strategic pillars - explored in detail in Chapter 3. The main results are set out below.

CORPORATE - RESPONSIBLE GOVERNANCE, TRANSPARENCY, CERTIFICATIONS

On the transparency front, we carried out a new double materiality assessment and prepared **the fifth edition of the Sustainability Report**. We also began the journey towards ISO 27001 certification to strengthen our cybersecurity controls, and the implementation of the risk management system continued. In 2025 we organised **the first Group plenary meeting and a sustainability roadshow across our Italian production sites**.

In 2025 we also confirmed the **EcoVadis Silver medal**, a result that reflects a positive assessment of the ESG policies and practices considered by the platform and supports our dialogue with customers and our international supply chain.

	Main 2025 result	2026 priority
EcoVadis (score / percentile) at Group level.	70/100 - 89th percentile (Silver medal)	Achieve the Gold medal
ISO 27001 (cybersecurity) at Group level	Certification journey started	Review of documents by October 2026; completion of certification by January 2027.
SA8000 / ISO 37301 for the companies in the Italian scope	-	Start of the certification process.

PEOPLE - SAFETY, WELL-BEING, PROFESSIONAL DEVELOPMENT, DE&I

In 2025 we continued to extend our safeguards on safety, welfare and professional development to the acquired companies. ISO 45001 certification was extended to **Win&Tech (February 2025)** and to **ACMI Beverage and Labelling (September 2025)**. The HSE software was rolled out across the entire Group.

Through the **Great Place to Work 2025** survey we engaged 2,017 employees, with a **response rate of 72%**, recording a Trust Index of 47% (+2 percentage points compared with 2024). The highest results relate to trust in management (67%) and inclusion (>80%). In 2025 we delivered **16,341 hours of non-mandatory training**, involving 81% of our workforce.

The **ISO 30415:2021 assessment** awarded the **Group Strategic Grade 3**. We maintained UNI/PdR 125 certification, with a score of between 61% and 73% and no non-conformities identified.

	Main 2025 results	2026 priority
ISO 45001 (Italian scope)	extension to Win&Tech (February 2025) and ACMI Beverage and Labelling (September 2025)	Extension to Tecnomaco (September 2026)
GPTW 2025 Trust Index (Italian scope)	47% (+2 p.p. compared with 2024)	Improvement in internal communication, merit-based criteria and remote working (up to 90% take-up among eligible employees)
Non-mandatory training hours (Group level)	18,283 hours - 81% participation (with at least 1 hour of training)	Target: 18,525 hours 82% participation
ISO 30415 at Group level	Strategic Grade 3 achieved	Maintenance
UNI/PdR 125 (Italian certification)	Score 61-73% 0 non-conformities	Maintenance



IMPACT REDUCTION - CLIMATE, ENERGY, WATER, WASTE, CIRCULARITY

In 2025 we recorded progress on the climate front: we **recalculated the SBTi baseline to 2024** and confirmed our reduction targets (-42% Scope 1+2; -25% Scope 3 by 2030). Our 2025 Scope 1 and 2 emissions amount to 4,315 tCO2e. Installed photovoltaic capacity reached 1,824 kWp and the **share of electricity from renewable sources 76.7%**, compared with 83% in 2024.

As regards waste, in 2024 we sent 99.5% of a total 3,203.6 tonnes for recovery; in 2025 we maintained the same recyclability rate on a total of 2,719.7 tonnes of waste. We also continued the **offsetting plan declared through certified carbon credits** (Great Bear Forest Carbon and Guatemalan Conservation Coast).

	Main 2025 results	2026 priority
% electricity from renewable sources (Italian scope)	80%	Extension of renewable energy contracts to the acquired sites
Installed photovoltaic capacity (Italian scope)	1,824 kWp	+200 kWp new Signoressa HQ (activation 2026)
Scope 1 and 2 emissions (Group level)	4,315 tCO2e	SBTi actions towards the -42% trajectory by 2030
Recalculated SBTi baseline (Group level)	Recalculated to 2024 (formerly 2022 baseline)	Baseline certification to 2024
Waste sent for recovery (Italian scope)	99%	99%
Sites certified under the Integrated Management System, IMS (ISO 9001/14001/45001), Italian scope	90.6%	95%
Total water consumption, Group level	59,550 m³	60,000 m³

INNOVATION - SUSTAINABLE PRODUCTS AND SERVICES, R&D, SERVICISATION

Innovation lies at the heart of our value proposition. We design machines and systems geared towards efficiency, operational continuity and the reduction of waste in our customers' processes. In 2025 we continued to steer our R&D towards the principles of eco-design, and we are developing our servitisation model, which turns the product into an ongoing service, in order to offer progressively more integrated solutions.

	2025 result	2026 priority
Patents registered in 2025 (worldwide)	735	Maintenance
R&D investments (Group level)	€17,200,000	€18,000,000

COMMUNITY - SOCIAL IMPACT AND LOCAL AREA

In 2025 we carried out several initiatives for the benefit of local communities. Three **drinking-water wells** were built in Malawi (May 2025), in the villages of Mpoda (60 families), Lobats (25 families) and Chagoma (120 families), reaching over 1,025 people. We renewed our **partnership with Dynamo Camp** (over 100 children/families directly benefited) and continued the WelfareCare initiative with **74 free medical screenings** in Minerbe (VR).

For further information and for the reporting of the results achieved during 2025, please refer to the [→ Impact Report, available for download from the website.](#)

ESG CERTIFICATIONS AND RECOGNITIONS

We regard **ESG certifications, ratings and assessments as tools for continuous improvement**: we use them to support internal management and to communicate externally verifiable elements of our oversight model. In 2025 we further strengthened Omnia Technologies' certification and assessment portfolio across three dimensions.

EcoVadis: the **Silver medal (70/100 - 89th percentile)** is broken down across four assessment areas: **Environment 83/100, Labour & Human Rights Practices 77/100, Ethics 50/100 and Sustainable Procurement 56/100**. The profile highlights stronger results in environmental management and labour practices and identifies the areas - ethics and supply chain - that we intend to address in the coming assessment cycles. We use the rating as a management tool and as ESG information in our dialogue with international customers and partners.

ISO 30415: in December 2025, the assessment conducted by SGS Italia awarded the Group Strategic Grade 3 against the ISO 30415:2021 standard (Diversity and Inclusion), indicating an advanced level of integration of Diversity, Equity & Inclusion (DE&I) into the organisational processes assessed.

UNI/PdR 125: the surveillance audit conducted by SGS Italia in December 2025 confirmed the conformity of our Gender Equality Management System, with no non-conformities identified. The overall score is between 61% and 73%.

UN Global Compact



ECOVADIS



ISO 9001 | ISO 14001 | ISO 45001



Science Based Targets Initiative



ISO 30415 | UNI/PdR125:2022



Benefit Corporation | B Corp



01

Omnia Technologies Group

- 1.1 The company profile
- 1.2 The economic performance
- 1.3 The value chain, products and services
- 1.4 Corporate governance
- 1.5 Sustainability governance

1.1 The company profile

GRI 2-1 | Omnia Technologies is an Italian industrial Group that brings together leading businesses in the metalworking and mechanical engineering sector, engaged in the **design, manufacture and marketing of complex machines, plants and automation systems for the beverage, food and life sciences sectors**. The Group designs and builds integrated, automated technologies capable of delivering innovative solutions to manage the entire production process, from the transformation of raw materials through to the final packaging of the product.

Our central operating headquarter is located in Signoressa di Trevignano (TV), **home to Omnia Technologies S.p.A.**, the Group's coordinating and controlling company.

The Group's three divisions

GRI 2-6 | We operate through three specialised divisions, each focused on specific market segments and stages of the value chain. This structure allows the Group to oversee different technological competencies while maintaining an integrated view of the production processes served.



BEVERAGE SYSTEMS WATER & SOFT DRINKS

Large-scale solutions for high-speed processing and packaging, designed for water and soft drink producers, offering integrated end-to-end lines.



LIFE SCIENCES

Advanced automation and packaging solutions for the pharmaceutical, nutraceutical, cosmetics and diagnostics sectors.



BEVERAGE SYSTEMS SPECIALTY

Integrated solutions for processing, bottling and labelling, primarily serving the wine, spirits, beer and premium beverages sectors¹.

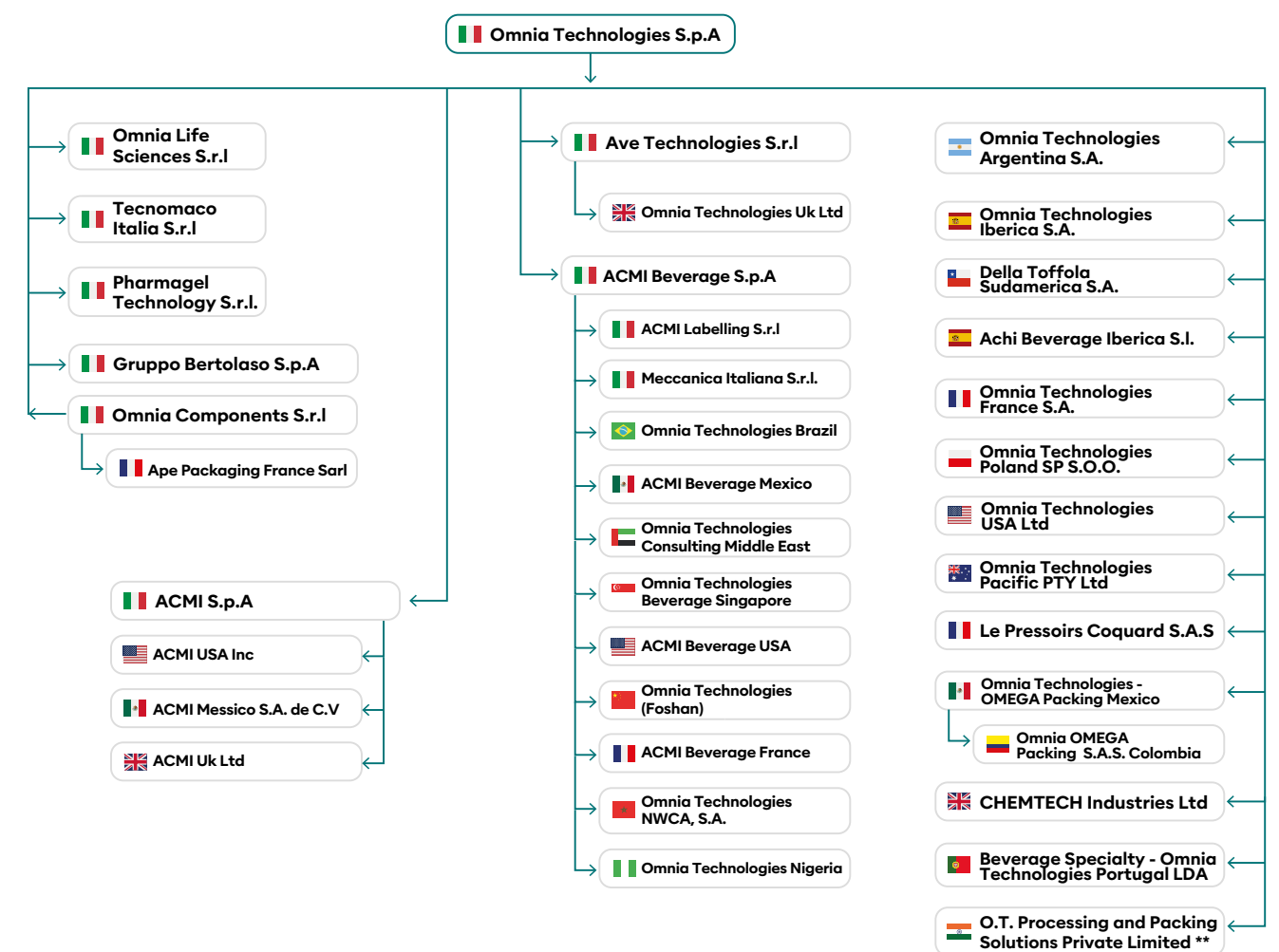
1. At the beginning of 2026, the Components Division was incorporated into the Beverage Systems Specialty Division, which now also includes the production of independent components used across the Divisions and supplied to third-party machinery manufacturers, or OEMs

The Group's structure

GRI 2-1 | During 2025 we completed a number of significant corporate reorganisation processes launched at the end of 2024. The aim of these operations was to simplify the organisational structure, make the Group's scope clearer and strengthen coordination across the different industrial competencies.

- From January 2025 Omnia Della Toffola S.p.A. adopted 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 S.r.l. was merged by incorporation into Omnia Technologies S.p.A. as of January 2025.
- In the second quarter of 2025, Innotec, Win&Tech, Acram, Alfatre and Masterlaser were incorporated into Omnia Components S.r.l.

At the end of 2024, Omnia Della Toffola S.p.A. had already incorporated TMCI Padovan, SAP Italia and F2 S.r.l.; Eospack and Giuseppe Desiro had been incorporated into Comas S.r.l. (renamed Omnia Life Sciences S.r.l.); Gruppo Bertolaso Espana and Permeare Iberica had merged into Omnia Technologies Iberica S.A.



Note: the chart is understood to be updated to the publication date of this report.

A global presence

As at the publication date of this report, the Group comprises 38 production plants located mainly across the regions of Northern and Central Italy, and 25 sales and service platforms operating in 19 countries worldwide.



Headquarter
Signoressa di Trevignano,
Treviso, Italy



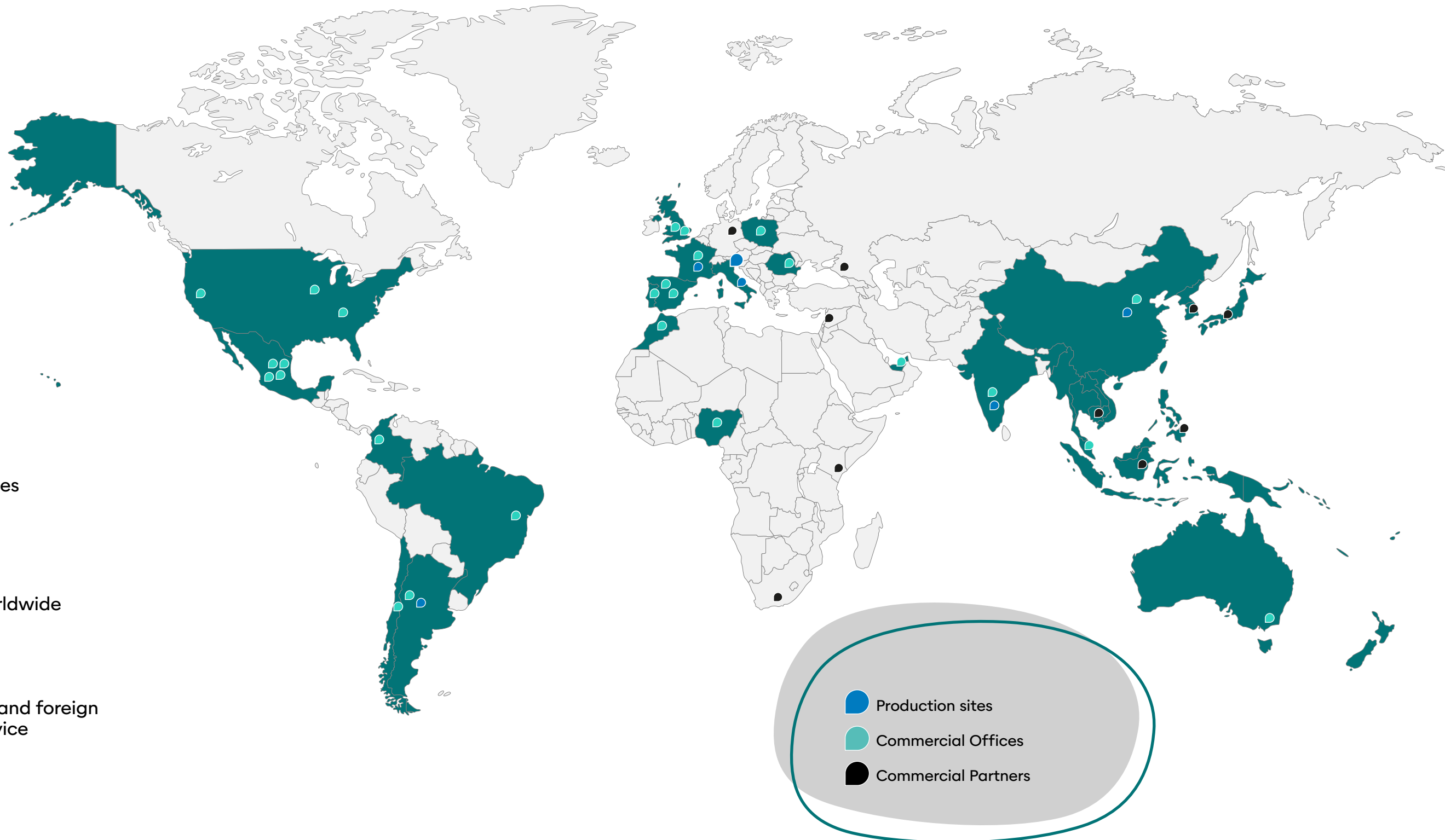
38
Production sites



19
Countries worldwide



25
Sales offices and foreign
customer service





Focus on

The new Signoressa headquarter: a home for the Group



A headquarter rooted in its heritage and looking to the future

The new Omnia Technologies Headquarter is located in Signoressa di Trevignano (Treviso), just a few metres from the historic Della Toffola factory, founded in 1958 and the first company from which the industrial project that led to the creation of the Group originated. The choice of location is no coincidence. It reflects the desire to maintain strong roots in the Group's home territory, transforming a place that symbolises Omnia Technologies' industrial history into a landmark for its future development.

Built with a total investment of €22 million, the headquarter covers an area of 4,500 m² and has been designed to accommodate up to 300 people, including senior management, central corporate functions, and colleagues from across the Group who use the facility for work, coordination and training activities. More than simply a new corporate office, the Headquarter has been conceived as a shared home: a place where people can identify with the organisation, meet and work together, strengthening the sense of belonging within a Group that has grown rapidly through the integration of diverse skills, companies and cultures.

People at the centre: a shared home for the whole Group

For an organisation operating across multiple countries and consisting of numerous sites, having a shared physical location creates a space that connects people, functions and territories. The Headquarter has been designed to foster dialogue, collaboration and listening. Flexible workspaces, meeting rooms, co-working areas and informal gathering spaces are used daily both by resident employees and by colleagues visiting from other Group sites for meetings, cross-functional projects and coordination activities. The new headquarter also hosts a significant share of the training and development activities promoted by Omnia Academia. Dedicated classrooms and multifunctional spaces support technical, managerial and cross-disciplinary learning programmes, providing Group employees with a high-quality learning environment.



The building has also been conceived as an open space for local communities and young people in the area, who will be able to participate in training and networking initiatives, further strengthening the relationship between Omnia Technologies and the communities in which it operates.

WELL Health & Safety certified - Well-being, health and quality of the indoor environment

The project was developed with the aim of providing healthy, comfortable workplaces capable of supporting people's wellbeing over the long term. In line with the WELL Health-Safety certification pathway, the Headquarter incorporates technical and operational solutions dedicated to indoor environmental quality. Ventilation units are equipped with F8 filtration systems designed to ensure high air quality, while fresh air supply rates comply with ASHRAE 62.1-2010 standards and exceed the required levels by 30%, ensuring superior air exchange rates. Indoor environmental quality has been verified through on-site performance testing covering air quality, water quality and thermal



Focus on

comfort. Air quality tests confirmed particulate matter, organic gases and inorganic pollutants at levels below prescribed thresholds, contributing to healthier spaces and creating conditions that support concentration, productivity and occupant wellbeing. Water quality has also been tested directly on site. Ensuring safe, monitored water helps build confidence in what people consume every day while encouraging proper hydration and reducing risks associated with contaminated water. Thermal comfort levels, including temperature and humidity control, have been verified in operational conditions, as balanced indoor environments contribute to employee motivation and enhance the overall workplace experience.

Wellbeing is further supported through broader design and organisational choices. Regularly occupied spaces benefit from abundant natural daylight provided by extensive glazed façades, complemented by shading systems that minimise glare. Occupants can adjust temperature settings through dedicated thermostats, while specific policies promote a corporate culture attentive to mental health and wellbeing. A detailed cleaning and sanitisation plan defines procedures, frequencies and responsibilities, favouring the use of environmentally responsible products free from harmful substances. WELL signage further encourages everyday behaviours aligned with health and safety, ranging from indoor and outdoor no-smoking policies to the promotion of physical activity and personal hygiene. The parameters tested on site will continue to be monitored after certification to ensure the long-term quality of indoor environments.

LEED Gold certified building

Environmental sustainability was embedded from the earliest design and construction stages, in line with the LEED BD+C New Construction certification framework. The building has been designed to achieve energy consumption reductions of more than 50% compared with the baseline building defined under ASHRAE 90.1-2010 standards. Performance is supported by a comprehensive metering and sub-



metering system, with dedicated monitoring of major end uses and functional areas of the building. This enables continuous performance tracking, consumption analysis, identification of inefficiencies and optimisation of energy management over time.

The Headquarter operates entirely on electricity and does not use fossil fuels. Its energy supply comes exclusively from renewable sources, while a rooftop photovoltaic system generates renewable electricity to cover part of the building's energy demand. Sustainable mobility was also considered an integral part of the project, with the installation of 14 electric vehicle charging stations and 19 parking spaces reserved for low-emission vehicles, encouraging more environmentally responsible travel choices. The project also addresses the urban heat island effect through the use of paving and roofing materials with high reflectance and permeability, reducing solar heat absorption and surface heat accumulation. These measures are complemented by extensive landscaped areas and tree planting, which help lower surface and air temperatures through shading and evapotranspiration, improving the local microclimate and reducing thermal loads on the building. Responsible water management is another key feature of the project. High-efficiency plumbing fixtures achieve potable water savings of more than 45% compared with the LEED baseline scenario. Native and climate-adapted plant species, combined with an efficient irrigation system, enable potable water savings for irrigation exceeding 40% compared with the baseline case. These measures visibly demonstrate the Group's commitment to protecting natural resources, even in the building's day-to-day operation.

The selection of construction materials prioritised products with Environmental Product Declarations (EPDs), recycled content, low volatile organic compound (VOC) emissions, low-hazard ingredients and responsibly managed supply chains. During construction, both an Indoor Air Quality Management Plan and an Erosion and Sedimentation Control Plan were implemented to minimise dust and contaminant dispersion, protect installed materials, prevent erosion and sedimentation, and safeguard surrounding areas. The construction site also adopted a Waste Management Plan focused on waste segregation, recovery and recycling, contributing to circular economy principles.

To support the technical quality of the project, an advanced commissioning process was implemented to verify and optimise building systems during design, installation and operation. Activities included functional testing and field verification of key building systems, including HVAC, lighting, control systems, electrical systems, calibration procedures, hydraulic and air distribution balancing, and operational sequence verification. This approach ensures that systems perform as intended, project objectives are achieved, and operational efficiency is maintained over time.

A model to be replicated

The new Signoressa Headquarter represents the first step in a broader real estate investment programme through which Omnia Technologies aims to progressively align its workplaces with the sustainability, wellbeing and quality standards it seeks to offer its people.

The principles applied in this project, including energy efficiency, responsible resource management, material quality, performance monitoring, attention to health and openness to the local community, will serve as a benchmark for future Group developments, from the new Piedmont facility that will host Sirio and Gimar, to projects in Tuscany and the future hubs in Rome, Verona and Parma.

"The new headquarter is the synthesis of our history and, even more, of our ambition: to become a better organisation every day - for our people, our customers, our partners and our local area. We want to be an open ecosystem, capable of generating value and long-term relationships, investing in young people and in the development of the communities in which we operate."

Andrea Stolfi, CEO of Omnia Technologies



1.2 The economic performance

GRI 201-1 | In 2025 we continued the Group's growth journey in a macroeconomic context that remains **challenging for the manufacturing industry**: cost pressures, supply-chain volatility, evolving demand in international markets and growing stakeholder attention to economic soundness and operational continuity.

The global economy showed good resilience, albeit within a picture marked by geopolitical uncertainty - with the tensions in Ukraine and the Middle East -, trade pressures and the reconfiguration of supply chains. Inflation continued on a path of moderation, while growth remained exposed to the volatility of energy markets and to developments in international trade policy. In the Euro Area, growth was moderate and manufacturing activity continued to be affected by weak external demand and more intense global competition. In Italy too, economic activity recorded a contained expansion, supported by exports and investment, while household consumption grew more cautiously.

Against this backdrop, **we strengthened our presence in our reference markets, broadening our range of technologies, products and services**. Revenue growth compared with the previous year was driven in particular by the water, soft drinks and distillation markets, which offset the weakness of the wine segment. Diversification by application sector and geographical area helped to balance our exposure to the different market cycles.

The process of industrial integration and corporate rationalisation also continued, through mergers, acquisitions and new international initiatives. In parallel, we invested in **developing our commercial network, in our service and spare-parts policies and in digital tools supporting customer relationships, the remote monitoring of installed plants and the management of maintenance activities**. These initiatives strengthen our servitisation journey and help to make our offering of products, technologies and services more integrated.

The data in the GRI 201-1 table should be read taking into account the still-uncertain macroeconomic context and the path of growth, industrial integration and scope expansion that characterised the Group's evolution during the year. The following table sets out the main economic figures for the 2023-2025 three-year period.

GRI 201-1 GROUP ECONOMIC PERFORMANCE. IN MILLIONS OF EUROS*

	2023	2024	Variation 2024 vs 2023	2025	Variation 2025 vs. 2024
Economic value directly generated	407.84	745.70	82.84%	754.10	1%

*All data relating to Group economic performance are updated as at 31/12. The information is presented assuming that business acquisitions carried out during the years are included as if they had taken place on 1 January of the reference year; the presentation is consistent with the consolidation criteria adopted in the financial statements.



SALES RESULTS 2023-2025 AS AT 31/12

In 2025, the sales mix confirmed the Group's ongoing evolution towards an increasingly diversified business model, supported by a customer base of more than **20,000 clients worldwide**.

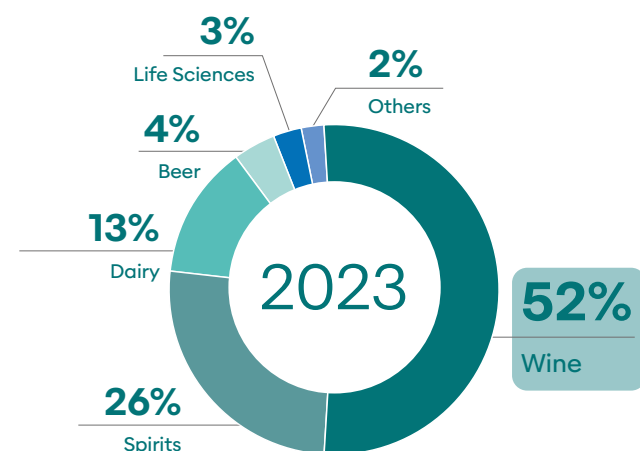
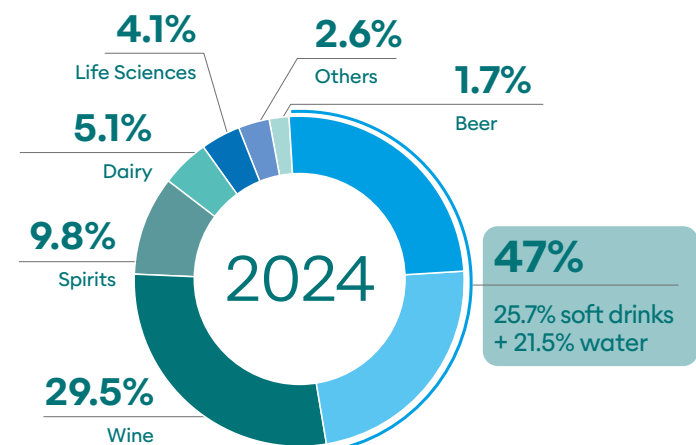
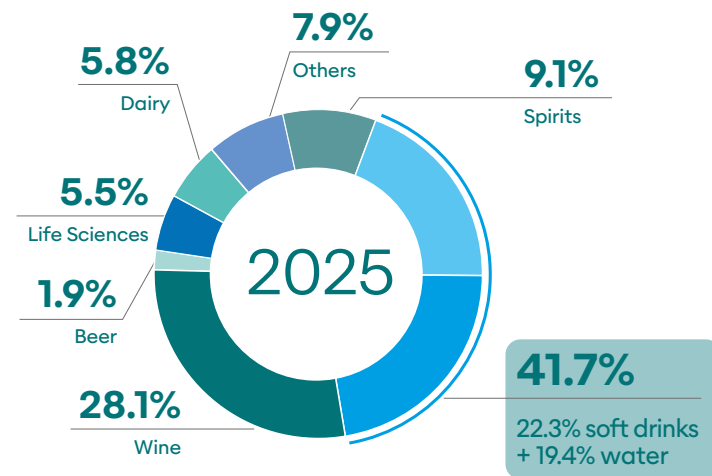
The strengthening of the Beverage and Life Sciences segments highlights Omnia Technologies' growing ability to serve complementary markets with significant development potential.

The Beverage division increased its contribution from 53.8% to 54.4% of total revenue, driven in particular by the expansion of the **Water & Soft Drinks** markets, which continue to reinforce the growing importance of non-wine **Beverage** activities within the Group's portfolio. At the same time, **Life Sciences** further consolidated its position as a strategic area for medium to long-term growth, accounting for 5.4% of total revenue.

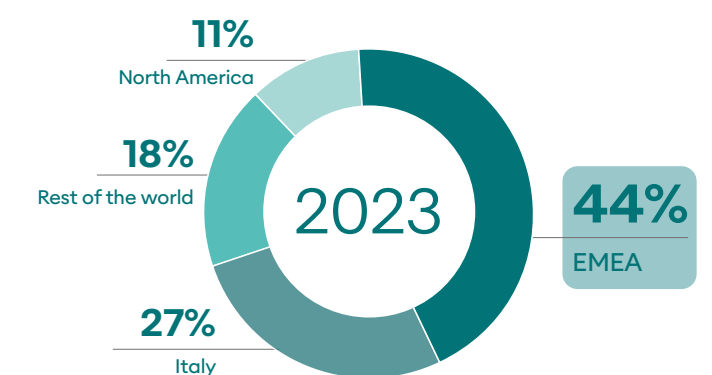
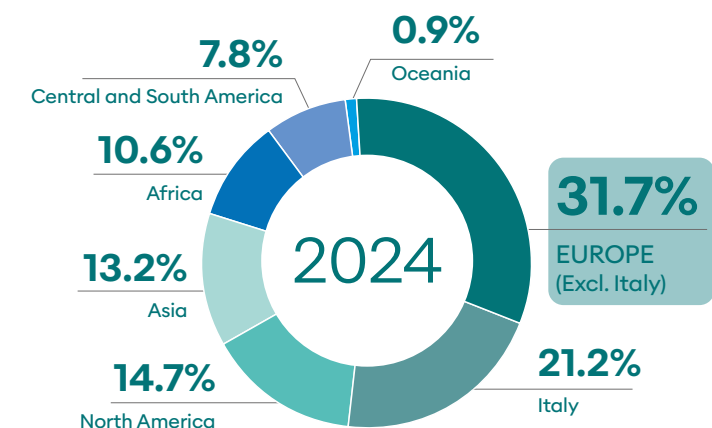
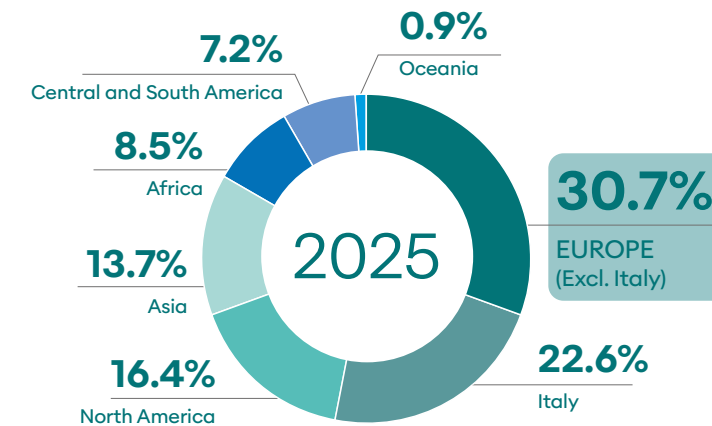
The slight decrease in the share of the Wine segment, from 29.5% to 28.1% of total revenue, primarily reflects the stronger growth recorded by the other business segments, alongside a modest contraction in the wine industry. Nevertheless, the wine sector remains a core component of the Group's business. In this context, Omnia Technologies continues to maintain a strong market position in the **most dynamic** and higher value-added segments, including **low and no-alcohol beverages and ready-to-drink products**.

The increase in the **Service** component, from 26% to 27% of total revenue, further enhances the resilience of the business model by increasing the share of recurring revenues and reducing exposure to the cyclical nature typically associated with equipment sales.

BY END MARKET

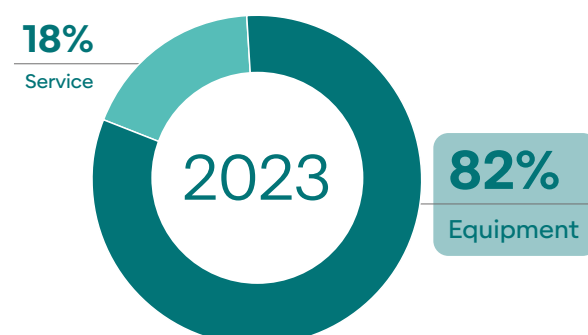
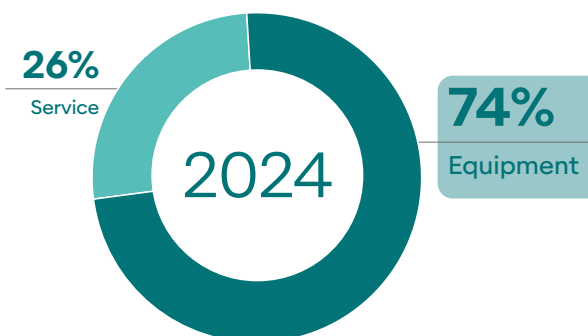
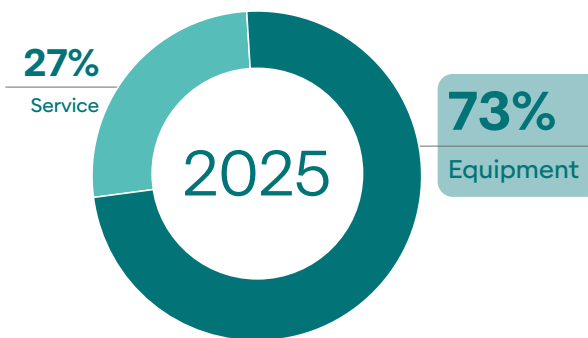


BY GEOGRAPHY



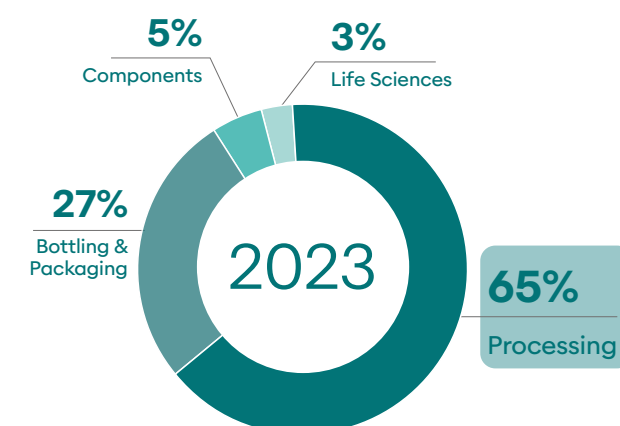
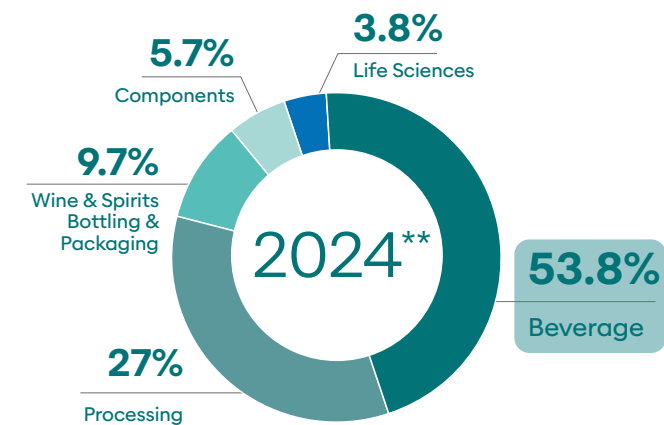
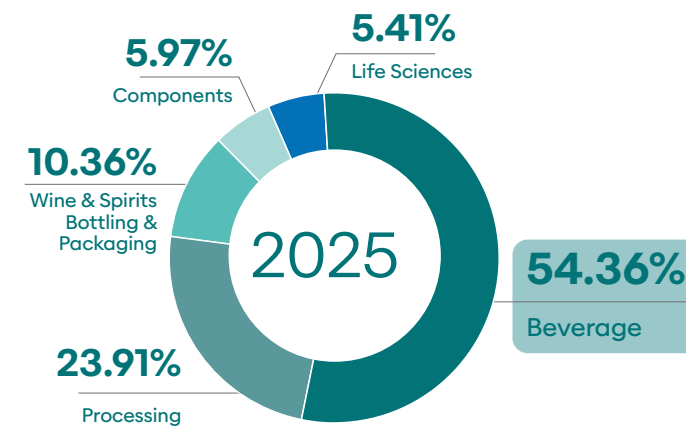
SALES RESULTS 2023-2025 AS AT 31/12

BY BUSINESS CATEGORY



SALES RESULTS 2023-2025 AS AT 31/12

BY DIVISION



Data source: SAP management software and Group systems updated as of December 31/12/2025

** The divisional structure is updated as of December 31/12/2025

1.3 The value chain, products and services

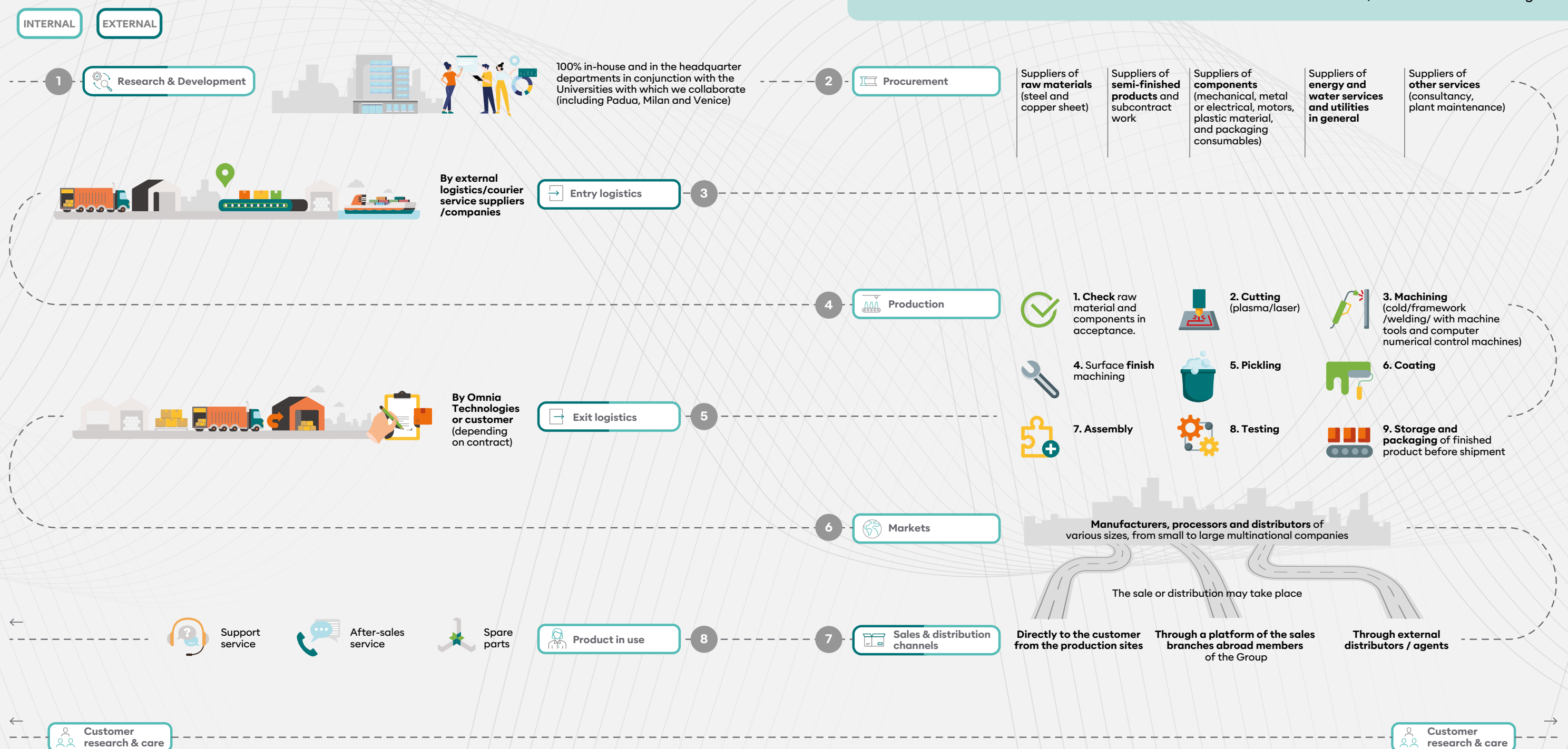
GRI 2-6 | We oversee the beverage, food and life sciences sectors with an integrated offering, designed to reduce the fragmentation typical of supply chains in which processing, bottling, packaging, components and after-sales assistance are often managed as separate stages. **Our ability to connect stand-alone machines, integrated lines, turnkey plants and services throughout the asset life cycle translates into the one-stop-shop model: a single point of access to the skills, technologies and services that support the customer along the entire production line.**

The Group's positioning rests on six structural factors: the soundness of the end markets served; a leading customer base at international level, with recurring purchasing dynamics; an advanced and comprehensive technology portfolio, with cross-selling potential; the ability to cover every stage of the value chain with integrated solutions; a corporate ethic rooted in sustainability; and an extensive global presence with dedicated service strategies.

This positioning is given voice by the Group's Chief Executive Officer.

"Omnia Technologies was founded with the ambition of becoming a leading global platform in the Processing and Bottling & Packaging sectors, offering innovative and scalable solutions. Our long-term vision is to be a reference partner for our customers, providing solutions that not only meet today's needs but also anticipate the sector's future challenges. Our global presence, combined with the vertical integration of the production stages, is supported by manufacturing excellence developed in-house: an approach that enables us to offer highly customised solutions, which represent a unique competitive advantage over our competitors."

Andrea Stolfi, CEO of Omnia Technologies



Upstream: procurement

PURCHASING POLICY AND GOVERNANCE

GRI 204-1 | Suppliers are an essential component of our value chain. Through the process of assessment, qualification and management defined by the Purchasing Procedure, we build stable commercial relationships, support the continuous improvement of the quality of products and services and strengthen our oversight of the environmental and social aspects connected with the supply chain.

The Group's growth has required greater coordination and a progressive centralisation of purchasing activities. At corporate level, the process is coordinated by the Group Chief Procurement Officer, with the support of a dedicated purchasing unit within each Division.

Our **Sustainable Purchasing Policy**, integrated with the Code of Ethics and the Supplier Code of Conduct, applies to all Group companies and sets a common standard for progressively incorporating environmental, social and governance criteria into purchasing decisions. The Policy is reviewed annually by the Group Purchasing Department and provides that, for equal price and quality, preference is given to suppliers that:

- **operate in proximity** to the places (within 100 km) where the products or services are used;
- adopt documented practices in support of **gender equality, inclusion and the representation**, including in senior roles, of people belonging to under-represented or disadvantaged groups;
- **foster employment opportunities for disadvantaged categories** or those affected by conditions of structural underemployment;
- adopt appropriate **governance, ethics and anti-corruption safeguards**, such as, where applicable, a Code of Ethics, an organisational model pursuant to Italian Legislative Decree 231/2001 and whistleblowing channels;
- adopt **documented social and environmental practices**, including beyond the applicable regulatory requirements and industry standards;
- hold **certifications or comply with recognised standards or schemes appropriate** to the relevant product or service category, including B Corp, FSC, Fairtrade, ISO 9001, ISO 14001, EMAS and SA8000.

For certain recurring product and service categories, the Policy sets specific minimum sustainability requirements. These apply to:

- **paper and office supplies** made from at least 80% recycled and/or recyclable material or, alternatively, FSC- or PEFC-certified paper that is unbleached and chlorine-free, used with inks containing low levels of volatile organic compounds;
- **furniture made** from recycled or biodegradable materials;
- **refurbished or remanufactured electronic equipment and devices** carrying environmental certifications or labels, such as ENERGY STAR or EPEAT;
- **cleaning products carrying Type I** environmental labels, such as the EU Ecolabel, Blue Angel or Nordic Swan, or equivalent certifications.

We also promote a **reduction in paper and toner use** through process digitalisation, digital document storage, the electronic sharing of documents and the use of digital business cards.

Our supplier base falls mainly into two broad categories: **suppliers supporting direct procurement**, relating to the manufacture of the final product, and **suppliers supporting indirect procurement**, covering the goods and services required for the organisation's operations. Agreements with strategic² direct suppliers are negotiated and formalised centrally by the Omnia Technologies Purchasing Department. Operational management, in accordance with the Group's common guidelines, remains the responsibility of the purchasing departments of the individual brands or Group companies.



2. A strategic supplier is considered to be a key supplier for production due to its high level of specialisation and its selection based on its ability to provide high-quality products or services at competitive prices and within short lead times.

CLASSIFICATION OF PROCUREMENT CATEGORIES

The classification of procurement categories is formalised in the Group Procurement Category Tree, updated as of 20 May 2026. The document organises procurement activities into three hierarchical levels - macro-categories, sub-categories and detailed procurement categories - and serves as the common reference framework for the Group Procurement Department, the Finance and Compliance functions, and the Procurement Managers of the individual Divisions. As of the publication date of this report, the Procurement Category Tree is also used within the Group Digital Procurement Platform to standardise the classification and management of procurement activities across the various companies and Divisions. The table below provides an overview of the structure of the Category Tree with reference to the two main procurement macro-categories.

Macro-categories	Sub-categories	Procurement Categories
DIRECT PROCUREMENT Goods and services that form part of the final product or are essential to its manufacture.	Raw materials	Stainless Steel; Aluminium; Copper; Duplex Stainless Steel; Raw Materials Group
	Custom-Design components	Light; Fabrications; Heavy Fabrications; Semi-Finished Products (Castings and Plastic Mouldings); Precision Machining
	Mechanical components	Conveyor Belts and Belting Systems; Pneumatic and High-Pressure Components; Fasteners; Machine Guards; Pumps; Seals and Rubber Components; Bearings, Slewing Rings and Bushings; Stainless Steel Fittings; Tanks (including accessories: doors, manholes and valves) Valves; Subcontracted Processing; Surface Treatments
	Electromechanical components	Electric Motors; Geared Motors; Gearboxes; Power Transmission Components; Gears; Springs; Membranes; End Caps
	Distributors	External Supplies (FE)
	Technical works and services	Third-Party Services; Technical Consultancy; Electronic Components; External Processing; Industrial Automation; Software Maintenance; Third-Party Assembly and Programming; Activities; Miscellaneous Service Activities
	Wiring, electrical panels and components	Wiring and Electrical Panels; Electrical Installations; Mechanical Installations; Building and Civil Construction Works; Electrical Components; Insulation
	Third-party machinery	Third-Party Machinery and Related Spare Parts; Intra-Group Third-Party Machinery
	Consumables	Lubricants, Greases and Chemical Products; Non-Evaluated Materials Group; Semi-Finished Products Group; Finished Products Group
	Other	Other Direct Purchases Not Attributable to the Above Categories
INDIRECT PROCUREMENT Goods and services required for the operation of the business, managed at local or divisional level in accordance with centrally defined guidelines.	Services	Catering; Cleaning Services; Security Services; Grounds Maintenance; Transport Services; Shipping and Freight Services; Packaging; Financial and Banking Services; Tolls; Events and Trade Fairs; Training Courses; Occupational Health and Safety Services; Insurance
	Rentals	Vehicle Hire; Lifting Equipment Hire; Printer Hire; Device Hire; Miscellaneous Rentals
	Maintenance	Building and Civil Maintenance; Electrical Maintenance; Mechanical Maintenance; Grounds Maintenance; Vehicle Maintenance
	Fuels and lubricants	Fuels and Lubricants for the Company Fleet and Operational Vehicles
	Consultancy services	IT Consultancy; Marketing Consultancy; HR Consultancy; Facilities Management Consultancy; Legal Consultancy; HSE (Health, Safety and Environment) Consultancy; General Consultancy; Audits and Certifications
	Utilities	Electricity; Gas; Water; Waste Management; IT Licences; Software Licences
	Stationery and PPE	Stationery; Promotional Merchandise; Exhibitions and Displays; PPE (Personal Protective Equipment); Workwear and Corporate Clothing
	Hardware & software	Devices; PCs; Office and Workshop Equipment
	Production Services	Services supporting production activities that are not attributable to other indirect procurement categories
	Property Leases	Leases of buildings, offices, warehouses and operational premises

SUPPLY CHAIN RISK MANAGEMENT

As a mechanical engineering Group, we have identified a number of structural challenges associated with procurement. **Stainless steel is the main material** we use and has a significant environmental footprint throughout its production cycle. The concentration of purchases among a limited number of strategic suppliers may also create dependency risks. As regards electronic components, reliance on European suppliers that also source from Asian markets may affect delivery times, continuity of supply and logistics-related impacts.

In 2025, the volume of steel purchased decreased by 10% compared with the previous year.

This change was mainly attributable to the use of existing inventories and to the lower contribution to annual revenue of orders relating to tank production, a product family that requires more steel than other types of machinery.

At the same time, the share of steel purchased from European suppliers, calculated on the basis of procurement value, increased from 25% in 2024 to 99% in 2025.

This increase was primarily driven by the conclusion of annual supply agreements with our two main steel producers.

	2024	2025
Tons of steel purchased	5,251	4,726
Steel purchased from European suppliers	25%	99%

This decision forms part of a broader process to rationalise the supplier base, which had previously varied across Group companies. The coordinated management of annual agreements is intended to strengthen our negotiating position, harmonise procurement terms and improve the transparency and traceability of information. At the same time, retaining two main sources of supply helps limit dependency on any single supplier.

The increased share of European purchases also occurred in a context in which the requirements and expected developments associated with the Carbon Border Adjustment Mechanism (CBAM) influenced assessments relating to non-EU supplies.

With reference to the specific products purchased in 2025, the two suppliers self-declared a recycled **material content ranging from 95% to 98%**, depending on whether standard or premium-grade steel was considered. The remaining share of virgin material derived from mineral resources therefore ranged from 2% to 5%.

Where possible, we also give preference to suppliers located close to our operating sites, within a radius of 100 km. Among suppliers of materials and semi-finished products with annual expenditure exceeding €100,000, **97.6% of total procurement value was attributable to suppliers classified as local**. Expenditure was concentrated mainly in Northern and Central Italy and related to steel, mechanical components, machined parts, metal semi-finished products, electronic devices, technical consumables and production support services.

In November 2025, we brought together the Group's purchasing managers for a workshop dedicated to supply chain sustainability. The session explored how purchasing decisions - beginning with the selection of materials with a higher emissions profile, such as steel - can contribute to reducing the greenhouse gas emissions associated with the supply chain and included in Scope 3 (see Chapter 3.3, Reducing Environmental Impacts).

During the workshop, we also presented the Group's new **Digital Procurement Platform** project, developed to support the transition of supplier management from a predominantly reactive approach to a more structured and preventive model based on transparency, risk assessment, the sharing of ethical standards and the continuous monitoring of performance.

Completed in 2026, the platform provides a common operating environment in which the main stages of supplier relationships are managed and the results of the Group's various assessment tools are collected. It does not therefore represent an additional assessment methodology; rather, it brings together within a single supplier profile information relating to onboarding, qualification, scorecards, ESG assessments, compliance checks and performance monitoring.

The Supplier Code of Conduct is not an assessment tool. However, the platform records its acceptance, which suppliers are required to provide as early as the registration stage.

SUPPLIER ASSESSMENT AND PERFORMANCE

Since 2022, we have applied the **Supplier Code of Conduct**, which extends the principles of the Group Code of Ethics to the supply chain and draws on the main international standards on human rights, corporate social responsibility and corporate governance³.

The Code forms an integral part of agreements with consultants, suppliers, contractors, subcontractors and business partners. Its implementation is monitored by the Supervisory Body, with the support of the Human Resources and Legal functions. Reports of suspected breaches may be submitted through

the whistleblowing channel and are handled in accordance with confidentiality requirements and safeguards against retaliation, as provided for by applicable legislation and internal procedures.

Since the Code came into effect, no supplier-related breaches or non-conformities have been recorded.

The assessment tools described below are managed by the central and local Purchasing Departments and coordinated within the Group procurement model. The results are consolidated in the Digital Procurement Platform and contribute to the development of each supplier's overall profile.

AN ASSESSMENT FRAMEWORK STRUCTURED INTO LEVELS

The qualification and monitoring system adopted by Omnia Technologies uses different tools depending on the type, relevance and risk profile of each supplier:

- **all registered suppliers** are required to accept the Supplier Code of Conduct and may be included in the ongoing reliability and compliance monitoring conducted through Moody's;
- **relevant suppliers**, identified primarily on the basis of annual expenditure exceeding €100,000, are included in the internal ESG Supplier Assessment Questionnaire;
- within this scope, **suppliers of materials** are also subject to the Vendor Rating, which assesses the quality of supplies and services;
- **suppliers selected** on the basis of their relevance or specific risk profiles undergo EcoVadis IQ Plus screening;
- where significant critical issues, insufficient performance or particular strategic relevance are identified, second-party audits and specific improvement plans may be initiated.

Internal supplier assessment questionnaire

Since 2024, we have used the internal Supplier Assessment Questionnaire to map the adoption of sustainability practices throughout the supply chain. The questionnaire is aimed primarily at suppliers considered relevant, identified on the basis of annual expenditure exceeding €100,000, and is being progressively extended across the supplier base. It provides a structured assessment of the main ESG areas:

- governance and compliance, including the Code of Ethics, the organisational, management and control model pursuant to Italian Legislative Decree No. 231/2001, whistleblowing, anti-corruption, antitrust and privacy;
- working conditions and human rights, including child and forced labour, pay equity, health and safety;
- diversity, equity and inclusion;
- environmental aspects, including energy and water consumption, greenhouse gas emissions, the use of energy from renewable sources and reduction targets validated by third parties;
- responsible sourcing.

The questionnaire is completed every two years, and each supplier is encouraged to improve its score compared with the previous assessment.



3. United Nations Bill of Rights, Charter of Fundamental Rights of the European Union, Italian Constitution, core labour standards set out in the ILO Conventions, OECD Guidelines for Multinational Enterprises, United Nations Global Compact, Social Accountability 8000 and Confindustria Guidelines for the development of Organisation, Management and Control Models pursuant to Italian Legislative Decree 231/2001

Vendor Rating

The performance of material suppliers is also monitored through an annual internal Vendor Rating process. The system assigns each supplier a score based 60% on the quality of materials and 40% on service quality. Based on the result, suppliers are classified into three categories:

- **Qualified:** 85 to 100 points;
- **Accepted:** 60 to 84 points;
- **Unacceptable:** below 60 points.

In 2025, 60% of material suppliers with purchases exceeding €100,000 achieved Qualified status, corresponding to 303 suppliers out of a total of 504. The scope increased by approximately 80 suppliers compared with 2024, mainly as a result of new acquisitions. The objective for 2026 is to increase the share of Qualified suppliers to 70% through improvement plans led by the Purchasing Department and addressed to suppliers with the most critical performance, together with a targeted programme of second-party audits.

ESG screening through EcoVadis IQ Plus

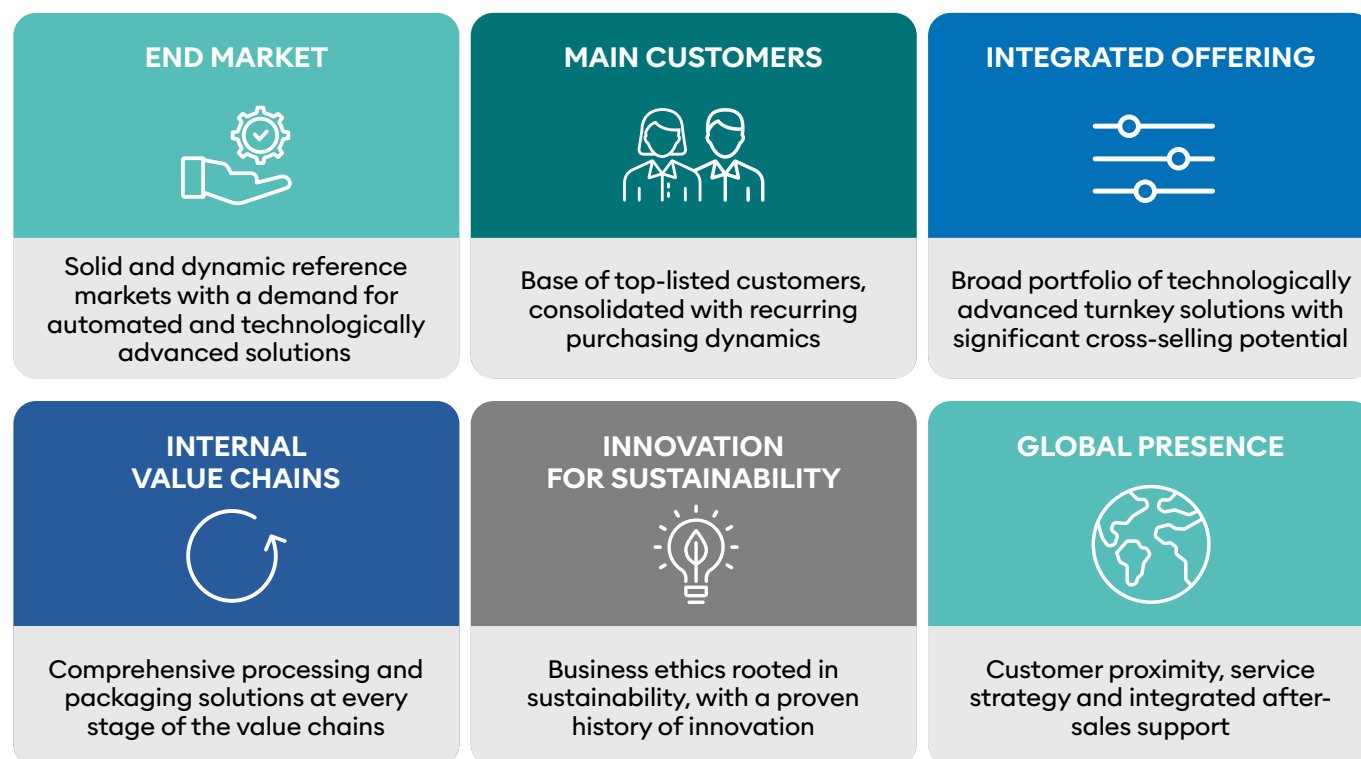
In 2025, we conducted ESG screening of active suppliers through **EcoVadis IQ Plus** for the first time, involving 92 suppliers with purchases exceeding €100,000. The analysis identified one case presenting potential environmental concerns associated with its emissions profile and energy efficiency. We therefore initiated internal reviews, coordinated by the Purchasing Department and the Integrated Management System function, to assess the significance of the issues identified and define any necessary follow-up actions or improvement plans.

Ongoing monitoring through Moody's

In parallel, we introduced Moody's as an automated, ongoing system for monitoring suppliers globally⁴. The tool is designed to identify international sanctions, adverse media reports, reputational risks and potential human rights and environmental concerns.

PRODUCTION: MACHINERY, PLANTS AND PRODUCT QUALITY

We design flexible, customisable products that can be integrated into our customers' production processes. The vertical integration of our value chain enables us to offer comprehensive solutions, ranging from stand-alone machines and integrated production lines to turnkey plants.



4. Moody's Compliance Catalyst - based on the Orbis database, which covers more than 480 million companies, and on the Global Regulatory Information Database (GRID).



Focus on

Omnia Technologies' One Stop Shop model

Omnia Technologies' One Stop Shop 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 customers throughout all stages of the value chain. In addition to its longstanding offering of standalone machines, Omnia Technologies can now provide complete lines, including in the Beverage and Life Sciences sectors, by leveraging the expertise of the leading brands that have joined the Group.



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

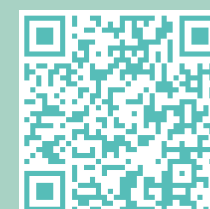
Product identification, standout brand visibility, and regulatory compliance with maximum efficiency and flexibility.



6

END-OF-LINE

The final stage of packaging, including palletizing and wrapping, guaranteeing product protection, load stability, and smooth logistics downstream.



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

For us, **product quality is closely linked to safety and regulatory compliance**. For this reason, we design, manufacture and test at our own facilities 100% of the products we place on the market, with the aim of maintaining oversight of finished-product quality and compliance with applicable requirements.

GRI 416-1 | GRI 417-1 | 100% of the machinery manufactured by the Group complies with the Machinery Directive and the relevant harmonised quality and safety standards; 100% of products containing sections with a relative pressure equal to or greater than 0.5 bar are certified in accordance with the Pressure Equipment Directive (PED - Directive 2014/68/EU). Each product is accompanied by an operation and maintenance manual setting out information on safety measures, intended use, correct operation and handling, maintenance procedures and, where applicable, end-of-life management.

Compliance with these requirements is supported by our Integrated Management System, which conforms to UNI EN ISO 9001 and oversees the main business processes through dedicated procedures and controls: from order management and design to procurement, production and after-sales services.

Non-compliance incidents | GRI 416-2 | 417-2/3

	2023	2024	2025
Impacts on the Health and Safety of Products and Services	0	0	0
Product and Service Labelling and Information	0	0	0
Marketing Communications	0	0	0

Data source: Internal data referring to the reporting boundary. Counting methodology, number of cases of non-compliance, complaints or disputes

Downstream: markets and customers

The product expertise developed by the Group companies is supported by process innovation and **a central organisational structure that fosters knowledge-sharing and synergies across divisions and markets**.

Our customer portfolio includes large international industrial groups, medium-sized operators and local or regional businesses. Customers are distributed across the Italian and international markets, reflecting the diversity of the sectors and divisions served.

With **larger customers**, operating mainly in the beverage, food and Life Sciences industries, we develop relationships based on a key account management model. This involves ongoing dialogue and dedicated support in defining and implementing strategic projects and investments.

Local and regional operators generally have investment cycles that are more widely spaced over time. For this segment, we develop solutions configured around specific production requirements, with the aim of supporting operational efficiency and access to technologies suited to the scale and characteristics of each business.

MAIN MARKETS



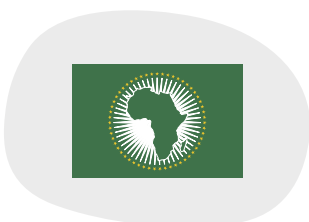
Europe
We operate in several of the main European countries in which the value chains served by the Group are established, including Italy, Spain, France and Germany. We also maintain a presence in markets characterised by specific production specialisations, such as the spirits sector in the United Kingdom, the brewing sector in Belgium and the Netherlands, and the wine industry in Portugal, Slovenia and Croatia. In a competitive environment characterised by complex technical and regulatory requirements, we **develop technological solutions and long-term commercial relationships**, supported by the Group's local operations.



The Americas
In the Americas, **we operate through sales and service organisations across North, Central and South America**. In the United States, our presence extends across both coasts; our operations in Mexico and Colombia support the Central and North American markets, while Argentina and Chile contribute to our coverage of South America. Our offering ranges from **standardised machines, including solutions for craft producers, to more complex engineering projects** managed with the support of our local organisations.



Asia-Pacific
Asia is a strategic market, driven by population growth and increasing beverage consumption in China and India. These markets are home to major domestic operators seeking technology partners with local support capabilities. We are present through **production plants and sales offices in China, a joint venture in the Indian subcontinent, and sales offices in Singapore and Australia**.



Africa
The African market presents different production requirements depending on the country, sector and type of customer. In the beverage industry, we see demand for flexible solutions that can be configured for different production capacities and packaging formats. We respond to these requirements through **dedicated technologies and our sales operations in Lagos and Casablanca**, which support commercial and technical service activities across the continent.



SERVICE: CUSTOMER RELATIONSHIPS THROUGHOUT THE AFTER-SALES PHASE

Service is one of the three values that guide the way we operate, together with technology and sustainability. Through an **international team of more than 600 people**, we maintain ongoing relationships with our customers, helping them resolve operational issues, providing qualified technical assistance and developing services that support the evolution of their plants over time.

Our service model is structured around **three progressively integrated levels**.

The first concerns the management of **requests for technical assistance and spare parts**. Within the Beverage perimeter, response times are monitored: quotations for spare parts are generally prepared within three days, while requests relating to overhaul or revamping work are handled within six calendar days.

The second level concerns **scheduled maintenance**, aimed at planning work and reducing the risk of unplanned downtime. The third has an **advisory dimension**. Our technicians make their knowledge of production processes available to customers and provide guidance on product preparation and on the operating and environmental conditions that may affect plant performance.

"Omnia Technologies' service philosophy aims to move beyond an exclusively reactive model, in which the customer relationship is activated only when a request is received or a fault occurs. We want to develop a proactive approach based on regular visits, listening to customers' experiences, preventing critical issues and supporting the evolution of their production activities. Our objective is not only to resolve problems, but also to contribute to our customers' operational success."

Paride Colantoni, Head of Customer Service

Services associated with the supply of machines and plants may include installation, commissioning and testing, training for operating personnel, and remote or on-site technical support during the agreed working days and hours. Depending on the contract and the customer's requirements, additional services are also available throughout the useful life of the plant, including scheduled maintenance, upgrades, revamping and predictive maintenance solutions.

As at the publication date of the Report, **investments and Service development projects are focused on three areas**: servitisation, digitalisation, and the development of services designed to extend the useful life and improve the efficiency of plants.

SERVITISATION. We are developing a servitisation model based on the progressive integration of machine sales with services delivered throughout the plant life cycle. Within Beverage and Processing, we already have experience in operating bottling and filtration lines on behalf of customers, through models that provide access to production capacity or services without requiring the customer to purchase the plant directly.

SERVICE DIGITALISATION. In 2025, IXON, an Industrial Internet of Things (IIoT) platform, was selected as the Group's common technology for remote connection to plants. The solution enables remote assistance and diagnostic services and, where envisaged and authorised, the real-time collection of operational data. In parallel, Salesforce is being extended as the Group's unified Customer Relationship Management (CRM) platform. The system supports the tracking of technical assistance activities, the analysis of commercial relationships and, more broadly, the structured collection of information useful for understanding the customer experience. This also includes the evolution of the Net Promoter Score (NPS) measurement system. The surveys used during the 2023-2024 period were suspended in 2025 for organisational reasons. A new NPS questionnaire, integrated into the development of Group-wide customer relationship management tools, is expected to be introduced during 2026.

EXTENDING USEFUL LIFE AND IMPROVING PLANT EFFICIENCY. Through scheduled maintenance, upgrades and revamping, we can help extend the useful life of plants and, under certain conditions, reduce the need for new raw materials, limit waste generation and improve the energy efficiency of the installed base compared with an early-replacement scenario.

As at the publication date of this Report, this area is still under development, particularly with regard to structuring the service offering, defining monitoring arrangements and identifying indicators suitable for measuring results.

THE ORGANISATION OF CUSTOMER SERVICE

In general, after-sales service is managed and monitored by the Service Departments of the individual Divisions, which coordinate:

- our **specialised in-house technicians**, including Field Service Engineers (FSEs), who are engaged in the installation and testing of plants, functional trials, scheduled and extraordinary maintenance work and remote assistance;
- the **after-sales support offices** of our international platforms, which collect requests relating to services and spare parts and manage orders from end customers and international distributors.

In 2024, the new Customer Service Beverage Specialty organisation came into operation, dedicated to the wine and spirits sectors. The model was developed to provide assistance that is no longer focused exclusively on the individual brand or product, but extends to the customer's entire production process, from the receipt of the grapes through to final packaging.

The Group's international platforms support the application of the model in their respective markets through teams dedicated to technical assistance, the planning and execution of work, the promotion of after-sales services and training.

As at the publication date, the integrated Beverage Specialty organisational model has not been extended to the Group's other divisions.





Focus on

The importance of Service for Omnia Technologies

What does service mean for Omnia Technologies?

Service is Omnia Technologies' founding value. Our Group presents itself as an end-to-end platform at the service of our customers, to whom we make available not only the most advanced automation technologies but also state-of-the-art assistance capable of responding promptly to every need and anticipating the risk of operational downtime.

Why is it fundamental for us?

We aim to be a partner to our customers, supporting them with our portfolio of technologies and complete lines, offered by the Group's brands, throughout the entire production process: from the initial process stages through to primary and secondary packaging. This is the guiding principle of Omnia Technologies: the "one-stop shop". We are proud to be able to say that the average length of our long-standing customer relationships is now 30 years, and that we have more than 600 service staff across the world.

What do customers ask for when it comes to service?

First and foremost, customers ask for prompt intervention to resolve problems. For wine producers, the downtime of a machine - for example a filling or packaging machine - even for just half a day, can cause significant losses. Our teams must prevent this from happening. That is our core mission.

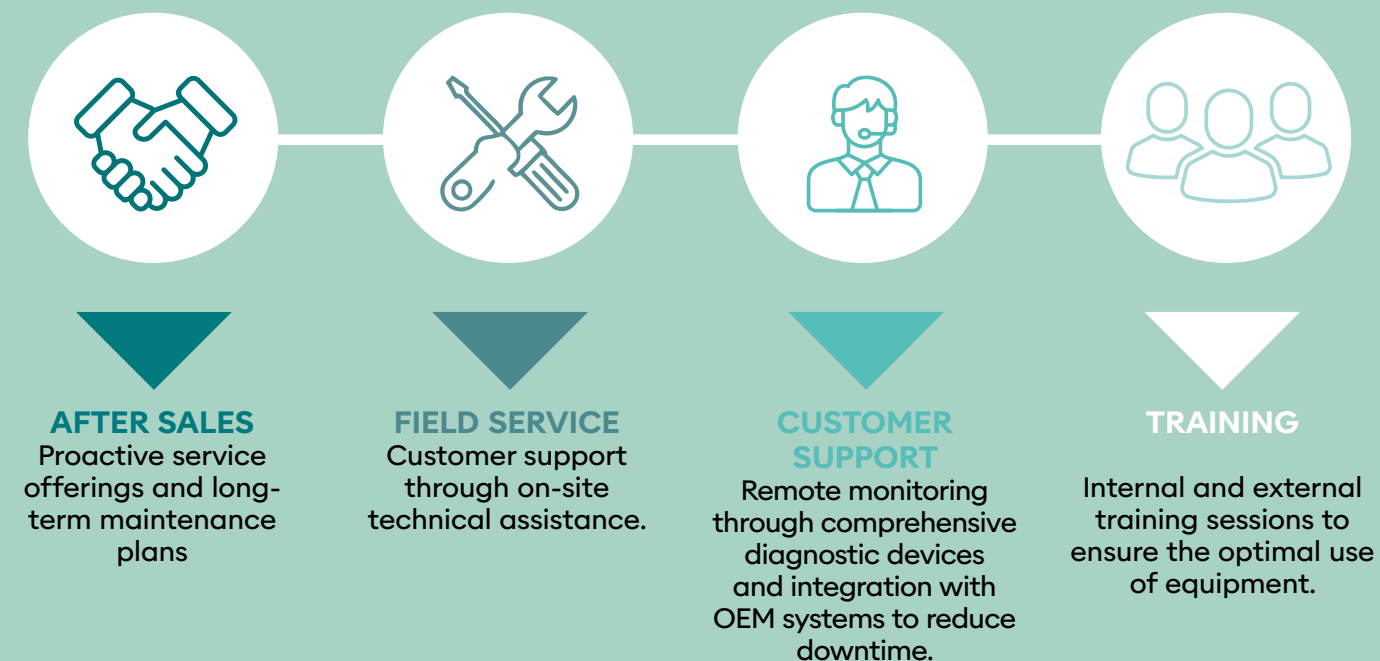
How is our customer-assistance service structured?

The level of service we provide to our customers is structured across three levels. The basic level consists of the reactive management of assistance requests, an area in which we have invested in terms of response speed and geographical reach. The second and third levels are our areas of greatest focus and consist of the proactive planning of interventions and predictive maintenance, based on the information generated by our technologies, including with the support of Artificial Intelligence and IoT. Combined, these three levels enable us fully to support our customers on their journey of innovation and growth.

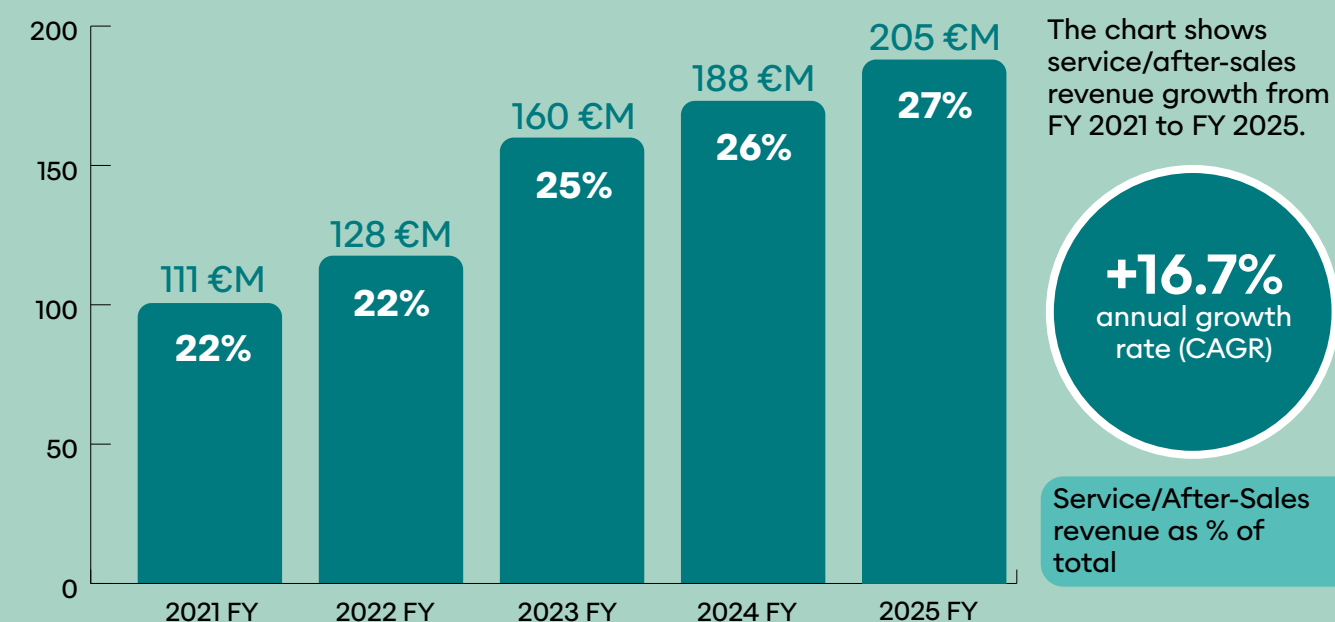
Andrea Stolfa, CEO of Omnia Technologies



Best -in-class after sales service and technical offering



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



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

1.4 Corporate Governance

GRI 2-9 | We regard the governance system - understood as the set of bodies, functions, processes and control tools - as an essential safeguard for ensuring an ethical and responsible conduct of business, geared towards protecting our stakeholders and creating value over time.

Omnia Technologies S.p.A., exercises management and coordination activities pursuant to Article 2497 of the Italian Civil Code over all the Group's subsidiaries, fulfilling the role of **parent company**. The Intercompany Services Agreement ensures functional and operational coordination and confirms the unity of the system governing corporate processes and policies, fostering the dissemination of the Group's values and culture. **The corporate roles** within the various divisions are performed by central-office staff, responsible for extending and **ensuring specialist governance oversight across the entire Group**. The **Business Units** represent homogeneous technical and commercial centres, **responsible for economic performance**.

The governing bodies

The Group headquarter in Treviso ensures integrated governance oversight of the Group's entire operations, in accordance with the organisational model shown in the diagram below:

GRI 2-9 | GRI 2-11 |



Board of Directors

The Board of Directors is the body vested with the broadest powers for the ordinary and extraordinary administration of the company. It is responsible for defining the direction of corporate management, assessing its performance and setting the guidelines for strategic development, including sustainability-related decisions. The Board is composed of 7 Directors - including the Group's Chief Executive Officer - with 3 Directors representing the majority shareholders and 3 representing the minority shareholders. The current Board was appointed on 28 June 2023 and will remain in office for no more than three financial years.



Board of Statutory Auditors

The Board of Statutory Auditors oversees compliance with the law and the Articles of Association and adherence to the principles of sound administration. It is composed of 3 standing members and 2 alternate members, appointed at the same time as the Board of Directors on 28 June 2023.



Shareholders' Meeting

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

GRI 2-16 |



Supervisory Body 231/01(OdV)

The Supervisory Body pursuant to Legislative Decree 231/01 (Organismo di Vigilanza - OdV) meets periodically, carrying out its activities in accordance with the tasks assigned to it by the 231/01 Model, with the aim of monitoring the functioning of the Model autonomously and independently and of ensuring its updating. The Supervisory Body oversees the application of the Code of Ethics and, with the support of the Group HR/Legal Department, examines reports of possible breaches.

The governance committees

GRI 2-12 | GRI 2-13 | The following committees operate in support of the Group CEO's governance activities:

Sustainability Committee

Composed of the heads of all Corporate Departments, the Managing Directors (MDs) of the Divisions, the Sustainability Manager, the HSE Manager and the Sustainability Coordinator. It performs preparatory, advisory and proposing functions on sustainability matters - from the ecological transition to technological innovation, and from people's well-being and safety to diversity, equity and inclusion.



Executive Board

Composed of the CEO, the Group's commercial, finance, operations and purchasing heads, and the MDs of the Divisions. It monitors the performance of the Finance, Operations and Sales/After-Sales areas at Group level. It meets weekly



Leadership Meeting

Composed of the members of the Executive Committee and an intercompany and inter-divisional management group. It shares and aligns the leadership team on vision, the progress of key projects, the competitive landscape and market trends. Three meetings per year.



Executive Committee (ExCo)

Composed of the Chief Executive Officer and the Corporate Directors reporting directly to them. It proposes and assesses strategic development projects and monitors progress towards objectives. **Over the 2024-2025 two-year period it met 35 times a year; in at least 24 of these meetings (68.5%) sustainability topics were addressed.**

Meetings in 2024/2025 **35**

Diversity & Inclusion Committee

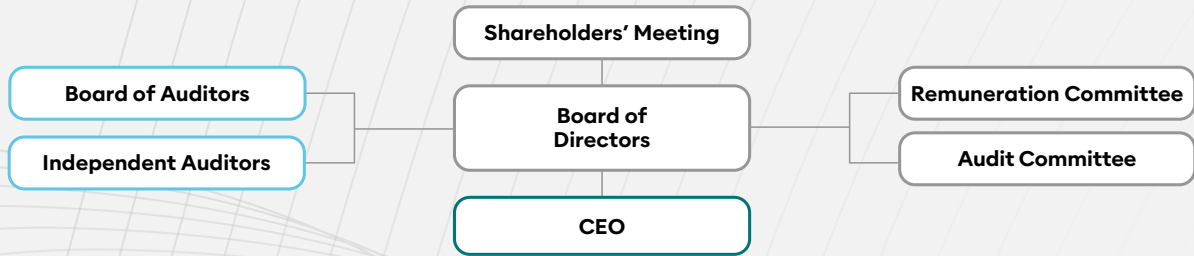
Established on 7 October 2024 and fully operational from 2025. Composed of the Chief People & Organization Officer, the Chief Compliance Officer under delegation from the Group CEO, the ESG Coordinator and two non-executive members representing the Group's international culture and the integration of the newly acquired companies, it monitors the implementation of DE&I strategies, manages the dedicated budget and promotes initiatives for continuous improvement. It meets quarterly and reports directly to the CEO. Over the 2024-2025 two-year period it met once a year, with an attendance rate of 100%.



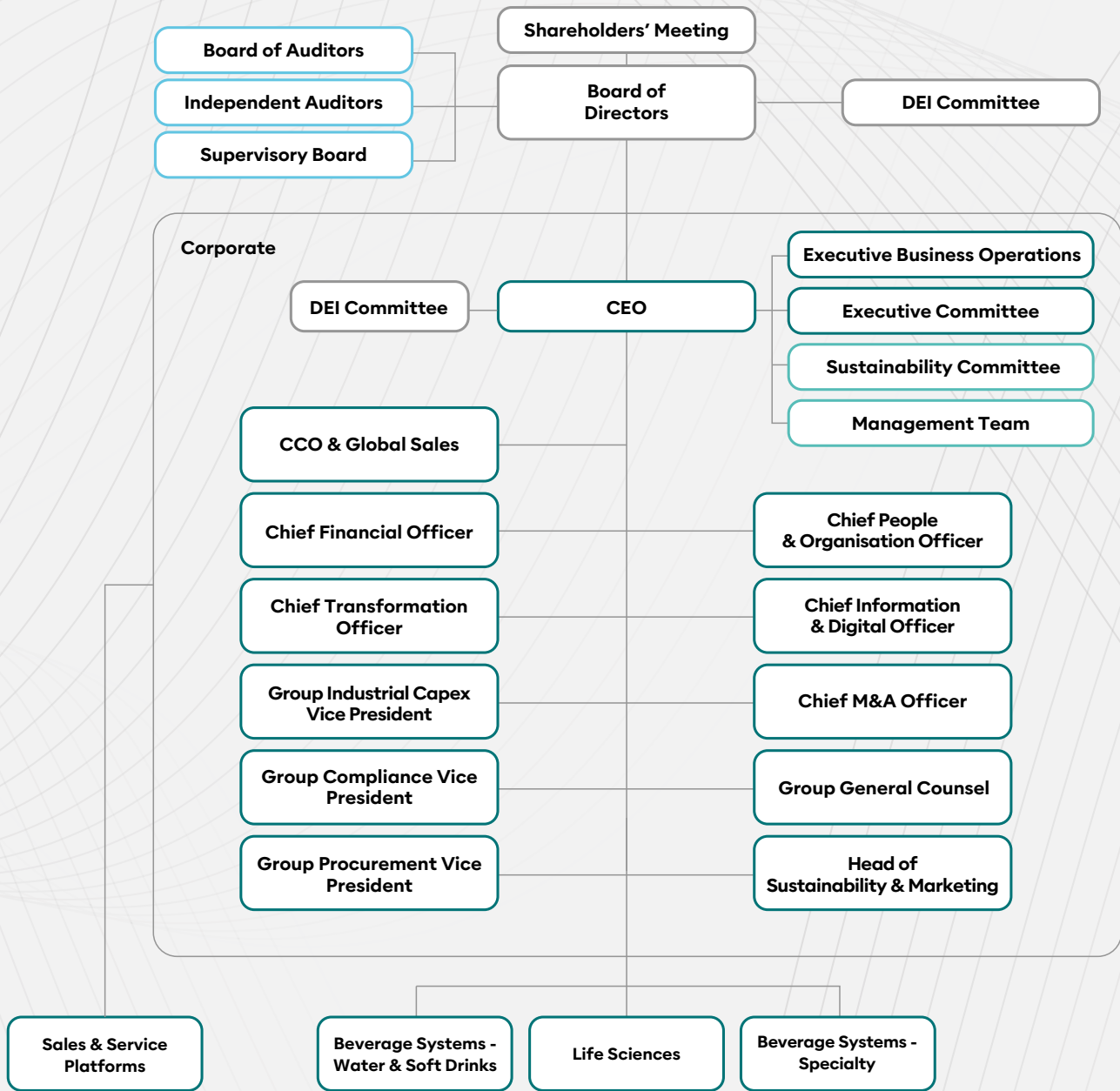
To monitor operational performance, a structured reporting system is in place covering the main corporate areas: HSE, Human Resources, Compliance, Operations, Finance, Commercial Pipeline and After-Sales. The data collected are analysed monthly through Business Reviews organised for each legal entity.

Omnia Technologies’ organisational model

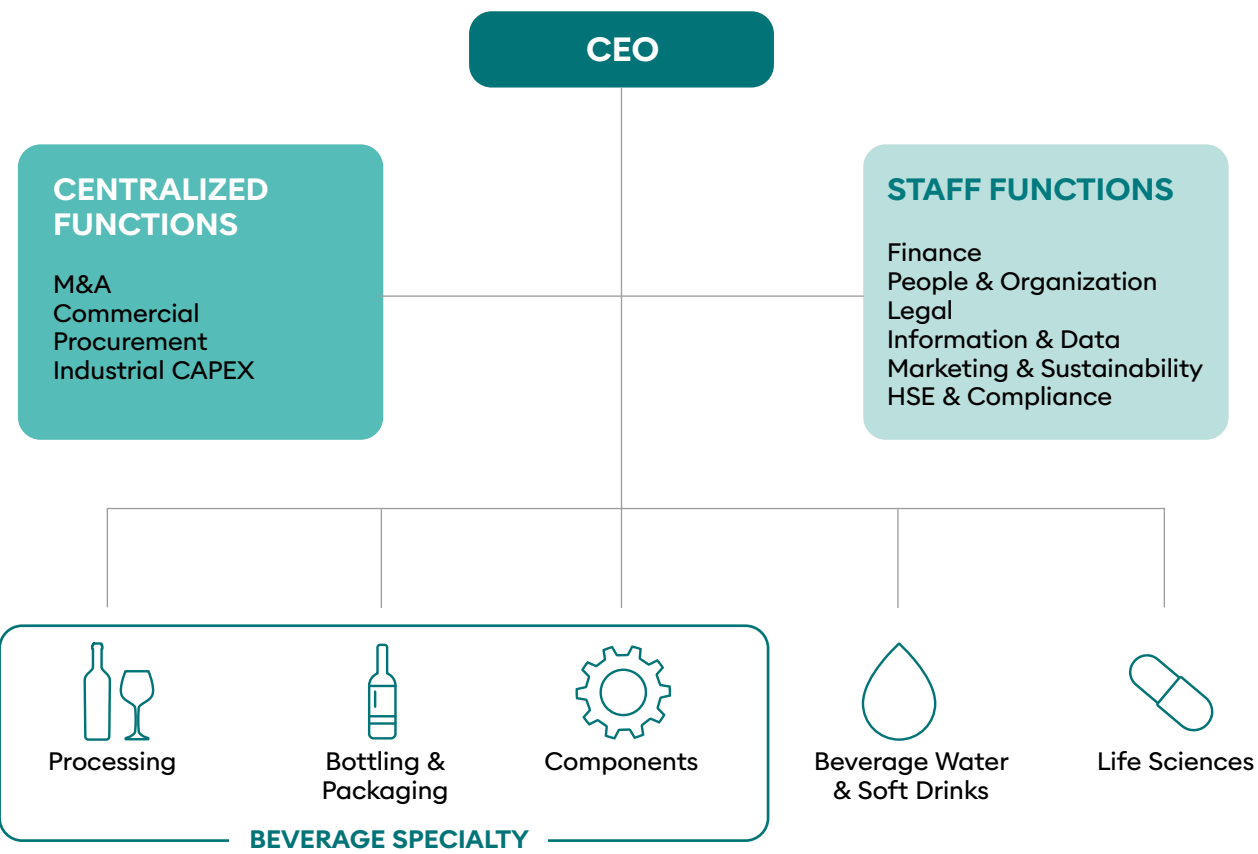
Omnia Technologies Holding S.p.A.



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

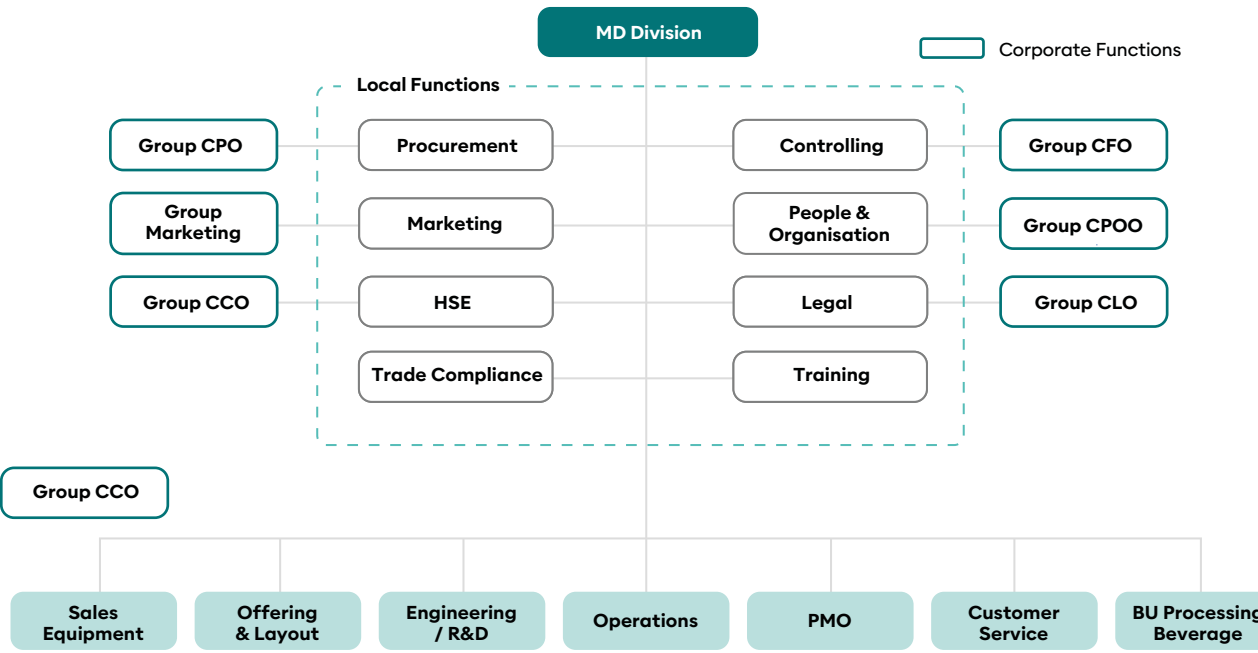


The diagram is current as of the publication date of this report.



DIVISIONAL GOVERNANCE EXAMPLE

Beverage Systems - Water & Soft Drinks



1.5 Sustainability governance

GRI 2-12 | GRI 2-13 | The development of the Sustainability Plan and the monitoring of activities are managed by the Trevignano headquarter through a two-tier structure - an Executive Team and an Operational Team - that combines strategic direction with project-level delivery. The model involves the Group's leadership and the individuals responsible for the projects, with the aim of progressively embedding sustainability into decision-making and management processes.

The Executive team: the sustainability committee and the sustainability team

At executive level, the Sustainability Committee - chaired by the CEO and composed of the heads of the Corporate Departments, the General Managers, the HSE function and the Sustainability Lead - provides strategic direction for the Group's sustainability journey. It meets every four months, for 3 ordinary meetings per year, with 100% member attendance in both 2024 and 2025.

The CEO ensures that the sustainability journey is implemented in a manner consistent with the principles and values that guide our work. The ExCo (**Executive Committee**) identifies strategies, guidelines and projects for sustainable development, assesses their consistency with the established objectives and monitors their progress. The Managing Directors are involved in delivering and monitoring the Plan's projects relating to their respective divisions.

At operational level, the **Sustainability Team** - established in 2022 and cutting across the corporate functions - translates strategies into projects and initiatives on a multi-year basis, and plans and monitors the Group's sustainability project portfolio. The Team is structured around four thematic pillars - Corporate, People, Impact Reduction and Innovation - and meets every two months.

The responsibilities shared by the Team include monitoring the operational execution of the strategic Plan, defining project management guidelines, coordinating the cross-functional teams, preparing the periodic report and the agenda for the Sustainability Committee, managing project-related issues and preparing the annual Sustainability Report.

Over the 2023-2025 period, the Sustainability Committee met every four months, with 100% attendance of the members belonging to the Executive Committee and the Sustainability Team.

The Operational team: project owners and project teams

Supporting the Sustainability Team are the Project Owners, responsible for managing the projects and the day-to-day delivery of individual initiatives, and the Project Teams, made up of specialist figures within their respective departments. This structure makes it possible to connect the sustainability objectives to the daily activities of the corporate functions and to maintain operational oversight of the initiatives under way.



Head of Marketing and Sustainability
Francesca Borsato

Oversees the projects of the Sustainability Plan and coordinates the Team, acting as a facilitator between the Executive Team and the Operational Team.



Group Sustainability & DEI Coordinator
Elisabetta Compagno

Coordinates and operationally delivers the Plan's projects, acting as a link between the Sustainability Lead and the project owners.



Group HSE Manager
Felice Leone

Oversees the projects of the Impact Reduction pillar and those relating to Health and Safety.



CCO, Chief Corporate Compliance
Marcello Minervini

Oversees the projects of the Corporate pillar.



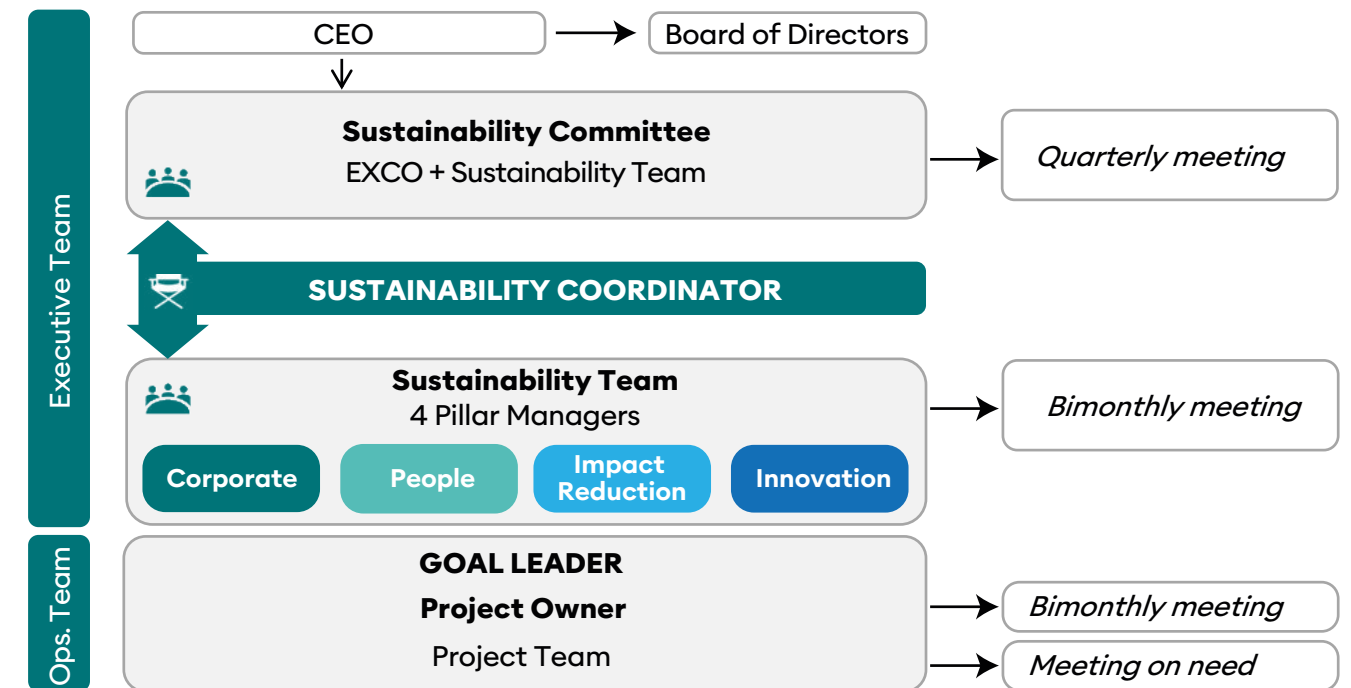
CP&O, People & Organisation
Emanuele Garciani

Oversees the projects of the People pillar.



CDO, Chief Digital Officer
Lorenzo Merlini

Oversees the projects of the Innovation pillar.



02

Sustainable development plan

- 2.1 The reference context
- 2.2 Physical and transition risks
- 2.3 Our double materiality assessment

2.1 The reference context

We operate in a global environment characterised by profound and interconnected economic, regulatory, technological and environmental transformations. For our Group, these **changes do not affect only the activities carried out within our operational boundaries, but involve the entire value chain**: from the procurement of components and raw materials from suppliers located in different geographical areas, to the activities of our plants, through to the use of our machinery by customers, over life cycles that can extend across several decades.

This integrated perspective was one of the inputs used in the double materiality assessment and in defining the priorities of the Sustainability Plan, together with the assessment of impacts, risks and opportunities, the analysis of the value chain and stakeholder engagement.

Below we present the **main global, market and sector factors that may influence our business model, our ability to pursue our strategic objectives and the priorities underpinning our sustainability strategy** → [The sustainability strategy and the 2030 Action Plan](#).

THE KEY GLOBAL FACTORS SHAPING OUR BUSINESS

Global factor	Implications and relevance for Omnia Technologies*	Potential implications
Global Geopolitical Instability, Trade Barriers and Operational Resilience Our presence in international markets exposes us to geopolitical environments that differ in terms of institutional stability, regulatory predictability and operational continuity.	Implication: Risk Relevance: HIGH	- Potential supply disruptions or extended lead times for electronic and mechanical components sourced from regions exposed to instability. - Volatility in logistics, energy and raw material prices, with a potential impact on margins. - Exposure to increasing costs associated with dependence on fossil fuels and carbon pricing mechanisms. - Reduction or postponement of orders in certain customer markets affected by instability (Middle East and Africa), with possible implications for operating costs. - Impact of trade barriers on delivery lead times, export costs, spare parts management and installation activities. - Currency volatility and economic instability, with potential effects on contract values, profitability and the predictability of financial flows.
Regulatory Pressure and Competitiveness The regulatory landscape affects both product requirements and the Group's ability to operate effectively in regulated markets. This includes Regulation (EU) 2023/1230 on machinery, food safety regulations applicable to the markets served (FDA, EFSA), GMP requirements in the pharmaceutical sector (ICH, EMA), Regulation (EU) 2025/40 on packaging and packaging waste (PPWR), as well as the European framework governing reporting, supply chains, decarbonisation, CBAM, the EU ETS, the CSRD and the EU Taxonomy	Implication: Risk - Opportunity Relevance: HIGH	- Increased regulatory compliance costs and risk of penalties, with potential implications for ESG ratings, access to credit and business relationships. - Risk of machinery becoming non-compliant with evolving regulations throughout its lifecycle, potentially affecting sales, recalls, safety, quality and legal liability. - Greater technical and organisational complexity in adapting products and solutions to changing industry requirements. - Potential disputes or financial losses arising from inadequate contractual provisions or insufficient legal safeguards. - Ability to anticipate regulatory developments as a source of competitive advantage, particularly in markets where safety, traceability and compliance are prerequisites for market access.

Global factor	Implications and relevance for Omnia Technologies*	Potential implications
Climate Change: Mitigation and Adaptation The increasing frequency and severity of extreme weather events - such as floods, droughts and heatwaves - represent a growing challenge for operational continuity, the availability of natural resources and the resilience of supply chains.	Implication: Risk - Opportunity - Impacts Relevance: HIGH	- Mitigation strategies can reduce the Group's GHG emissions and contribute to the containment of operating costs, particularly through energy efficiency measures and the use of renewable energy sources. - Adaptation measures can strengthen the resilience of production sites, logistics operations and supply chains against extreme weather events. - Failure to effectively manage climate-related risks may result in financial losses, operational disruptions, reputational impacts and reduced access to markets or financing that are sensitive to climate performance.

THE KEY MARKET FACTORS SHAPING OUR BUSINESS

Market factor	Implications and relevance for Omnia Technologies*	Potential implications
Automation, Robotics and AI as Drivers of Efficiency and Competitive Differentiation The market is shifting from demand for high-performance machinery towards integrated, intelligent and data-enabled solutions, both in the packaging and processing sectors. Automation, robotics and artificial intelligence are playing an increasingly important role in packaging lines, predictive maintenance and performance optimisation.	Implication: Impact Relevance: MEDIUM	The value proposition of the following is being strengthened: - highly automated and robotic production lines; - software integration; - process data collection; - remote support; - predictive maintenance and performance optimisation functionalities.
Industrial Cybersecurity: From an IT Issue to a Design and Governance Requirement As systems become increasingly connected through remote access, analytics and digital services, OT/IT cybersecurity is becoming a fundamental requirement in design, service delivery and governance. For a machinery manufacturer, this also concerns the architecture of installed systems, remote connectivity and data management. NIS2 will establish a legal framework to strengthen cybersecurity, introducing risk management, reporting and accountability requirements.	Implication: Risk Relevance: HIGH	The market is expected to place greater value on suppliers capable of providing: - secure remote access; - OT/IT segmentation; - intervention logging and traceability; - patch management and software lifecycle management; - cybersecurity requirements embedded into design and service activities. As the value of digital services increases, so do expectations regarding cyber resilience.

*Relevance has been determined through the double materiality assessment process.

THE KEY MARKET FACTORS SHAPING OUR BUSINESS

Market factor	Implications and relevance for Omnia Technologies*	Potential implications
Machinery Flexibility, Modularity and Rapid Production Changeovers Customers increasingly require flexible equipment capable of handling a growing number of product variants, more frequent format changes and more variable production batches. This is particularly relevant in the food and beverage sector, where product portfolios are becoming more diversified, with multiple formats and differentiated packaging solutions.	Implication: Risk - Opportunity - Impacts Relevance: HIGH	- The competitive value of modular machinery, rapid changeovers and reconfigurable production lines is increasing. - Standardised yet customisable architectures, as well as end-of-line and packaging systems capable of accommodating increasingly fragmented formats, are becoming more important.
Environmental Sustainability of Machinery and Packaging in Investment Decisions Environmental sustainability is no longer merely a reputational issue: it is becoming a technical and commercial driver, particularly for bottling and packaging lines. Demand for solutions compatible with recyclable, compostable or lightweight packaging is increasingly combined with the need to reduce resource consumption, waste and product losses during production and packaging processes. From a regulatory perspective, this trend is also shaped by Regulation (EU) 2025/40 on Packaging and Packaging Waste (PPWR).	Implication: Risk - Opportunity - Impacts Relevance: HIGH	This trend is driving demand for systems capable of processing different materials and formats, reducing packaging weight, waste and product losses, and lowering energy, water and compressed-air consumption. This trajectory is also linked to the development of solutions aimed at reducing operational emissions, supporting dealcoholisation processes and enabling bottling operations with lower inert gas and CO₂ consumption.
Aseptic Processing, Continuous Compliance and Digital Validation in the Pharmaceutical Sector In the pharmaceutical industry, the trend is not limited to increasing demand but also includes growing regulatory and documentation complexity. Sterile aseptic production requires dedicated controls to prevent microbial contamination; at the same time, IIoT, cloud technologies, artificial intelligence, digital twins and OT/IT integration are accelerating the sector's digital transformation.	Implication: Risk - Opportunity - Impacts Relevance: Medium	Within the life sciences sector, increasing value is attached to: - aseptic and sterile processing solutions; - systems designed to facilitate cleaning, qualification and validation activities; - data integrity and digital documentation; - robust and integrated automation; - technical and regulatory support for customers.

Market factor	Implications and relevance for Omnia Technologies*	Potential implications
Advanced Service as a Value Platform Rather Than Simply After-Sales Support In advanced machinery markets, service is becoming a structural driver of value creation. Customers no longer purchase equipment alone, but also operational continuity, performance, remote support, spare parts, continuous optimisation and, increasingly, tools to improve the environmental efficiency of their production lines.	Implication: Opportunity Relevance: HIGH	This trend supports investment in: - local and regional service networks; - remote diagnostics; - advanced maintenance agreements; - digital customer journeys; - installed-base data management; - spare parts and retrofit solutions. For a group with an extensive commercial and service network, this can help mitigate the cyclicity of new orders while increasing customer loyalty and recurring margins.
Safety-by-Design and Digital Documentation Under the EU Machinery Regulation For European machinery manufacturers, the transition to Regulation (EU) 2023/1230 on machinery, which replaces the previous Machinery Directive, is highly significant. This evolution of the regulatory framework reflects a greater focus on machinery safety, digital documentation and the management of modifications throughout the equipment lifecycle.	Implication: Risk - Opportunity Relevance: HIGH	This trend can become a source of competitive advantage through more advanced technical documentation, product design aligned with evolving requirements, and stronger integration between worker safety, industrial safety and software systems. It also reinforces the need for a structured approach to managing substantial modifications and the machinery lifecycle, including considerations relating to durability and circularity.

Beyond global and market factors, in the process of identifying and assessing material topics we have also considered the specific characteristics of the sector in which we operate. The manufacture of industrial machinery requires components and raw materials - particularly metals - whose extraction, transformation and processing can generate environmental and social impacts along the supply chain. Taking these aspects into account allows us to analyse our impact profile not only within the Group's operational boundaries, but also in relation to the upstream processes that make the production of our technologies possible.

The main aspects considered include:

- **Emissions and environmental contamination.** The extraction, refining and processing of raw materials can involve emissions and releases of pollutants into the air, water and soil, with possible effects on the quality of the ecosystems and territories concerned.
- **Water consumption and water stress.** The extraction and treatment of metals and minerals can require significant quantities of water resources. In areas characterised by water scarcity or water stress, such activities can intensify the pressure on ecosystems and on the availability of the resource for local communities.
- **Biodiversity and land use.** The expansion of mining activities can lead to changes in land use, deforestation, habitat fragmentation and biodiversity loss, with potentially adverse effects on local species and ecosystems.
- **Human rights and working conditions.** In areas where regulatory, institutional or oversight safeguards are less well developed, extraction and processing activities can be associated with risks of child or forced labour, unsafe working conditions, inadequate pay and violations of the rights of indigenous or rural communities.
- **Relations with affected communities.** Extraction and industrial activities can affect access to natural resources, health, economic activities and the living conditions of local communities. Insufficient engagement processes can also contribute to the emergence of conflicts, opposition and disputes, with consequences both for the communities and for the continuity of activities along the supply chain.

*Relevance has been determined through the double materiality assessment process.

2.2 Physical and transition risks

As part of our commitment to more resilient business management, in 2025 we carried out a **structured analysis of the risks associated with climate change, drawing on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)** and consistent with the evolution of international climate-reporting frameworks. This work has enabled us to integrate climate variables into our corporate risk assessment process and to support more informed strategic and operational decisions.

We have classified climate risks into two main categories:

PHYSICAL RISKS

Risks associated with acute climate events, such as floods, storms and heatwaves, or with chronic changes, such as rising average temperatures and water scarcity. Such phenomena can cause damage to buildings and plant, supply-chain disruptions, increased operating costs or reduced productivity.

TRANSITION RISKS

Risks connected with the shift towards a low-carbon economy and with regulatory, technological and market developments. The analysis focused primarily on Italy, where our main production activities are located, while also taking into account the international context, given our sales and logistics operations in various parts of the world.

For each climate risk, we considered three time horizons:

- **Short term: less than 1 year**
- **Medium term: 1 to 5 years**
- **Long term: more than 5 years**

We also considered two climate scenarios (source: NGFS), which are useful for assessing how the risks might evolve depending on the timeliness and effectiveness of mitigation and adaptation policies:

ORDERLY TRANSITION SCENARIO

Climate policies are implemented gradually and in a coordinated manner, on a trajectory compatible with keeping global warming to around +1.5°C. In this scenario, regulatory and technological pressures are significant but relatively predictable.

DISORDERLY SCENARIO

Mitigation actions are late, fragmented or ineffective, with warming exceeding +3°C. In this scenario, the physical impacts on the territory and on the value chain are more intense and more frequent, with greater operational and economic instability.

Each climate risk was then analysed against the two scenarios, taking into account:

- the expected impact on the organisation, in terms of operational disruptions, cost variations, physical damage, and regulatory or reputational pressure;
- the variation in the impact depending on the climate scenario. The outcomes of this analysis were also taken into account for the purposes of the double materiality assessment (→ [Our double materiality assessment](#)).

The risks set out below are all relevant to Omnia Technologies' reference sector and are not listed in order of priority.

PHYSICAL CLIMATE RISKS

Climate risk	Time horizon	Scenario - orderly transition	Scenario - disorderly transition
Physical damage caused by extreme weather events (particularly heatwaves, droughts and floods)	Medium to Long Term	Localised impacts, with greater infrastructure resilience and a lower frequency or severity of events compared with the disorderly transition scenario.	More extensive damage to facilities and infrastructure, increased maintenance costs and potentially more frequent operational disruptions.

TRANSITION CLIMATE RISKS

Climate risk	Time horizon	Scenario - orderly transition	Scenario - disorderly transition
Rising energy costs	Medium to Long Term	Moderate but sustained pressure to invest in energy efficiency and renewable energy sources.	High volatility and increasing costs, also linked to extreme weather events and geopolitical tensions; a strategic risk for energy-intensive sectors.
Volatility in raw material prices, particularly metals, and logistics costs	Medium to Long Term	Potential price increases driven by demand for critical materials required for the energy and industrial transition.	Greater market instability due to environmental and geopolitical shocks, resulting in increased production costs.
Regulatory and reputational risks, including environmental requirements relating to packaging and reporting	Medium Term	Increasing stakeholder and customer focus on reporting, compliance and environmental performance.	Potentially more fragmented regulatory frameworks and greater reputational risk where climate inaction is perceived.
Supply chain disruptions	Short to Medium Term	Increased scrutiny of suppliers with insufficient sustainability performance; risk of contractual disruptions, sanctions or loss of customers.	Greater supplier uncertainty and increased ethical or environmental risks in less regulated contexts, with potential indirect impacts on the Group.
Carbon tariffs and carbon pricing mechanisms, including CBAM	Medium to Long Term	Financial risk associated with non-EU imports of carbon-intensive materials, including reporting obligations and potential additional costs.	Greater uncertainty regarding the implementation of carbon pricing mechanisms or their fragmentation, creating challenges for cost and supply chain planning.
Technology investments for machinery replacement or upgrading and for reducing GHG emissions	Short to Medium Term	Economic pressure to invest in automation, digitalisation and energy-efficient systems, with potential benefits in terms of lower energy consumption and emissions.	Delayed or insufficient investment may increase operating costs, non-compliance risks and loss of competitiveness if adopted technologies fail to meet regulatory or market requirements.

Main sources used for the context analysis:

- **PMMI** for 2025 packaging and processing trends on sustainability, robotics, flexible formats and modularity.
- **IFT - Food Technology Magazine** for 2025 trends in food & beverage on AI, digitalisation and climate-smart technologies.
- **ISPE / Pharmaceutical Engineering** for digital transformation in pharma and 2025 validation trends.
- **EMA and FDA** for the regulatory context of sterile manufacturing and aseptic processing.
- **European Commission / EUR-Lex for the PPWR, NIS2** and the machinery regulatory framework.
- **Omnia Technologies Sustainability Report 2024 and 2023 ESG Report** for strategic priorities, product innovation and the role of service.

2.3 Our double materiality assessment

GRI 3-1 | GRI 3-2 | In 2026 we carried out our second full cycle of double materiality assessment (DMA), adopting the European Sustainability Reporting Standards (ESRS) as our methodological reference for structuring the process. The analysis was conducted on a voluntary basis for the 2025 financial year, which for the Group is not subject to the reporting obligations set out in the Corporate Sustainability Reporting Directive (CSRD).

This choice has enabled us to consolidate progressively our process for analysing impacts, risks and opportunities and to prepare our reporting system for the evolution of the European regulatory framework. The process integrated two complementary perspectives:

- **impact materiality**, which considers the positive or negative, actual or potential impacts generated by or connected with Omnia Technologies' activities on people and the environment, in our own operations and along the value chain;
- **financial materiality**, which considers the risks and opportunities connected with sustainability matters that produce, or could reasonably be expected to produce, material effects on the Group's development, financial position and performance, cash flows, access to finance or cost of capital.

A sustainability matter may be material from only one of the two perspectives or from both. The two dimensions are distinct but interconnected: the Group's impacts can generate financial risks or opportunities and, at the same time, risks and opportunities can also arise from our dependence on natural, human or social resources.

In particular, **impacts** represent the positive or negative, actual or potential effects that the Group's activities, products, services and business relationships can generate or to which they can be directly linked. They may manifest themselves in the short, medium or long term and may concern both our own operations and the upstream and downstream stages of the value chain. **Risks and opportunities**, on the other hand, represent conditions connected with sustainability matters that can influence the Group's economic and financial prospects. They may arise, for example, from the physical effects of climate change, from regulatory and technological developments, from market changes or from the availability of the resources needed for the Group's activities (see → [Physical and transition risks](#)).

The process

GRI 3-1 | The 2025 DMA was structured in five main phases:

- 1. Context analysis and impact mapping.**
We analysed the Group's activities and their value chain, distinguishing the upstream stages, our own operations and the downstream activities. Within this scope, we identified the positive and negative, actual and potential impacts on people and the environment, considering the main geographical areas in which we operate or maintain business relationships: Europe, North America, Asia-Pacific, the Middle East, Africa and Latin America.
- 2. Identification and assessment of IROs.**
The analysis led to the identification of 27 impacts, risks and opportunities in total. Each of these was analysed across two dimensions: the intensity of the effect (severity for impacts, magnitude for financial aspects) and the probability that the effect will occur. From the combination of these two dimensions, a threshold was defined that made it possible to distinguish non-material topics from those that are material and highly material, the latter two being considered material and therefore included in the Group's sustainability reporting. The thresholds applied to negative impacts, positive impacts and financial risks/opportunities are set out below.

Negative impacts	Positive impacts	Financial risks and opportunities
For negative impacts, intensity (severity) combines the scope, scale and remediability of the impact, on a scale from 0 to 15. An impact was considered material according to the following logic: • severity 13-15 → always <i>highly material</i>, regardless of probability; • severity 10-12 → <i>material</i> even with low probability (1-2), highly material with probability of 3 or above; • severity 7-9 → <i>material</i> with probability of at least 3, highly material with probability 4-5; below probability 3 it remains non-material; • severity 4-6 → <i>material</i> only with high probability (4-5); otherwise non-material; • severity 0-3 → always <i>non-material</i>.	For positive impacts, severity considers only scope and scale (remediability not being applicable), on a scale from 0 to 10. The same logic applies to lower values: • severity 9-10 → always <i>highly material</i>; • severity 7-8 → <i>material</i> even with low probability (1-2), highly material with probability of 3 or above; • severity 5-6 → <i>material</i> with probability of at least 3, highly material with probability 4-5; • severity 3-4 → <i>material</i> only with high probability (4-5); • severity 0-2 → always <i>non-material</i>.	Risks and opportunities are assessed using a single magnitude scale (scope, scale and expected effect on revenue, from 0 to 15) and the same threshold used for negative impacts - there is no separate threshold between the two categories, only a descriptive distinction ("Risk" or "Opportunity"): • magnitude 13-15 → always <i>highly material</i>; • magnitude 10-12 → <i>material</i> with low probability (1-2), highly material from probability 3 upwards; • magnitude 7-9 → <i>material</i> with probability of at least 3, highly material with probability 4-5; • magnitude 4-6 → <i>material</i> only with high probability (4-5); • magnitude 0-3 → always <i>non-material</i>.

The threshold was defined upfront as an expert judgement, shared with management, and applied consistently to all the environmental, social and governance topics analysed within the double materiality assessment.



3. Stakeholder engagement.

We engaged industrial customers, suppliers and the Group's people, including on a global scale, through structured questionnaires and interviews. The overall response rate, calculated on the number of questionnaires sent, was 7.25%. For the categories not directly engaged through questionnaires or interviews, we gathered insights through the internal contacts who ordinarily manage those relationships. This contribution was used as an indirect source and not as a substitute for direct engagement with the stakeholders concerned. (For further information on the engagement methods, please refer to the Executive Summary.)

4. Process validation and sharing of results.

The review process was coordinated by the Sustainability Team, with the support of external technical partners. The methodology and the results of the analysis were reviewed by the Sustainability Committee and subsequently approved by the Board of Directors.

5. Correlation between IROs, material topics and GRI standards.

Following the assessment, the IROs found to be material were aggregated and mapped to 16 material topics, taking into account the affinity between the impacts, risks and opportunities, their position in the value chain and their connection with the Group's strategic priorities. For each topic we then identified the relevant GRI Topic Standards and the references to be reported in the 2025 GRI Content Index. Where a topic was not covered by a specific GRI Topic Standard, the related management approach and relevant information were reported through GRI 3-3 and any Omnia Technologies-specific disclosures.

The 2025 material topics

GRI 3-2 | The following table presents the 16 material topics identified through the 2025 DMA. For each topic, the associated IROs, the materiality perspective concerned and the pillar of the Sustainability Plan to which the topic is linked are indicated.

The order reflects the internal prioritisation resulting from the assessment of the IROs. This ordering is used to represent the Group's management priorities and does not entail the exclusion of any material IRO from reporting. The ESRS in fact allow IROs to be prioritised for management purposes but require all material IROs to be adequately considered in the disclosure.

For the full presentation of the IROs, the scores and their correlations with the material topics, please refer to the [→ Appendix](#).



Material Topic	Related IRO	IRO Classification	ESG Plan improvement objectives
Geopolitical Instability and Trade Barriers	Supply Chain Fragmentation and Volatility in Logistics and Energy Costs	Economic, Financial and Operational Risk Affecting Business Continuity	CORPORATE - 4 Adopt a Risk-Based Management Approach.
Strategic ESG Integration	Servitisation	Market and reputation opportunity	INNOVATION - 19 Provide our customers with a comprehensive and innovative service through integrated and smart products. INNOVATION - 20 Redesign the product offering through a servitisation approach.
Regulatory pressure and competitiveness	Accelerated Evolution of European Regulations ESG	Operational, Commercial, Legal and Reputational Risk	CORPORATE - 1 Become a benchmark in the industry for ethics and integrity. CORPORATE - 4 Adopt a Risk-Based Management Approach.
Innovation and Digitalisation	Demographic Changes and Evolving Consumer Preferences	Economic and Market Opportunity (Development of Greener and More Sustainable Solutions)	INNOVATION - 19 Provide our customers with a comprehensive and innovative service through integrated and smart products. INNOVATION - 20 Redesign the product offering through a servitisation approach.
GHG emission	"GHG Scope 1 and Scope 2 operational emissions, and Scope 3 indirect emissions (from the use of Omnia Technologies machinery by customers).	Actual Negative Direct/ Indirect Impact	IMPACT REDUCTION - 12 Strive to achieve Group Net Zero Emissions by 2030 IMPACT REDUCTION - 13 Build a green and circular energy model
Strategic ESG Integration	ESG Reputation as a Driver of Competitive Differentiation	Economic, Reputational and Relationship Opportunity	CORPORATE - 1 Become a benchmark in the industry for ethics and integrity CORPORATE - 2 Promote a culture of transparency and stakeholder engagement CORPORATE - 5 Achieve B Corp Certification
Innovation and Digitalisation	Digital Transformation and Sustainable Innovation	Operational, Economic and Reputational Opportunity	INNOVATION - 18 Orient all product development towards generating sustainability benefits (energy, water, space efficiency and circularity) INNOVATION - 19 Provide our customers with a comprehensive and innovative service through integrated and smart products
GHG emissions	Scope 3 GHG Emissions (Use of Machinery by Customers)	Actual Negative Indirect Impact	IMPACT REDUCTION - 12 Strive to achieve Group Net Zero Emissions by 2030 IMPACT REDUCTION - 13 Build a green and circular energy model
Climate Change Adaptation	Increasing Frequency and Severity of Extreme Weather Events	Economic, Operational and Legal Risk	IMPACT REDUCTION - 12 Strive to achieve Group Net Zero Emissions by 2030 CORPORATE - 4 Adopt a risk-based management approach
Employee Training and Professional Development	Continuous Training and Specialised Professional Development	Operational and Economic Risk	PEOPLE - 9 Invest in the personal and professional development of all employees PEOPLE - 11 Become a highly attractive employer for new talent
Supply Chains and ESG Assessment	Procurement of Raw Materials, Intermediate Goods and Services	Commercial and Operational Opportunity	CORPORATE - 4 Adopt a risk-based management approach CORPORATE - 2 Promote a culture of transparency and stakeholder engagement
Inclusion, Non-Discrimination and Equal Opportunities	Equal Opportunities, Inclusion and Non-Discrimination	Actual Positive Direct Impact	PEOPLE - 8 Create an organisation founded on the principles of Gender Equity and Diversity

Material Topic	Related IRO	IRO Classification	ESG Plan improvement objectives
Innovation and Digitalisation	R&D for Reducing the Environmental Impact of Machinery and Developing Low-Emission Technologies	Strategic and Market Opportunity	INNOVATION - 18 Orient all product development towards generating sustainability benefits (energy, water, space efficiency and circularity) IMPACT REDUCTION - 12 Strive to achieve Group Net Zero Emissions by 2030
Strategic ESG Integration	Integration of Sustainability into the Group's Strategy and Processes	Actual Positive Direct Impact	CORPORATE - 1 Become a benchmark in the industry for ethics and integrity CORPORATE - 2 Promote a culture of transparency and stakeholder engagement
Privacy and Cybersecurity	Information Systems Security and Protection of Company and Customer Data	Operational, Legal and Reputational Risk	CORPORATE - 4 Adopt a risk-based management approach
Renewable energy	Self-Generation from Renewable Energy Sources	Economic and Environmental Opportunity	IMPACT REDUCTION - 12 Strive to achieve Group Net Zero Emissions by 2030 IMPACT REDUCTION - 13 Build a green and circular energy model
Value Chain Health & Safety	Health and Safety of Workers in the Value Chain	Potential Negative Indirect Impact	PEOPLE - 6 Foster a safety culture based on a "Zero Accidents" mindset CORPORATE - 4 Adopt a risk-based management approach
Employee Well-being	Organisational wellbeing	Actual Positive Direct Impact	PEOPLE - 7 Create a working environment focused on people's wellbeing
Community Engagement	Relationships with Local Communities and Contribution to social Development	Reputational and Relationship Opportunity	PEOPLE - 10 Become an active contributor within local communities CORPORATE - 2 Promote a culture of transparency and stakeholder engagement
Talent Attraction and Retention	Talent Attraction and Retention	Operational and Economic Risk	PEOPLE - 11 Become a highly attractive employer for new talent PEOPLE - 9 Invest in the personal and professional development of all employees
Employee Well-being	Fundamental Workers' Rights	Legal and Reputational Risk	PEOPLE - 7 Create a working environment focused on people's wellbeing CORPORATE - 1 Become a benchmark in the industry for ethics and integrity
Energy Efficiency	Reduction and Efficiency Improvement of Energy Consumption in Production Processes	Economic and Environmental Opportunity	IMPACT REDUCTION - 12 Strive to achieve Group Net Zero Emissions by 2030 IMPACT REDUCTION - 13 Build a green and circular energy model
Pollution from Production Processes	Pollution from Metalworking, Chemical Substances and Manufacturing Processes	"Legal and Regulatory Risk	IMPACT REDUCTION - 16 Implement an Environmental Management System IMPACT REDUCTION - 17 Create Eco-Friendly Working Environments
Supply chain and ESG Assessment	Respect for Human Rights and Labour Standards by the Group's Suppliers	Legal, Reputational and Business Continuity Risk	CORPORATE - 4 Adopt a Risk-Based Management Approach CORPORATE - 1 Become a Benchmark in the Industry for Ethics and Integrity
Material Circularity and Waste Reduction	Eco-Design and the Use of Recyclable Materials to Reduce Waste and Virgin Raw Materials	Market Opportunity (ESG Differentiation) Operational and Reputational Opportunity	IMPACT REDUCTION - 14 Develop a Circular Materials Management Model INNOVATION - 18 Orient All Product Development Towards Generating Sustainability Benefits (Energy, Water, Space Efficiency and Circularity)

Material Topic	Related IRO	IRO Classification	ESG Plan improvement objectives
Value Chain Health & Safety	Health and Safety Conditions at the Group's Production Sites	Legal, Reputational and Operational Risk	PEOPLE - 6 Foster a Safety Culture Based on a "Zero Accidents" Mindset IMPACT REDUCTION - 17 Create Eco-Friendly Working Environments
Transparency, Integrity and Anti-Corruption	Transparency, Integrity and Corruption Prevention	Legal, Reputational and Business Continuity Risk	CORPORATE - 1 Become a Benchmark in the Industry for Ethics and Integrity CORPORATE - 2 Promote a Culture of Transparency and Stakeholder Engagement

2030 sustainability plan

Omnia Technologies' Sustainability Plan is the tool through which we translate our Sustainability strategy into operational objectives, organised around four pillars and with a 2030 horizon. The Plan guides the Group's action and provides the connecting thread running through Chapter 3 of this Report.

The following table offers an overview of the four pillars, the number of objectives associated with each and the main material topics that each of them oversees.

Pillar	N° Goals	Key material topics	ESG Plan Completion Rate as at 31/12*
CORPORATE	Goals 1-5	Ethics and Compliance, ESG Transparency, Risk Management	100%
PEOPLE	Goals 6-11	Occupational Health and Safety; Well-being; DE&I; Training and Development; Local Communities; Talent	100%
IMPACT REDUCTION	Goals 12-17	Net Zero; Green Energy; Circularity; Water; Environmental Management System; Eco-friendly Workplaces	100%
INNOVATION	Goals 18-20	Sustainable products, Digitalisation, Servitisation	100%

* The completion rate includes objectives that were adapted following the expansion of the Group's reporting perimeter as a result of acquisitions completed during 2025.

The detailed progress for each pillar - with the activities carried out in 2025, the results achieved and the objectives for 2026 - is set out in Chapters 3.1 (Corporate), 3.2 (People), 3.3 (Impact Reduction) and 3.4 (Innovation) of this Report respectively

03

Our sustainability results

3.1 Corporate
3.2 People
3.3 Environmental impact
3.4 Innovation

CORPORATE

PEOPLE

IMPACT REDUCTION

INNOVATION

3.1

Corporate

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



The governance structure and the bodies that support the management of Omnia Technologies are described in Chapter 1.4, "Corporate Governance". In this section we explore in greater detail the policies, management systems and processes through which we embed the principles of integrity, transparency and responsibility into the Group's activities and its relationships with stakeholders.

Our commitments to responsible business conduct are formalised in the Code of Ethics, in our corporate policies and procedures, in the Organisation, Management and Control Models adopted pursuant to Italian Legislative Decree 231/2001, and in the Group's management systems. They relate in particular to integrity and anti-corruption, the protection of competition, the protection of personal data, information security, health and safety at work, the environment, human rights, working conditions, taxation and diversity, equity and inclusion. Where relevant, these commitments draw on the United Nations Guiding Principles on Business and Human Rights, the fundamental Conventions of the International Labour Organization, the United Nations Global Compact and the 2030 Agenda.

Omnia Technologies S.p.A. coordinates, at corporate level, the preparation and updating of the main documents, in accordance with the autonomy of the individual companies and with local regulations. The subsidiaries adopt them according to their respective scope of application and their own organisational specificities. **The implementation of these commitments is overseen through the Integrated Management System, the 231 Models, the operational policies, the control processes and training activities, in accordance with the responsibilities assigned to the relevant functions.**

Policies, codes and procedures are **disseminated internally through training, awareness-raising initiatives and dedicated communications.** The documents intended also for external stakeholders are shared within the context of commercial relationships and, where appropriate, **made available on the corporate website.**

Where we stand in our plan

The table below outlines the progress made against the Sustainability Plan objectives related to the five Corporate Goals (Governance and Compliance), highlighting the key activities carried out in 2024, the implementation status as of 2025, and the targets set for 2026.

OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES
1 Business Ethics and Compliance	• New Group Model 231 organisational, management and control framework • GDPR extended to acquired companies • Launch of the Docebo e-learning platform • Implementation of an emissions calculation management platform	• Updated training on Trade Compliance policies • Launch of the cybersecurity programme for ISO 27001 • Implementation of the Net Zero Cloud platform • Corporate reorganisation	• Achievement of ISO 27001 certification • Launch of SA8000 or UNI ISO 37301 certification • <i>Extension of compliance training across the entire Group</i>
2 ESG Transparency and Reporting	• Launch of the Group intranet platform • Launch of the corporate website, including a dedicated sustainability section	• Double Materiality Assessment (DMA) and CSRD readiness programme (see Chapter 2 and Appendix) • GRI reporting • Website launched with dedicated content on the Group's sustainability pillars • Social media plan focused on People, Sustainability and Innovation • First Group-wide plenary meeting (see Section 3.2) • ESG roadshow across all production sites (see Section 3.2)	• External limited assurance of selected ESG data • CSRD pre-assessment • <i>Intranet redesign and LinkedIn newsletter launch</i>
3 Trusted advisor to customers For further information, please refer to Chapter 01 - The Group	• Sales and After-Sales training programme • Publication of media plan content • Sector-specific case studies • NPS survey through Salesforce (Sales and Service teams)	• Publication of sector-specific media content • Case studies featuring flagship products and key customers • Formalised NPS procedure (Sales and Service) • Key Account presentation templates based on the One-Stop-Shop approach	• <i>Updated annual media plan</i> • <i>Case studies showcasing flagship products and key customers</i> • Establish leadership in wine dealcoholisation technologies • Roll-out of the One-Stop-Shop model across emerging markets

The 2026 targets shown in green italics have already been achieved.

OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES
4 Risk Management and Resilience For further information, please refer to Chapter 02 - The Group.	Implementation of the Risk Management System	- Further development of the Risk Management System - Policies, divisional ownership and process digitalisation (procurement, trade compliance, cybersecurity, finance, HSE and HR) - Integration of ESG considerations into risk reporting - Update of the materiality assessment	- Implementation of NIS2-compliant systems - Achievement of ISO 27001 certification - Extension of the framework to all subsidiaries - Structured climate scenario analysis - Integrated ESG risk mapping
5 Best-in-Class ESG Certifications (see Executive Summary)	- B Corp certified (B Impact Assessment score 80.3) - SBTi commitment - Extension of ISO 45001 certification - Initial certification scope under ISO 30415 and UNI/PdR 125 - Integrated Management System (IMS): 25 certified sites out of 30	- EcoVadis Silver Medal: 63/100 - IMS: 29 certified sites out of 32 - ISO 45001 certification achieved for Win&Tech (February 2025) and ACMI B&L (September 2025) - ISO 30415 Grade 3 Strategic certification (December 2025) across an extended scope - UNI/PdR 125 score ranging from 61% to 73%, with zero non-conformities (December 2025) across an extended scope	<i>B Corp target score: 85 points</i> - EcoVadis Silver target: 70/100 - ISO 27001 certification achieved - Extension of the Integrated Management System (IMS) to all sites - ISO 45001 certification for Tecnomaco (September 2026) - Recertification of ISO 30415 and UNI/PdR 125 across the extended scope.

The 2026 targets shown in green italics have already been achieved.

Business ethics and compliance

Omnia Technologies has developed a compliance system that brings together organisational, documentary and control safeguards. The aim is to make responsibilities clearer, reduce duplication and foster the coordinated management of risks across the Group's various companies. In 2025 we defined the **Guidelines for the compliance management system and continued to update the Organisation, Management and Control Models pursuant to Italian Legislative Decree 231/2001**, with the involvement of the Corporate Departments. During 2026 we plan to share the updated content with the Managing Directors of the Divisions and with the operational functions, in order to make our prevention and control measures more coordinated and consistent.

2025 CERTIFICATION OVERVIEW

Certification	Status as at 2025	2026 Target
 EcoVadis (Group scope)	Silver Medal - 70/100 (+7 percentage points vs 2024); top 15% of the sector / 89th percentile	Achieve Gold rating
 ISO 9001, ISO 14001 and ISO 45001 (Italy scope)	29 certified sites out of 32	Extend certification to all production sites within the reporting scope
 ISO 45001 - New Certifications (Italy scope)	Win&Tech (February 2025); ACMI Beverage & Labelling (September 2025)	Tecnomaco (September 2026)
 ISO 30415 - Diversity & Inclusion (Group scope)	Strategic Grade 3 certification (SGS Italia, December 2025)	Recertification across the extended scope
 UNI/PdR 125 - Gender Equality (Italy scope)	Score ranging from 61% to 73%, with zero non-conformities (December 2025)	Recertification across the extended scope
 ISO 27001 - Cybersecurity (Group scope)	Certification process launched in 2024 and ongoing throughout 2025	Achieve certification in 2026
 UN Global Compact (UNGC) (Group scope)	Participation confirmed	Maintain participation

CODE OF ETHICS

The Code of Ethics defines the values and principles of conduct that guide Omnia Technologies' activities and its relationships with people, business partners and other stakeholders. In particular, the document sets out the principles of legality, integrity, fairness, transparency, the protection of human rights, respect for people, the protection of information, and responsibility towards the environment and society.

The Code provides a common point of reference for the Group's companies and is an integral part of the Organisation, Management and Control Models adopted pursuant to Italian Legislative Decree 231/2001. Its principles are also reflected in the policies and procedures dedicated to the various areas of compliance. The principles of the Code of Ethics are extended to the supply chain through the Supplier Code of Conduct. The methods of application, monitoring and reporting, together with the results relating to the reporting period, are described in the section dedicated to procurement.

ORGANISATION, MANAGEMENT AND CONTROL MODEL 231

In 2023 we adopted a Group-wide 231 Model for all the companies and established a single Supervisory Body, whose members do not hold director positions in the various companies.

The 231 Model is designed to provide a structured system of prevention, deterrence and control, aimed at reducing the risk of the predicate offences being committed by identifying the sensitive activities, the principles of conduct and the control measures to be adopted within the entities in scope.

The Supervisory Body is entrusted with monitoring the functioning, effectiveness and observance of the Model, promoting its dissemination and overseeing its updating. The Model is integrated with the principles of fairness, transparency and legality set out in the Group Code of Ethics. In 2025 we continued to update the Models and the related prevention and control measures. The sharing of the updated content with the Managing Directors and the operational functions is scheduled for 2026.

PROTECTION OF COMPETITION

The Antitrust Guidelines set out the conduct to be adopted in order to prevent anti-competitive agreements, abuses of dominant position and other behaviour that does not comply with competition rules. The document takes into account the Group's activities, its organisational structure and the exposure of the various corporate functions. The Guidelines refer to the applicable legislation and to the guidance of the Italian Competition Authority (Autorità Garante della Concorrenza e del Mercato).

The functions most exposed to antitrust risk are involved in periodic training and refresher activities. In 2025 we delivered 1,746 hours of training to governing bodies and employees.

GRI 206-1 | During the reporting period, no completed or ongoing legal actions were recorded in which Omnia Technologies was identified as a participant on grounds of anti-competitive behaviour, breaches of antitrust legislation or monopolistic practices.

ANTI-CORRUPTION

GRI 205-1 | GRI 205-3 | Omnia Technologies oversees the risk of corruption through the Code of Ethics, the 231 Models, internal controls, third-party qualification procedures and training aimed at the functions most exposed. With regard to corruption, in 2025 we mapped our at-risk sites on the basis of **Transparency International's⁵ Corruption Perceptions Index, which assesses 180 countries on a scale from 0 (highest perceived corruption) to 100 (highest transparency)**. We adopted a **CPI score below 40/100 as our risk threshold**, applied across the entire scope of the Group's 59 sites (32 in Italy and 27 abroad). On this basis, 4 foreign sales offices - in **Nigeria, Brazil, Colombia and Morocco** - are located in countries with greater risk exposure and are subject to enhanced compliance safeguards, due diligence on local partners and targeted training for sales and service staff. **Over the 2023-2025 three-year period, no confirmed incidents of corruption, dismissals for corruption or terminations of contracts with business partners on corruption-related grounds were recorded.**

5. Corruption Perceptions Index 2024 - Transparency.org

TAX GOVERNANCE, CONTROL AND MANAGEMENT OF TAX RISK

GRI 207-2 | Our approach to taxation is based on the principles of integrity, transparency and compliance with the applicable legislation in the countries in which we operate.

Operational activities are overseen by the Administration, Finance and Control functions, while management and the governing bodies exercise a steering and supervisory role.

As at the reporting date, a standalone Tax Policy had not yet been formalised; its preparation is scheduled for 2027. The principles of conduct on tax matters are currently embedded in the Code of Ethics, in the compliance policies, in the administrative procedures, in the internal control system and in the 231 Models.

Tax risk is managed through the segregation of duties, the traceability of transactions, periodic checks on the application of tax legislation and the support of qualified external advisers. The main areas overseen relate to direct and indirect taxes, intercompany transactions and transfer pricing.

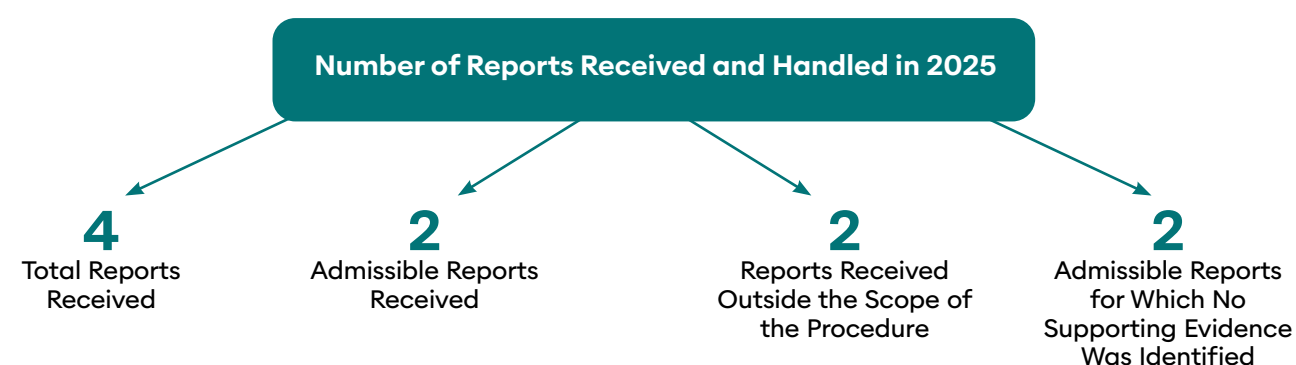
Material tax matters are the subject of information flows to management and, where relevant, to the Supervisory Body. Any concerns may also be reported through the whistleblowing channel.

WHISTLEBLOWING SYSTEM

GRI 2-26 | The whistleblowing system makes it possible to report, through protected channels, breaches of national or European legislation and conduct relevant under Italian Legislative Decree 231/2001 that could compromise the integrity of the Group's companies.

The procedure protects the confidentiality of the whistleblower's identity and governs the receipt, analysis and management of reports in accordance with Italian Legislative Decree 24/2023 and consistently with the ISO 37002:2021 guidelines on whistleblowing management systems.

The receipt and management of reports are entrusted to the Supervisory Body and the Compliance function, according to their respective areas of responsibility.



DIVERSITY, EQUITY AND INCLUSION POLICY

In 2024 we revised the previous *Equal Opportunities Policy* and adopted the Group's Diversity, **Equity & Inclusion (DE&I) Policy**, approved by the Board of Directors and the Executive Committee on 13 September 2024.

The Policy sets out Omnia Technologies' commitments relating to valuing diversity, promoting gender equality and countering all forms of discrimination. It focuses in particular on three areas: recruitment and employment policies, training and professional development, and remuneration systems and growth opportunities.

In 2025 the **DE&I Management System** - already launched in accordance with the UNI/PdR 125 practice and inspired by the ISO 30415 Guidelines - was **extended to all the Group's Italian companies**.

Its implementation is coordinated by the **Diversity, Equity & Inclusion Committee** and is supported by an internal reporting channel integrated with the whistleblowing system. **During the reporting period, one report of a possible incident of discrimination was received. Following the investigation, no evidence was found to confirm that discrimination had occurred.**

In the course of 2025 the Group also signed up to the Diversity Charter promoted by Fondazione Sodalitas, publicly formalising its commitment to fostering an inclusive working environment.

In December 2025, SGS Italia issued an assessment attestation against the **ISO 30415:2021 guidelines, at Grade 3 - Strategic level, and confirmed UNI/PdR 125:2022 certification with no non-conformities identified**. The scores obtained by the individual companies within the scope ranged between 61% and 73%, exceeding the applicable minimum threshold in all cases.



INTEGRATED QUALITY, ENVIRONMENT AND SAFETY MANAGEMENT SYSTEM

From 2022 we began integrating the management systems adopted by the various companies into a common model dedicated to quality, the environment, and health and safety.

The initiative is part of the Sustainability Plan and responds to the need to adopt common processes, operating criteria and control tools across organisations that differ in size, activity and level of organisational maturity.

The aim is to oversee Group compliance with applicable legislation more effectively - particularly with regard to people's health and safety and the management of environmental impacts - and to improve the efficiency of our organisational processes, the quality of our services and the consistency of our operating practices.

As at 31/12/2025, 29 of our 32 operating sites were certified to the UNI EN ISO 9001:2015 (Quality), UNI EN ISO 14001:2015 (Environment) and UNI ISO 45001:2023 (Occupational Health and Safety) standards, an improvement on the 25 of 30 sites in 2024. In 2025 Win&Tech and ACMI Beverage & Labelling obtained ISO 45001 certification, in February and September respectively.

The external certification audits carried out in 2025 identified no non-conformities. Observations were made, which were subsequently addressed through specific actions to improve processes and operational controls





Focus on

Quality as the guiding principle of our corporate system

Interview with **Felice Leone** - Group HSE Manager

What is the Omnia Technologies Group's Integrated Management System?

The Integrated Management System, or IMS, is the model through which Omnia Technologies governs three fundamental areas in a coordinated way: quality, the environment, and occupational health and safety. It is not merely a set of procedures or certifications, but a common structure that enables the Group's various companies to work with shared criteria, measurable objectives and clear responsibilities.

Through the IMS we integrate the requirements of the UNI EN ISO 9001 standard for quality, UNI EN ISO 14001 for the environment and UNI ISO 45001 for occupational health and safety. This means that our business processes are managed as an integrated whole: from design to production, from purchasing to supplier management, and from regulatory compliance to the prevention of injuries and environmental impacts.

Why did the Group choose to adopt an integrated system?

Omnia Technologies is a Group undergoing significant change, made up of industrial businesses that differ in history, size, processes and level of organisational maturity. In this context, the IMS serves to build a common language and to make the way we manage quality, the environment and safety more consistent.

Integration makes it possible to avoid fragmentation, duplication and uncoordinated approaches. For us it means having a single management architecture capable of accompanying the Group's growth, supporting the integration of newly acquired companies and ensuring that the same principles of compliance, prevention and continuous improvement are applied consistently across the different sites.

What is the link between the IMS and sustainability?

The IMS is one of the main tools through which sustainability becomes operational. Sustainability cannot remain merely a stated principle: it must translate into processes, controls, responsibilities, indicators and corrective actions. The Integrated Management System makes precisely this possible.

On the environmental front, the IMS supports the management of significant aspects such as waste, emissions, energy consumption, discharges, chemical substances and permit compliance. On the safety front, it helps to oversee risk assessment, training, emergency management, the use of PPE, worker participation and the analysis of events. On the quality front, it strengthens

the reliability of processes and the ability to respond consistently to customer expectations.

What role has the IMS played in the Group's integration journey?

Since 2022 we have embarked on an important journey: transforming different management systems into a single Group model. This work has required documentary harmonisation, training, internal audits, management reviews and strong coordination between central functions and local contacts.

Every new acquisition brings with it its own operational and cultural specificities. The IMS helps us to bring them into a common framework, without cancelling out their characteristics, while ensuring consistent oversight of the fundamental requirements. It is a gradual process: we start from a snapshot of the state of compliance, identify any gaps, define corrective actions and support the company towards alignment with the Group system.

What are the main results achieved in 2025?

In 2025 the Integrated Management System was further consolidated. As at 31 December 2025, 29 of 32 operating sites within the IMS scope were certified, compared with 25 of 30 in 2024. During the year, businesses such as Win&Tech and ACMI Beverage & Labelling were also brought into the ISO 45001 process.

How does the IMS contribute to risk prevention?

The IMS is based on a preventive, risk-based approach. This means that we do not wait for a problem to occur before intervening; rather, we seek to identify in advance the situations that could give rise to non-conformities, injuries, environmental impacts or operational inefficiencies. Internal audits, legislative checks, the monitoring of indicators, the management of findings and periodic reviews are fundamental tools for intercepting critical issues and turning them into opportunities for improvement. Prevention also depends on shared responsibility: every function, every site and every worker contributes to the effectiveness of the system.

How important is people's involvement?

It is decisive. A management system only truly works if people know it, apply it and understand its value. That is why we work on training, internal communication and the presence of IMS contacts at the various sites. Worker participation is particularly important on health, safety and environmental matters: those who work in the departments every day know the processes, spot the risks and can make a concrete contribution to

improvement. The "stop and report" principle points in precisely this direction: everyone should feel authorised to interrupt a potentially dangerous activity and to report promptly any situations that are inconsistent with company requirements.

What are the main challenges for the future?

The main challenge is to continue making the IMS ever more integrated into our business processes and ever less perceived as a formal obligation. We want to strengthen awareness of the system across all departments, improve the consistency of indicators, make the management of findings more effective and support the companies not yet certified towards completing the journey.

Another priority concerns the ability to manage change. New acquisitions, new sites, new technologies, new processes and new legislation require a system capable of adapting quickly, assessing the impacts on quality, the environment and safety in advance. In this sense, the IMS represents a fundamental organisational lever for supporting the Group's growth in an orderly, responsible and resilient way.

Why is the IMS important for Omnia Technologies' stakeholders?

Because it makes our commitment verifiable. Customers, workers, suppliers, communities, supervisory bodies and industrial partners need to know that the Group operates with structured, controlled criteria geared towards continuous improvement.

The Integrated Management System gives evidence of this commitment: it demonstrates that product quality, environmental protection and people's safety are not separate areas, but parts of a single way of doing business. For Omnia Technologies, the IMS is therefore an element of reliability, transparency and industrial responsibility.

In short, what does the IMS represent for the Group?

The IMS represents a common platform for operational governance. It is the tool that enables us to turn objectives and values into everyday practices, to support the Group's integration and to build a shared culture based on prevention, compliance, responsibility and continuous improvement.

In a complex and growing industrial Group, having an integrated system means being able to evolve while maintaining consistency. It means protecting people, reducing environmental impacts, improving the quality of processes and strengthening stakeholder trust. That is why I regard the IMS not merely as an organisational requirement, but as an essential component of Omnia Technologies' sustainability and competitiveness.



PRIVACY AND CYBERSECURITY

GRI 418-1 | The protection of personal data and the security of information are essential components of Omnia Technologies' governance system. The Code of Ethics sets out the principles of confidentiality, fairness in the management of information and the protection of the integrity of corporate documentation.

PROTECTION OF PERSONAL DATA

We have adopted a structured system to ensure compliance with Regulation (EU) 2016/679 on the protection of personal data. The system includes the appointment of a Data Protection Officer, the maintenance of the record of processing activities and the application of data protection principles from the design stage and by default - known respectively as *Privacy by Design* and *Privacy by Default*. In 2024 and 2025 we progressively extended our personal data protection safeguards to the acquired companies as well.

INFORMATION SECURITY

The Information Technologies function coordinates cybersecurity activities centrally. The main areas include:

- access control through individual credentials and authorised devices;
- the use of encryption and perimeter protection tools;
- the monitoring of corporate systems and IT tools;
- the periodic updating of software and devices;
- data backup and the management of infrastructure and networks;
- staff training and awareness-raising;
- the integration of IT risks into the 231 Models, for the relevant areas.

The Information Technologies function handles data backup, the management of infrastructure and the network, and staff training activities. Each corporate function is responsible for managing and protecting the sensitive data and information handled in the course of its activities.

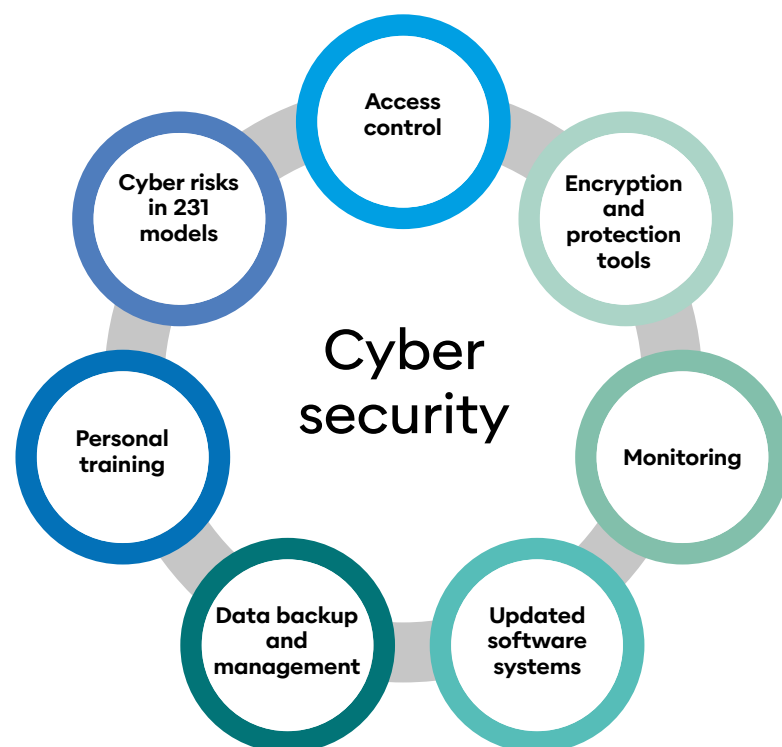
Any anomalies or breaches of the technical and organisational measures may be reported to the dedicated email addresses or, in the cases provided for, through the whistleblowing channel.

Over the 2023-2025 three-year period, no IT incidents with ascertained impacts on the personal data or confidential information of customers and stakeholders were recorded. With reference to GRI 418-1, in 2025 there were no substantiated complaints concerning breaches of customer privacy, nor any identified cases of loss, theft or unauthorised disclosure of their data.

TOWARDS ISO/IEC 27001 CERTIFICATION

In 2024 we launched a preliminary assessment aimed at implementing an information security management system. In 2025 we continued this journey, strengthening measures, processes and controls with a view to ISO/IEC 27001:2022 certification, which is included among the objectives of the Sustainability Plan for 2026.

The policies, codes and other public documents referred to in this section are available through the dedicated QR code.



3.2

People

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



Where we stand in our plan

The People pillar of the Sustainability Plan brings together the initiatives through which the Group aims to strengthen health and safety, employee well-being, inclusion, skills development, local community engagement, and its ability to attract new talent. The table below summarises the progress made against Goals 6-11, distinguishing between the activities completed or consolidated by 2025 and the objectives planned for 2026.

OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES
6 Safety culture (Zero accident mindset)	• ISO 45001 extended to new acquisitions; HSE software activated; safety procedures reviewed.	• Win&Tech and ACMI Beverage & Labelling certified to ISO 45001. • HSE software operational at Italian sites to monitor health and safety KPIs. • Improvement and optimisation of operational layouts and workspaces, redevelopment of unused areas, renewal of machinery and equipment. • Review of safety procedures. • Continuous safety training and implementation of operating procedures.	• Extension of ISO 45001 to Tecnomaco. • <i>Full use of HSE software, including the supplier portal.</i> • Target of zero serious injuries. Updated risk assessment document • reviewed from a DE&I perspective.
7 Active well-being	• New headquarters and new offices for Zitalia and Bertolaso inaugurated. • Flexible welfare active from January 2024. • Conversion of performance bonuses into welfare services/benefits. • Trade union agreements on welfare and smart working. • Training on employee health and well-being. • Introduction of a new support policy for parents with young children, additional to the statutory provisions of individual countries.	• Logistical reorganisation of Group sites. • New ACMI trade union agreement focused on people's well-being. • Omnia Technologies welfare model implemented and standardised at Group level. • Omnia Technologies Employee Handbook adopted and harmonised across all Group companies. • Parental Policy published in January 2026. • Launch of the "Engagement Project 2025", based on the results of the Great Place To Work (GPTW) survey. • 2025 GPTW climate survey for the ACMI scope (800 people) and implementation of the engagement plan by the end of 2025.	• Continuation and completion of the 2025 activities. • Creation of Omnia Care to promote people's well-being through services, tools and initiatives designed to support them at different stages of life.
8 Inclusive corporate culture (DE&I)	• UNI/PdR 125 and ISO 30415 certifications obtained for the initial scope. • Inclusive recruitment guidelines issued.	• Implementation of the 2025 action plan following ISO 30415 and UNI/PdR 125 certification. • Extension of ISO 30415 and UNI/PdR 125 certifications to ACMI and the new companies. • Dynamo Camp 2025 project.	• UNI/PdR 125 and ISO 30415 recertification on the extended scope. • Implementation of pay transparency requirements and a three-year pay gap remediation plan.

The 2026 targets shown in green italics have already been achieved.

OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES	OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES
9 Continuous training	• Launch of Omnia Technologies Academia. • Launch of the Group digital learning platform. • Omnia Technologies leadership programme. • Focus on networking: collaborations with universities, business schools, technical training centres and institutions. • Launch of the Performance Management System (PMS).	• Omnia Technologies Academia 2025 programme opened and made available across the entire Group corporate scope. • Implementation of the Omnia Technologies digital training platform integrated across the Group, with access available to almost the entire population. • Omnia Technologies “Executive Program”, in collaboration with CUOA, delivered between March and November 2025. • Omnia Technologies 2025 leadership programme implemented in the Processing and Life Sciences divisions. • Design and implementation of a structured development path for Group Project Managers. • Definition and design of the new Group onboarding process, with continuous training on values and identity.	• <i>Definition and development of the Omnia Academia strategy around five pillars guiding people development and value creation: Identity & Values, Fundamentals, Managerial, Trades and Products.</i> • Rebranding and enhancement of the e-learning platform through training content aligned with the needs of the Group’s different businesses, ensuring consistency and quality of the training offer. • Creation and launch of the multilingual “Welcome to Omnia Technologies” course as an integral part of the Group onboarding process started in 2025. • Omnia Managerial: implementation of the Leadership and Coaching programme across all Divisions, promoting a continuous-learning approach and the development of key managerial skills. • Omnia Products: creation, using internal resources and tools, and roll-out of product training courses to broaden and consolidate the technical-commercial knowledge critical to the Group’s various businesses • <i>. Promotion of widespread use of the e-learning platform as an enabling tool for the Omnia Academia strategy, fostering a culture of continuous learning within Omnia Technologies.</i> • <i>ConnectO: graphic and content restyling project for our intranet, the main internal communication channel, with the aim of making it a useful, widely used and easily accessible tool for anyone needing daily work resources and wanting to stay up to date with the latest Group news.</i> • <i>Internal Communication: monthly “What’s New?” newsletter, bringing together the main events, initiatives and news from the previous month. The aim is to make all people and all sites feel part of the Omnia Technologies Group, wherever they are located.</i>	10 Active players in our local area	• Development of action plans with Assoenologi, UIV and VINO Way Selection. • Career days and open days; internships and school-to-work programmes. • Action plan with SMACT, including several events and the BRIDGE project for the development of artificial intelligence software for beer production. • Renewal of partnerships with the Imoco women’s volleyball team and the Villorba women’s football team.	• Development of action plans with Assoenologi, UIV and VINO Way Selection - Sponsorship of Wine Design School - in partnership with Assoenologi and Politecnico di 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	• <i>Participation in TEDx Val d’Elsa.</i> • <i>Renewal of partnerships with the Imoco women’s volleyball team and the Villorba women’s football team.</i> • <i>Development of an action plan with Assoenologi, Corriere Vinicolo and Enologo.</i> • <i>Technical and research collaboration with Università Cattolica - Faculty of Oenology and Professor Milena Lambri.</i> • <i>Active participation in the Assindustria Sustainability Group - Sustainability Week.</i> • Partnership with SMACT to attract new talent. • Partnership with Infinite Area, an innovative co-working space close to our HQ. • <i>Use of our spaces to host events and training projects for partner companies.</i> • Participation in the ItalyPost Academy project as part of the Città Impresa Festival in Treviso, to promote local companies. • <i>Organisation of training days and company visits at our spaces and production sites.</i>
11 Talents	• New job opportunities area in Omnia Technologies website and LinkedIn • An enhanced employer branding strategy delivered through digital channels (e.g. LinkedIn and dedicated job portals) and participation in events to promote the brand’s image and reputation. • Talent development and reward programmes; introduction of professional training courses at Omnia Technologies Headquarters and across the Bertolaso Group; dedicated talent development and remuneration programmes (Omnia Academia) • Participation in events organised by universities and vocational schools located near our production sites, including career days and open days, as well as initiatives with Higher Technical Institutes (ITS) in the surrounding areas. • Identification and mapping of potential new partners to support young women pursuing careers in STEM disciplines.	• 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	• Participation in the main career days organised by technical institutes located near our sites, as well as by the Universities of Padua, Venice, Pisa and other higher education institutions. • Development of “Next Generation” projects for students visiting the new headquarters, including themed workshops and hackathons aimed at identifying talent and supporting potential future recruitment opportunities. • Providing internship students with the opportunity to write undergraduate and postgraduate dissertations on company-related topics, with access to materials, internal documentation and interviews with professionals. • <i>Implementation of a new Group-wide onboarding process for all new joiners, including buddy support and a dedicated access platform.</i> • <i>Organisation of networking events and workshops specifically designed for new joiners.</i>				

People at the centre

People are at the heart of Omnia Technologies' growth journey and represent an essential lever for operational continuity, the integration of the Group and the development of the skills needed to support the evolution of the business. In an industrial context characterised by specialist technical profiles, digital transformation and the progressive integration of different companies, the management of people is not merely about administering headcount: it accompanies the entire professional journey, from recruitment to onboarding, from training to growth, and from safety to organisational well-being.

In 2025 we continued to work towards building a more coherent, inclusive working environment capable of valuing the differences present within the Group. The broadening of the corporate scope has made it even more important to define common tools, while at the same time remaining attentive to the specific characteristics of the individual production sites and territories.

As at 31 December 2025, the Group has 2,671 full-time equivalent (FTE) employees, with women accounting for 15.6% and around 4% of workers falling within the protected categories. The composition of the workforce reflects Omnia Technologies' strong industrial and manufacturing character, with **a large share of specialised technical profiles and a presence concentrated in Italy.**

The predominant age bracket, between 30 and 50 years, confirms the importance of the skills and experience required by our activities. In line with the characteristics of the metalworking and mechanical engineering sector, the presence of women is more limited in technical and operational roles, while it is higher in corporate, staff and commercial functions.

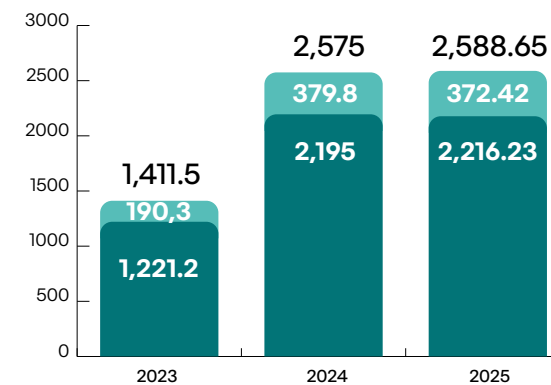
As at 31 December 2025, 100% of the people employed in the Group's Italian companies work under the National Collective Labour Agreement for the Metalworking and Mechanical Engineering Industry (CCNL Metalmeccanico). Staff working at our foreign sales and service offices are, on the other hand, employed in accordance with the legislation in force in their respective countries.



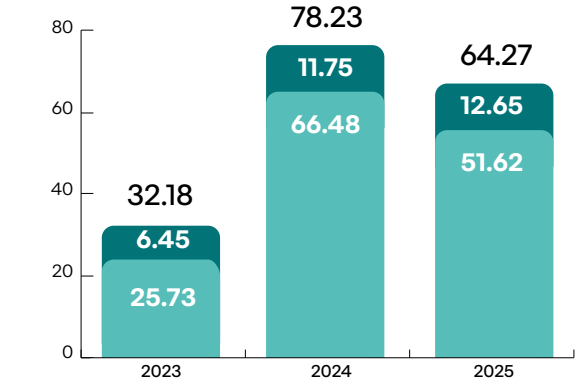
GRI 2-7 EMPLOYEES BY GENDER AND TYPE OF EMPLOYMENT CONTRACT*

LEGEND: ● Men ● Women

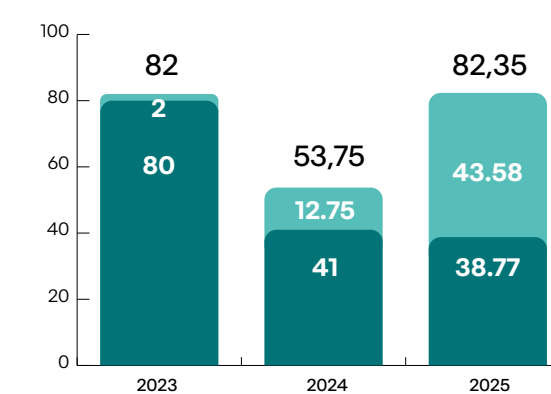
Permanent employees



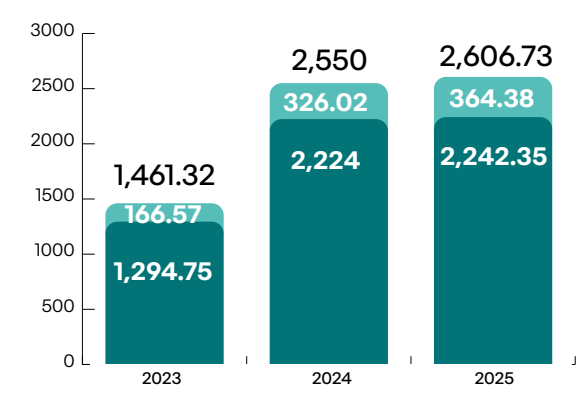
Part-time employees**



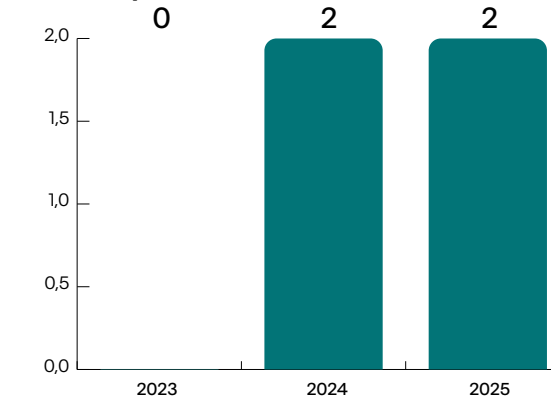
Fixed-term employees**



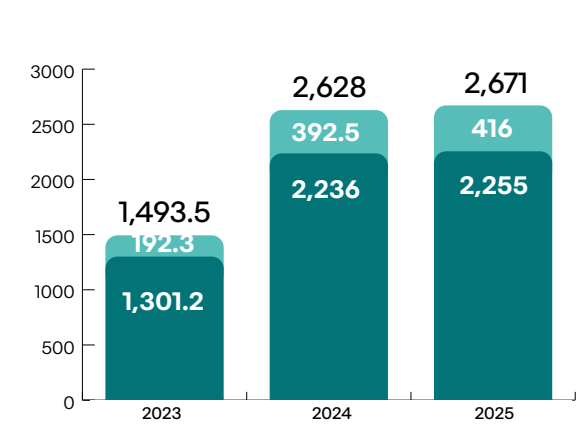
Full-time employees



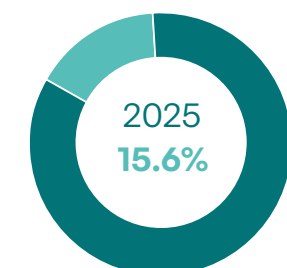
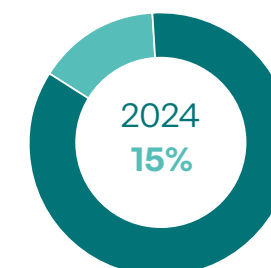
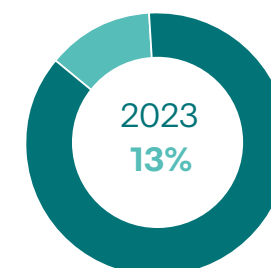
Employees on non-guaranteed hours contracts (formerly "on-call workers")



Total



% WOMEN OF TOTAL WORKFORCE



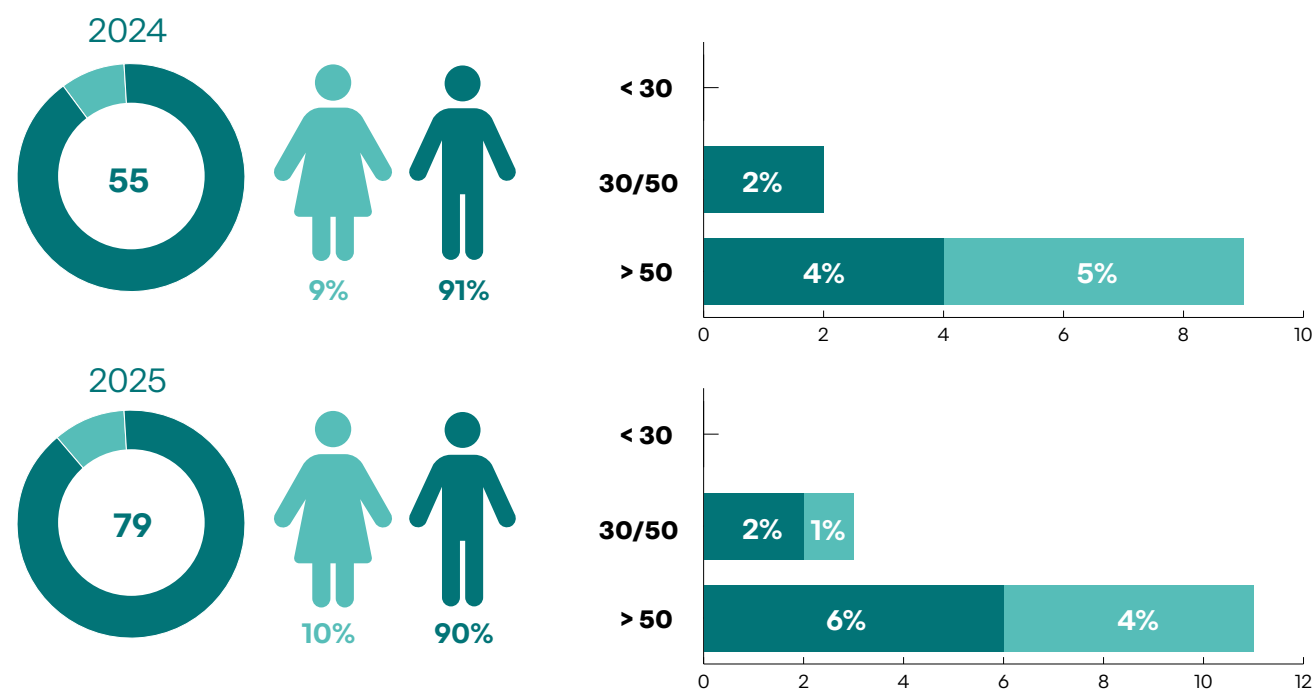
* The data are calculated on a Full-Time Equivalent (FTE) basis and are reported as at 31 December.

** Fixed-term contracts mainly relate to production and logistics roles used to support temporary increases in business activity.

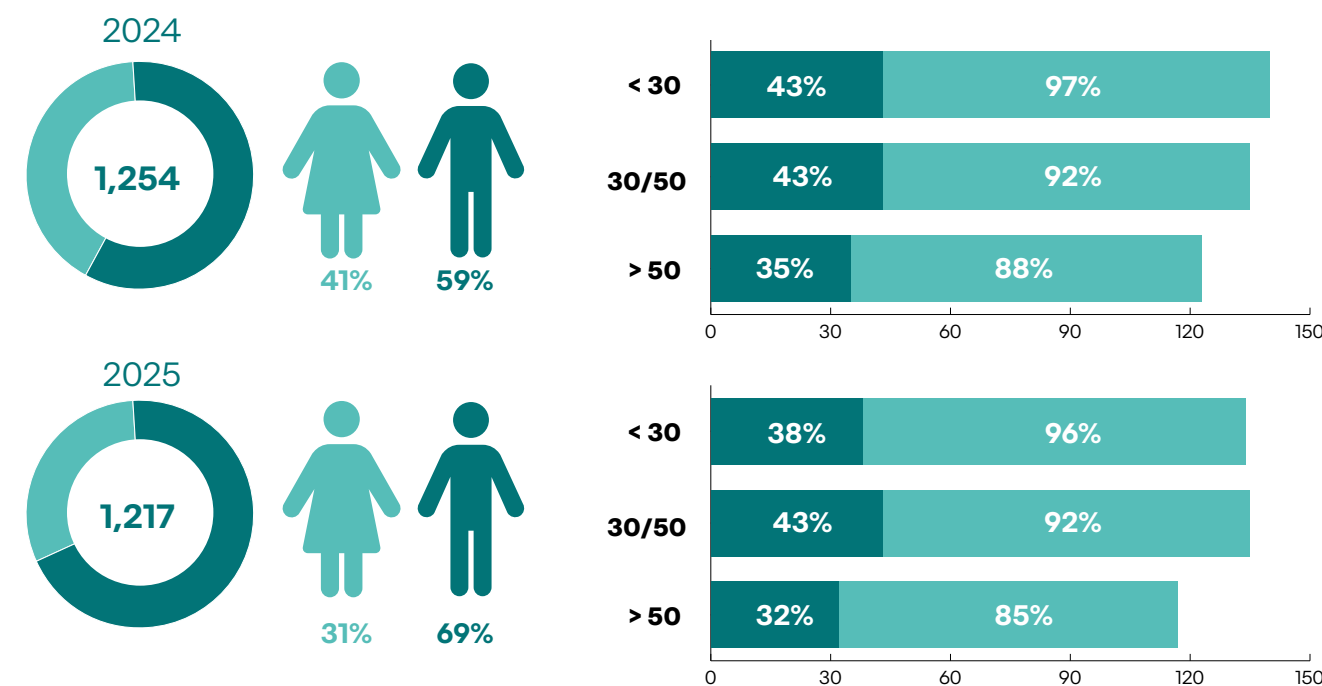
GRI 405-1 PERCENTAGE OF EMPLOYEES BY EMPLOYMENT CATEGORY (GRADE), GENDER AND AGE GROUP*

LEGEND: ● Men ● Women

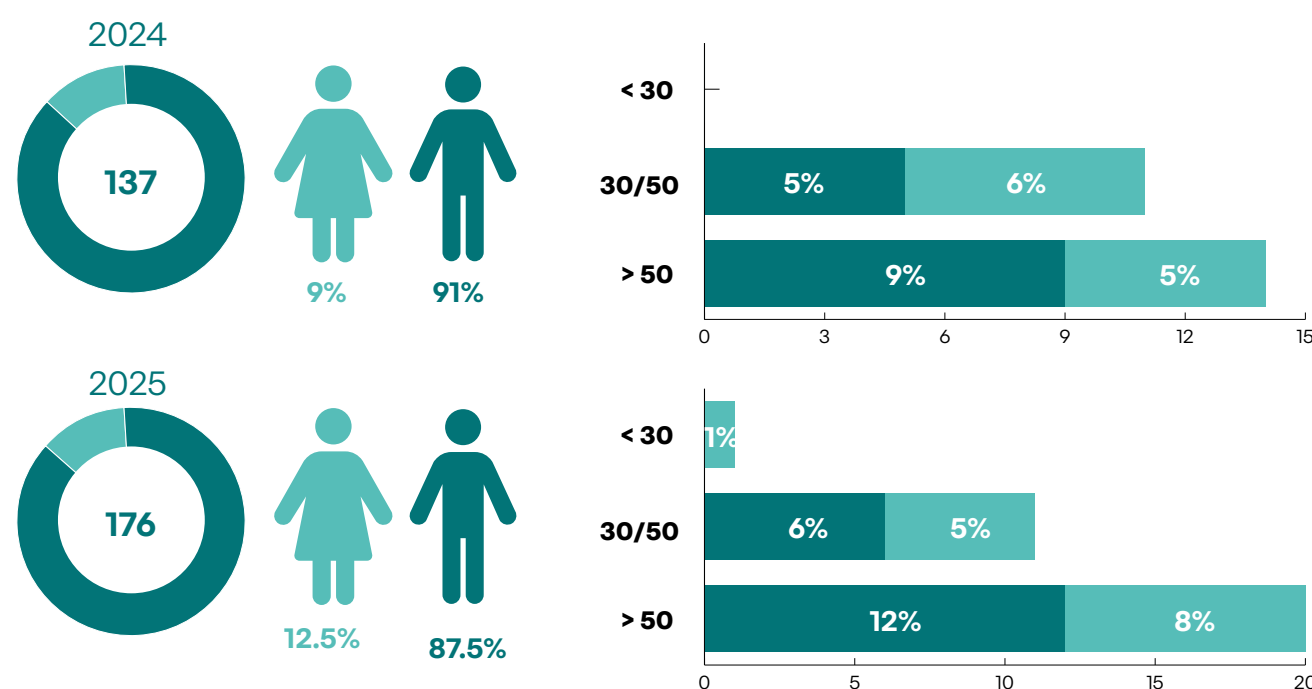
Executives



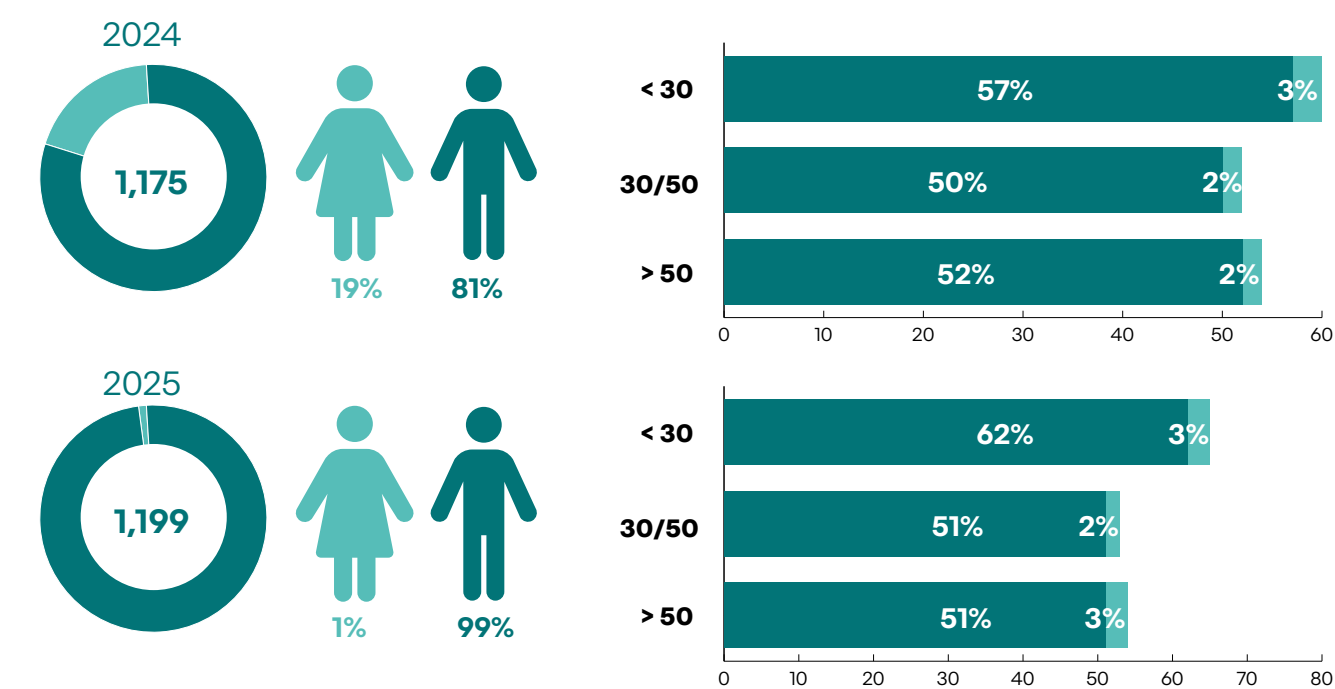
White-collar employees



Middle Managers



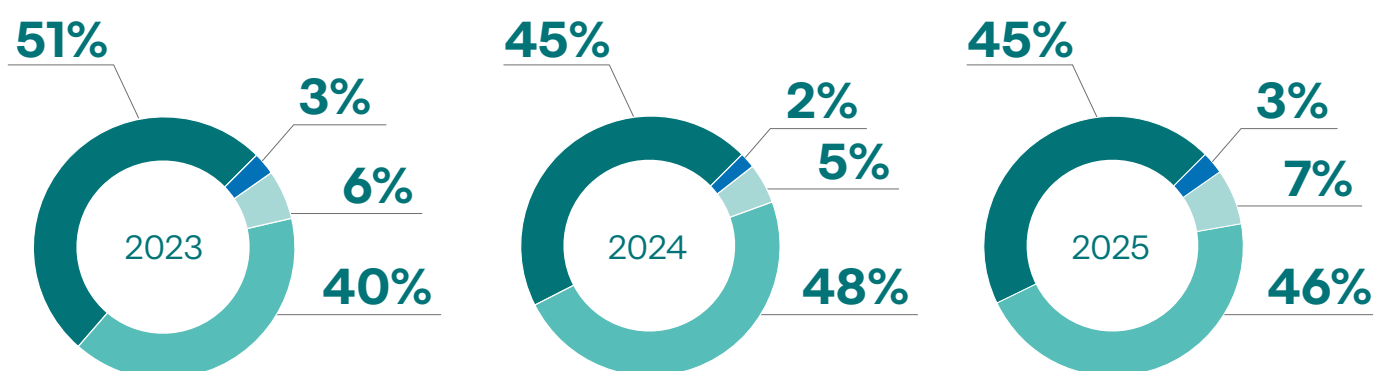
Blue-collar employees



*Calculation is based on total number of ETP employees

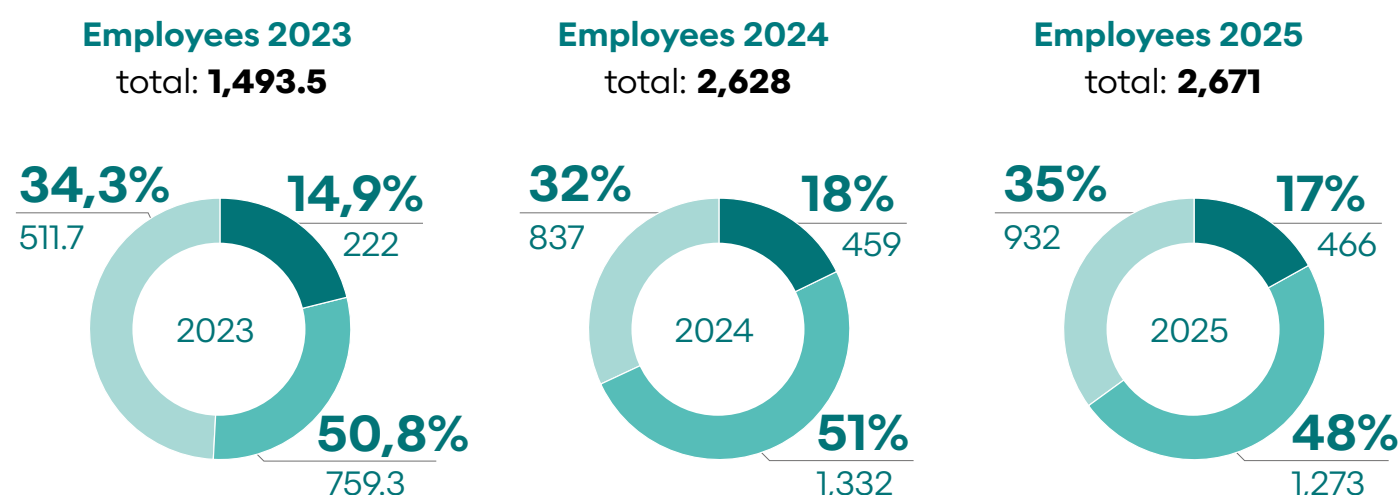
PERCENTAGE OF EMPLOYEES BY CATEGORY ON TOTAL*

● Executives ● Middle Managers
● White-collar employees ● Blue-collar employees



NUMBER OF FTE EMPLOYEES BY AGE GROUP*

LEGEND: ● <30 ● 30-50 ● >50



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

Safety culture

Complex, highly specialised activities are carried out at our production plants: the assembly of electrical, electronic, mechanical and pneumatic components, steel fabrication work, welding, surface treatments, assembly, warehouse activities and technical assistance at customers' premises. The variety of roles involved - steelworkers, welders, assembly and warehouse operators, travelling service technicians and office staff - makes occupational health and safety one of the most relevant material topics for our operations.

Safety does not coincide solely with compliance with the rules. It requires consistent behaviour, shared responsibilities and the ability to learn from incidents and from situations that could have caused harm. For this reason, we promote continuous training, the correct use of personal protective equipment, the application of operating procedures and the reporting of near misses and hazardous conditions.

GRI 403-1 | The Integrated Quality, Environment and Health and Safety Management System is coordinated at Group level and applied operationally at the sites. It is based on the Integrated QES Policy and the Group HSE Protocol, which govern risk assessment, the monitoring of working conditions, the management and analysis of events, health surveillance and training. The system is developed consistently with Italian Legislative Decree 81/2008 for the Italian companies and with the ISO 45001:2018 standard.

GRI 403-8 | The certified Health and Safety Management System covers 2,543 of our 2,671 employees, equal to 95.2% of the workforce as at 31 December 2025.

HEALTH SURVEILLANCE, PARTICIPATION AND TRAINING

GRI 403-3 | In the Italian companies, health surveillance is ensured by the Occupational Physician (Medico Competente) in accordance with protocols defined on the basis of duties and risks. Preventive, periodic, extraordinary and, where justified, worker-requested medical examinations are provided for. The Occupational Physician works with the Employer, the Prevention and Protection Service, the People & Organization function and the Head of the Prevention and Protection Service (RSPP), contributing to the definition of preventive measures. Health information is managed in compliance with confidentiality requirements. Only the fitness-for-duty assessment is provided to and retained by the company, while the health and risk records are kept by the Occupational Physician.

GRI 403-4 | Workers' participation in health and safety management takes place through the Workers' Safety Representatives (RLS), who are consulted in risk assessment and in the event of accidents. Periodic meetings, annual inspections with the Occupational Physician, internal audits with the RSPP, the HSE Officer and safety consultants, together with meetings with supervisors, support the reporting of near misses, the sharing of good practices and the improvement of safety measures.

GRI 403-5 | Health and safety training includes general and specific training, fire prevention, first aid, training in the use of equipment and PPE, and training on the risks associated with each role. Mandatory training is provided by the company, takes place during working hours and is recorded through digital tools. Its effectiveness is verified through tests or internal audits, in accordance with company procedures.

ACCIDENT TRENDS

GRI 403-9 | In 2025 we recorded 25 accidents, 6 fewer than in 2024 and 4 more than in 2023. This figure must, of course, be read against the number of employees, which has increased considerably from 2023 to today: measuring the ratio of accidents to the number of employees, the figure improves, falling from 1.43 to 0.93 - a reassuring result, given a greater exposure to risk but, in reality, a lower occurrence of accidents. The decrease in the Frequency Rate compared with 2024 reflects the reduction in recordable injuries, despite the increase in total hours worked. The Frequency Rate fell from 6.8 in 2024 to 5.4 in 2025.

The recorded events concerned the Italian production sites and were mainly attributable to contusions and lacerated-contused wounds.

A dedicated report was prepared for each accident, containing a description of the event, an analysis of the causes and the corrective and training actions adopted. The conclusion of these activities is documented through specific records.

In 2025 we also recorded 31 near misses. This figure also reflects the strengthening of a reporting culture, supported by a training campaign aimed at supervisors, who raised operators' awareness of the importance of promptly identifying, communicating and recording potentially hazardous situations.

Health and safety data, finalised at year-end, are shared at the annual Safety Meeting, held for each company in accordance with Italian Legislative Decree 81/2008, and at the Management Review, consistently with the requirements of ISO 45001. On these occasions, indicators are analysed, the main findings that have emerged are discussed and appropriate improvement actions are defined.

GRI 403-10 | Over the 2023-2025 three-year period, no fatalities or cases of occupational illness were recorded among direct employees or among non-employee workers whose activity or workplace is under the Group's control. The monitoring of health and safety aspects along the value chain is not yet fully structured, however; for this reason, strengthening HSE safeguards for suppliers and contractors represents one of the areas of work planned for the coming period.

403-9 - EMPLOYEE INJURY RATES AS AT 31/12

	2023	2024	2025	Change 2025/2024
Number of recordable injuries	21	31	25	-19%
of which serious injuries (excluding fatalities)	-	3	0	-100%
of which fatalities	0	0	0	-
of which commuting accidents	-	-	-	-
Total hours worked	2,517,050	4,532,755	4,622,419	+2%
Severity Rate*	0.3	0.13	0.17	+31%
Frequency Rate**	1.4	6.8	5.4	-21%

*The severity rate is calculated by multiplying the number of lost working days by 1,000 and dividing the result by the total number of hours worked.
** The frequency rate is calculated by multiplying the number of recordable injuries by 1,000,000 and dividing the result by the total number of hours worked.

403-9 CONTRACTOR INJURY RATES AS AT 31/12*

	2023	2024	2025	Change 2025/2024
Number of recordable injuries	0	0	0	0
of which fatalities / serious injuries	n.d.	n.d	n.d	-
of which commuting accidents	n.d	n.d	n.d	-
Total hours worked	137,600	62,500	71,280	+14%
Severity Rate**	0	0	0	0
Frequency Rate***	0	0	0	0

* Contractors are external suppliers engaged to carry out specific installation and maintenance activities on the Group's production lines and machinery.
** The severity rate is calculated by multiplying the number of lost working days by 1,000 and dividing the result by the total number of hours worked.

EMPLOYEE INJURY ABSENCE RATE AS AT 31/12

	2023	2024	2025	Change 2025/2024
Lost working days due to occupational injuries*	764	466	694	+49%
Severity Rate**	0.3	0.13	0.17	+31%
Absence Rate***	3,5%	2,4%	2,3%	-4,2%



The data are defined in accordance with the calculation methodologies applied in our periodic performance reporting.

* The calculation includes both working days lost as a result of occupational injuries and working days lost due to unforeseen incidents causing work disruption. **Days are expressed as full-day equivalents** to ensure comparability between working days of different durations.

** The rate is calculated as follows: number of working days lost due to occupational injuries × 1,000 / total hours worked.

*** The rate is calculated as the total number of days lost due to illness, injury and other causes (including paid sick leave, but excluding other forms of paid leave entitlement such as annual leave and public holidays), divided by the total number of scheduled working days for employees.

A working environment geared towards well-being

For us, ensuring people's well-being means creating conditions that foster physical and mental health, a balance between private life and work, support at significant moments in one's personal life and access to welfare tools consistent with the needs of our corporate population. In 2025, the integration of new companies required further harmonisation work, with the aim of progressively making rules and opportunities more consistent across the Italian scope.

CORPORATE WELFARE

Since January 2024, the Italian companies of Omnia Technologies have adopted a **Flexible Benefits Plan** accessible through the Willis Towers Watson (WTW) platform. In 2025 the model was progressively extended and standardised, also including the most recently acquired companies and fostering a more consistent management of welfare tools. The Plan provides for the allocation of a welfare budget, in the form of points that can be used on the platform, consistently with the provisions of the applicable National Collective Labour Agreement. The benefits linked to skills development are also made available on an equivalent basis to fixed-term and part-time employees. The welfare package comprises economic, pension, health and work-life balance measures. These include the **company canteen service** or, alternatively, meal vouchers; access to the Metasalute **supplementary healthcare fund** after the probationary period (**GRI 403-6**); and the option to allocate the employee severance indemnity (TFR) to supplementary pension funds, such as Cometa or Solidarietà Veneto.

For senior executives, for whom the National Collective Labour Agreement (CCNL) provides life and accident insurance coverage as well as voluntary membership of the FASI Healthcare Assistance Fund, the Omnia Technologies Group offers supplementary health insurance covering all healthcare expenses incurred by both employees and their family members. Alongside the economic and pension tools, the Group's welfare offering includes initiatives to support parenthood and skills development. In addition to the protections provided for by the collective agreement, we have formalised a Group Parental Policy, which grants a birth bonus and which, in 2026, will be expanded with measures to support the return to work after leave and with a more consistent management of parental protections across the different legal entities. The Docebo **e-learning platform** also provides access to free, unlimited language courses with native-speaker teachers, learning materials and interactive activities.

Remote working, in force since April 2023 and governed by the Group Smart Working Regulation, represents a work-life balance tool for roles compatible with this arrangement. In 2025 we launched a review of the policy, with the aim of introducing greater flexibility and more consistent application criteria across the different legal entities, also in the light of the findings that emerged from the Great Place to Work® survey. In 2025, the take-up rate of smart working among eligible employees was 30%, up from 17% in 2024. This figure excludes operational and production roles, reception and gatekeeping functions and newly hired staff, for whom remote working is structurally not applicable or is not envisaged during the initial onboarding phase.

In 2026 we intend to continue developing the model through three main measures: the introduction of an **Hours Bank** (Banca Ore), to allow more flexible management of overtime hours; the activation of the canteen service for the Components Division and the Life Sciences Division, currently served by meal vouchers; and the enhancement of the WTW platform, with a broadening of the services available and greater ease of use. The Group has also set itself the objective of increasing membership of supplementary pension funds to 60%, also in view of the new provisions on the automatic enrolment of newly hired private-sector employees in supplementary pension schemes, in force from 1 July 2026.

GRI 401-2 WELFARE BENEFITS AND SCHEMES AVAILABLE TO FULL-TIME EMPLOYEES IN ITALY

	2023	2024	2025
Access to the WTW welfare platform	n.d.	100%	100%
Use of digital welfare vouchers	n.d.	100%	100%
Participation in supplementary pension schemes	n.d.	41%	50%
Smart working uptake among eligible employees*	n.d.	17%	30%
Metasalute supplementary healthcare coverage	n.d.	100%	100%
Life insurance coverage for senior management	n.d.	n.d.	15 people
Birth allowance	n.d.	n.d.	€ 500

* The reporting scope covers the entire Group. Smart working policies are currently being harmonised across the various legal entities.

GRI 401-3 PARENTAL LEAVE

LEGEND: ● Men ● Women

	2023		2024		2025	
Total employees (FTE)	1,301.2	193.3	2,236	392.5	2,256	415
Employees entitled to parental leave	1,301.2	193.3	2,236	392.5	2,256	415
Employees who took parental leave	14	2	47	7	5	14
Employees who returned to work during the reporting period after parental leave	14	2	43	6	5	14
Employees who returned to work after parental leave and remained employed by the organisation 12 months after their return	14	2	43	6	43	6
Return-to-work rate for employees who took parental leave*	100%		100%		100%	
Retention rate for employees who took parental leave**	100%		100%		100%	

*Rates are calculated as the total number of employees who returned/remained in employment in the 12 months following return, divided by the total number of employees who were due to return after leave / who returned in previous reporting periods, multiplied by 100.

The return-to-work rate also includes employees whose leave was still ongoing at year-end.

LISTENING AND ORGANISATIONAL CLIMATE

GRI 2-29 | Internal listening is one of the main tools through which we read the quality of the working experience within the Group: it enables us to monitor the organisational climate, gather signals useful for guiding our management choices and identify the areas on which to act with greater priority. In a phase of growth and the progressive integration of new companies, having structured channels for dialogue is particularly important: it helps to build a common language, strengthen the sense of belonging and foster dialogue between different functions and businesses, supporting people through the organisational changes under way.

To give this listening greater depth, since 2024 we have adopted the **Great Place To Work®** methodology, the international benchmark standard for measuring organisational climate and culture, used in over one hundred countries and based on a globally comparable framework. Its summary indicator, the Trust Index®, expresses - as a percentage of positive responses to a questionnaire of around 60 statements - the level of trust people have in their organisation across five dimensions: Credibility of management, Respect for people, Fairness of management practices, Pride in one's work and Camaraderie within the corporate group. Exceeding the minimum Trust Index threshold gives access to *Great Place to Work-Certified™* certification.

In the first half of 2025 we conducted the second edition of the Great Place To Work One Omnia survey, extended for the first time to the entire Group scope: we engaged 2,017 people and collected 1,460 responses, with a participation rate of 72%. The overall Trust Index stood at 47%⁵, up from 45% in 2024. The results paint a picture of an organisation in evolution, with strengths in trust towards management and in the perception of inclusion, alongside areas requiring targeted action - in particular the perceived fairness of pay, meritocracy in promotion paths and access to training and growth opportunities. On the basis of these findings, we launched a number of priority actions, including the review of the smart working policy and the design of the 2025-2026 Performance Management System.

During 2025 we complemented the survey with two further direct communication channels, complementary in nature and purpose.

From the first quarter, the Chief Executive Officer introduced **Townhalls**, plenary assemblies in which he periodically shares the Group's strategies, key messages and priorities with the entire corporate population. In the first half of the year, moreover, the Sustainability team carried out - together with the Managing Directors of the various divisions - a **Roadshow** across the main production sites, engaging 2,108 people in moments of direct dialogue on progress, ongoing projects and the company's responsible development journey.

Survey, Townhalls and Roadshow thus form three complementary channels of a single system of listening and participation: the survey allows us to gather structured, comparable data on people's experience, the Townhalls foster alignment on corporate strategies and decisions, and the Roadshow brings dialogue to the places where the Group operates every day.

AN ORGANISATION FOUNDED ON THE VALUES OF DIVERSITY, EQUITY AND INCLUSION

In the metalworking and mechanical engineering sector, men have historically been in the majority, especially in production and technical-specialist roles. This characteristic reflects structural factors in the labour market, in educational pathways and in the availability of technical skills, which still influence the composition of the workforce and the pool of available talent today.

In this context, our approach to Diversity, Equity & Inclusion (DE&I) translates into policies, training, data analysis, management systems and internal moments of dialogue. The aim is to embed inclusion progressively into our business processes, from recruitment to onboarding, from training to professional growth, through to the monitoring of pay equity and development opportunities.

Gender equality has been included among the priorities of our 2030 Action Plan, with the aim of strengthening female representation, promoting fairer growth paths and valuing different skills, experiences and perspectives. The journey, formally launched in 2022 and supported by the company's leadership, has been consolidated through structured initiatives progressively extended across the Italian scope.

In 2025 we completed the extension of the **DE&I Management System** to the Group's Italian companies, in line with **UNI/PdR 125:2022** on gender equality and with the **ISO 30415:2021** guideline on diversity and inclusion. The process included a gap analysis, an internal audit, a management review and an analysis of the gender pay gap across the Italian legal entities, strengthening a more structured system of oversight, monitoring and improvement.

In 2024 we had recorded a 38% increase in female hires compared with the previous year, mainly in corporate staff positions. In 2025, female hires grew by 12, an increase of around 33% compared with 2024. Areas such as

5. The 47% TI figure is the combined result of two survey campaigns. The Omnia Technologies Group survey was conducted in November 2024, while the ACMI survey was carried out in April 2025. The consolidated One Omnia Group report was prepared in 2025.

Marketing and Sustainability, Service and After-Sales, People & Organization, Commercial Back Office, Continuous Improvement at the production plants and Area Manager roles are today coordinated or managed by women. As at the publication date of this report, no legal entity has yet reached the target of 40% of women in positions of responsibility, in line with the objectives and KPIs established by UNI/PdR 125:2022.

In 2025 we also delivered a total of 2,222 hours of training on DE&I topics, involving the entire Group population. The programme included mandatory courses, corporate content and thematic webinars on the prevention of harassment and on the role of men in gender equality. The DE&I training participation rate reached 79% of the corporate population.

GRI 406-1 | In 2025, one report of a possible incident of discrimination was received through the company whistleblowing channel. The report was examined in accordance with the internal procedure and, at the end of the investigation, no elements emerged to confirm a discriminatory incident. **There are therefore no active remediation plans linked to confirmed cases.**

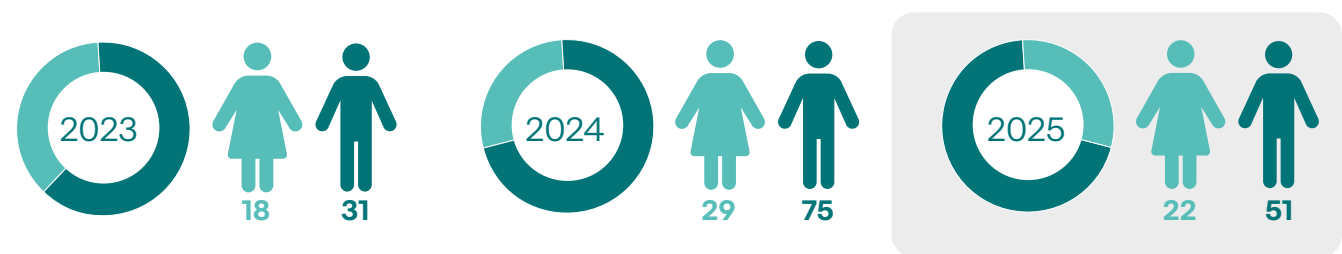
LEGEND: ● Men ● Women | Data updated as of 12/31/2025.

C-SUITE* - FTE EMPLOYEES



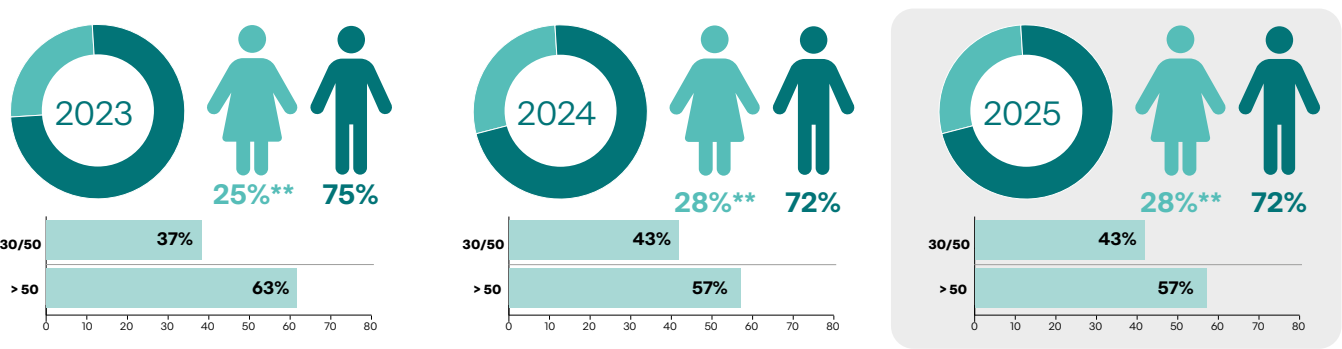
* The term "C-Suite" refers to the group of executives who report directly to the Chief Executive Officer (CEO).

SENIOR MANAGEMENT* - FTE EMPLOYEES



* Individuals who, by virtue of their length of service and/or experience, hold managerial positions and/or responsibilities (including executives, middle managers and their direct reports). This category comprises the C-Suite and one additional reporting level below it.

Board of Directors composition



**Insertion of a new figure within the Board of Directors.

TOTAL NUMBER OF EMPLOYEES WITH DISABILITIES OR BELONGING TO PROTECTED CATEGORIES, BY OCCUPATIONAL CATEGORY, AGE GROUP AND GENDER*

LEGEND: ● Men ● Women

Occupational Category	<30 anni		30-50 anni		>50 anni		Total
Executives	0	0	0	0	0	0	0
% Executives	0%	0%	0%	0%	0%	0%	0%
Middle managers	0	0	0	0	0	0	0
% Middle managers	0%	0%	0%	0%	0%	0%	0%
White-Collar Employees	0	0	7	5	17	9	38
% White-Collar Employees	0%	0%	2%	3%	7%	8%	3%
Blue-Collar Employees	2	0	15	0	41	0	58
% Blue-Collar Employees	1%	0%	3%	0%	10%	0%	5%
Total	2	0	22	5	58	9	96
Total in %	1%	0%	2%	2%	7%	6%	4%

* The data refer to Full-Time Equivalent (FTE) employees belonging to protected categories, in accordance with applicable legal requirements and proportionate to the total workforce. In 2023, the Group employed 23 workers in protected categories (4 white-collar employees and 19 blue-collar employees, including 5 women). In 2024, this number increased to 67 employees (26 white-collar employees and 41 blue-collar employees, including 11 women), reflecting mergers and workforce expansion, while maintaining a broadly stable proportion relative to the total number of employees. In 2025, the workforce increased to 96 employees, including 16 women (68 blue-collar workers and 28 white-collar employees), as a result of the expansion of the reporting perimeter.

FAIR PAY AND A LIVING WAGE

Omnia Technologies has adopted a Fair Pay Policy that sets out the principles and criteria applied to the entire corporate population. Among the Group's fundamental commitments is the guarantee that **no full-time employee receives pay below a level sufficient to cover the essential needs of a standard family and to ensure a margin of discretionary income.** This level is assessed annually through recognised external benchmarks, including the reference methodologies developed by WageIndicator.org.

The policy expressly excludes from the scope of fixed-pay calculation any variable awards, bonuses, incentives, overtime and long-term contributions: **the pay-equity threshold is verified solely on the fixed contractual component, on guaranteed fixed allowances and on the equivalent value of structural benefits** (insurance, meal vouchers, transport, canteen).

The Group is also committed to ensuring equal pay for work of equal value, without discrimination based on gender, age, origin or any other personal characteristic not relevant to work performance. Compliance with this principle is verified annually as part of the UNI/PdR 125:2022 certification process.

With regard to the ratio between entry-level pay and the applicable statutory or contractual minimum wage (GRI 202-1), the quantitative figure is not currently available owing to limitations in the Group's HR information systems. With the implementation of SAP SuccessFactors, launched in the first half of 2026, it will be possible to extract this indicator in structured form from the next reporting cycle.



The Group's overall unadjusted gender pay gap stands at 31.6%; however, this figure is calculated as the unweighted sum of the average pay gaps by employee category, and it does not constitute a valid overall pay gap. Furthermore, the text refers only to fixed remuneration, whereas the note includes variable pay and benefits, which favour the male component of the workforce. The calculation was carried out on gross hourly pay by contractual category (Executives, Middle Managers, White-collar staff, Blue-collar workers), in line with the methodology adopted for UNI/PdR 125:2022 certification and with the principles of the Fair Pay Policy, which provides for the inclusion of the fixed contractual component and guaranteed structural benefits only.

The Diversity, Equity and Inclusion Committee, meeting on 16 December 2025, noted that the pay gap exceeds 10% in all the Group's legal entities. This situation is recognised as a priority area for improvement: a specific action plan, with quantitative targets and deadlines, is being defined and will be implemented during 2026, also in anticipation of the provisions of the EU Pay Transparency Directive (2023/970/EU).

AVERAGE GROSS HOURLY REMUNERATION - 2025 (ITALY SCOPE)

(National Collective Labour Agreement for the Metalworking Industry - minimum rates applicable in 2025)

Employee Category	Men	Women	Female-Male Pay Gap
Executives	49.72	30.33	39.00%
Middle Managers	28.6	21.26	25.66%
White-Collar Employees	18.24	13.6	25.44%
Blue-Collar Employees	13.38	10.03	25.04%
Total	109.94	75.22	32%

The calculation is based on contractual minimum salary levels and elements such as absorbable and non-absorbable individual salary supplements, which together make up the Annual Base Salary.

INVESTING IN PERSONAL AND PROFESSIONAL GROWTH

In a sector where technical skills evolve rapidly and the availability of specialised profiles represents a structural challenge, training is an essential tool of industrial continuity. Investing in skills means supporting product quality, operational safety, innovation and the Group's ability to accompany its people through organisational and technological change.

In 2025 we delivered 26,907 hours of training, an increase of 4.7% compared with 2024 and of 144% compared with 2023. The most significant growth relates to non-mandatory training, which reached 18,283 hours (68% of the total) and a participation rate of 81% of the workforce (considering at least 1 hour of training).

GRI 404-2 | This result reflects the strengthening of our refresher and professional development programmes: Omnia Academia was extended to the ACMI scope and to the new companies, while Docebo was progressively standardised as the Group's central training hub. Through these tools, we aim to make access to training more consistent, traceable and aligned with the technical, digital, linguistic and managerial needs of the various functions. The effectiveness of the courses is monitored in different ways depending on the type of training. For mandatory courses on Safety and Environment, Diversity, Equity & Inclusion (DE&I) and personal data protection, learning is verified through final online tests. For the Compliance course, which covers the Code of Ethics, the 231 Model and Antitrust and is delivered live via Microsoft Teams, the assessment of effectiveness is entrusted to the legal instructor, who carries out an oral check at the end of the session.

As at the reporting date, there are no specific transition-assistance programmes in place for early retirement. The Performance Management System is at the design stage. In 2025, formal performance appraisal involved 16 of our 2,671 employees, equal to 0.6% of the corporate population, with a scope limited to the ExCommittee roles. The structured system will be extended during 2026, with the aim of achieving coverage of more than 90% of the corporate population.

EMPLOYEE TRAINING

The hours include non-mandatory training delivered through the Docebo platform, Omnia Academia and classroom-based learning, as well as mandatory training, including health and safety, compliance and DE&I training.

	2023	2024	2025
Total training hours	10,980	25,703	26,907
Average training hours per employee (FTE)	7.5	9.6	10.1 h
Mandatory training as a percentage of total training (%)	55.4%	35%	32%
Non-mandatory training as a percentage of total training (%)	41.7%	65%	68%

NON-MANDATORY TRAINING

From 01/01/2025 to the 31/12/2025

Occupational category	Average hours men	Average hours women	Overall Average
Executives	16.93	17.00	16.94
Middle managers	12.79	12.73	12.78
White-collar employees	5.80	5.79	5.80
Blue-collar employees	6.55	6.56	6.55
Total	7.03	6.38	6.93

NON-MANDATORY TRAINING

From 01/01/2025 to the 31/12/2025

Occupational category	Average hours men	Average hours women	Overall Average
Executives	1,202	119	1,321
Middle managers	1,944	280	2,224
White-collar employees	4,841	2,143	6,984
Blue-collar employees	7,695	59	7,754
Total	15,682	2,601	18,283



Omnia Academia: a learning ecosystem in continuous evolution

Our commitment to investing in the personal and professional growth of our people is not a statement of principle, but a journey that evolves with us. Omnia Academia represents its most mature operational translation: created in 2024 as a continuous-learning ecosystem, in just a few years it has undergone an evolution consistent with the Group's growth, to the point of becoming, today, a strategic lever for the transition towards the One Omnia model.

2024 The launch: a common platform for a growing Group

In 2024 we launched Omnia Academia with the ambition of placing continuous training at the heart of the Group's development strategies. In a phase of strong expansion, marked by new acquisitions and by the integration of industrial businesses with different histories, trades and cultures, we felt the need to build a shared language. Omnia Academia was born in this way: as a cross-functional learning space, capable of valuing talent and supporting the development of the technical, transversal and managerial skills required by the evolution of the business.

2025 The transformation: technological renewal and a broader scope

2025 was a year of profound review. We undertook significant work to update the e-learning platform from a technological, structural and content perspective, in order to make it more accessible, flexible and inclusive. In parallel, we significantly broadened our training offering, moving from 10,648 hours of non-mandatory training delivered in 2024 to 18,283 hours in 2025, with 81% of our people involved in at least one hour of training. It was a year of consolidation, in which Omnia Academia began to be perceived no longer as an isolated project, but as an integral part of the working experience.

2026 Strategic integration: the five pillars of the new Academia

In 2026 Omnia Academia enters a new phase. The technological renewal is being integrated within the Group's new training strategy, which comprehensively rethinks the entire learning ecosystem - from in-person training to digital pathways - to support the evolution of the businesses in a phase of strong growth, integration and technological complexity.

The strategy is organised around five pillars that translate the Group's vision into a structured pathway for developing our people:

Omnia Identity and Values tells the story of who we are as a Group, strengthening shared values and the sense of belonging.

Omnia Fundamentals provides the basic knowledge and essential skills needed to work effectively, speaking the same language.

Omnia Trades develops and strengthens the key professions and technical skills that define our industrial identity.

Omnia Managerial develops the leadership and management skills needed to guide teams in a constantly evolving context.

Omnia Products offers a comprehensive view of the industries in which we operate and of the Group's processes, products and technologies.

A TRAJECTORY OF CONTINUOUS EVOLUTION

The journey of Omnia Academia is concrete proof of how investing in people is never an end point, but a continuous evolution: from the launch in 2024, to the consolidation in 2025, through to the strategic integration of 2026, we have accompanied the Group's growth with a tool that changes together with us.

The objective for the coming years is clear: to increase non-mandatory training hours delivered to 18,525, extend access to the e-learning platform to all our people - in Italy and at our foreign sites - and consolidate Omnia Academia as the engine of a common culture built on performance, innovation and industrial excellence.





OmnIA: artificial intelligence at the service of people and processes

Generative artificial intelligence represents one of the most significant technological transformations of recent years, and Omnia Technologies has chosen to approach it not as a purely technological matter, but as a journey of cultural and organisational evolution. It is with this vision that OmnIA was born, the programme dedicated to the informed adoption of Generative AI within the company: a structured ecosystem of training, assessment, experimentation and the development of digital agents, designed to guide all the Group's people towards a smarter, more effective and more conscious way of working.

A JOURNEY BUILT AROUND PEOPLE

OmnIA stems from the conviction that the value of AI is generated in the hands of those who use it. For this reason, the programme has been designed as a multi-level pathway involving the entire corporate population, with the aim of developing widespread skills and building a common culture of innovation. The journey opens with an initial assessment survey, which makes it possible to capture the organisation's starting point in terms of knowledge and use of generative AI tools and to calibrate the subsequent training activities to the real needs of our people and roles. This phase is followed by webinars open to the whole company, in Italian and in English, which represent the first building block of a training pathway structured across several levels: a way of building a shared language and clarifying the fundamental concepts of AI, offering everyone the opportunity to develop concrete skills in line with their role.

To give continuity to the webinars and allow everyone to revisit and explore the content independently, short training "bites" on Generative AI have been made available on the Omnia Academia e-learning platform. In parallel, the programme entered a phase dedicated to leadership, with training sessions aimed at managers and focused on the use of Microsoft 365 Copilot for everyday activities such as summarising, data analysis, information management and the creation of agents. The approach adopted was strongly practical, based on concrete examples and immediate applications to daily work, with the aim of bringing AI directly into management's decision-making and operational processes. The feedback gathered confirmed the effectiveness of the model, with very high ratings both for the content and for the training's ability to generate real impact.

FROM INDIVIDUAL PRODUCTIVITY TO PROCESS INNOVATION

Alongside the growth of our people's skills, OmnIA also provides the basis for a deeper evolution in the way the Group works. In parallel with the training, the programme provides for the collection of use cases - ideas, needs and processes that can be rethought thanks to generative AI - which will progressively be transformed into fully fledged GenAI agents, capable of supporting people, speeding up lower-value-added activities and freeing up time for critical thinking, creativity and relationships. It is a perspective that directly interweaves skills, processes and organisational culture, and that makes OmnIA a cross-functional project, not attributable to a single function but belonging to all the Group's people.

"This is not just about learning new tools, but about learning to work in a simpler, more effective and more conscious way, integrating AI into everyday activities. It is through concrete moments such as these that we develop widespread skills and build a common culture of innovation, involving all our people and supporting the growth of Omnia Technologies."

Lorenzo Merlini, Chief Information & Digital Officer

Through OmnIA, Omnia Technologies strengthens its ability to anticipate technological change rather than chase it, providing its people with new, powerful and secure tools, and turning the adoption of AI into a concrete lever for skills development, process innovation and shared growth.

Relations with local communities

Our roots in the areas in which we operate are part of our industrial identity and accompany the Group's growth. Employer branding activities, collaborations with schools and universities, and initiatives in support of local communities are not separate from our HR and industrial strategy: they help to build long-term relationships, introduce Omnia Technologies to new generations and strengthen the link between corporate development and the local context.

In 2025 we took part in 33 employer branding events, including career days, open days and company visits organised with secondary schools and universities. We also supported seven local associations, completed five projects and involved over 1,900 participants in the initiatives carried out.

Indicator	2023	2024	2025
Community investment / donations and sponsorships	n.d.	€ 33,000	≥ € 50,000
Local associations involved	n.d.	6	7
Community projects completed / launched	n.d.	4/4	5/5
Total participants in community projects	n.d.	1,311	≥ 1,900
Employer branding events	n.d.	24	33 (+38%)

Engaging and developing talent

In the metalworking and mechanical engineering sector, the availability of specialised technical skills represents a structural challenge. Roles such as welders, assembly technicians, travelling service engineers and automation profiles are essential to ensuring operational continuity, service quality and growth capacity, but they are not always easy to find on the market.

To meet this need, we work on several complementary levers: the active search for qualified profiles, collaboration with schools, technical institutes (ITS) and universities, the strengthening of internal training and the enhancement of technical trades. In this way, we aim to bring new skills into the Group and, at the same time, to preserve the know-how that is built up through hands-on experience.

In 2025 we recorded 228 new full-time equivalent (FTE) hires, up from 154 in 2024. The increase in hires also reflects the broadening of the corporate scope and the integration of new companies.

To make the attraction and selection process more structured, in 2025 we implemented the Alibo ATS system for the centralised management of applications. We also updated our selection procedure, with the aim of ensuring gender neutrality in job advertisements and impartiality in interviews, in line with the requirements of UNI/PdR 125.

Onboarding, too, has been progressively standardised at Group level. The journey begins before the new hire joins, with a dedicated communication from the People & Organization team containing the practical information for the first day. It continues with a welcome and introduction to the Group and with a

digital pathway through the intranet and the Docebo platform, where new joiners can access training content and materials dedicated to getting to know the organisation, its values and how it operates.

Selection and onboarding therefore represent the first steps of a broader journey of integration, development and retention, geared towards building a solid relationship between the Group and its people right from the moment they join the company.



LEGEND: ● Men ● Women | Data updated as of 12/31/2025.

New Hires - permanent FTE Employees



Employee Departures - permanent FTE Employees*



* The calculation includes both voluntary resignations and dismissals.

OMNIA TECHNOLOGIES SCOPE AS AT 31/12/2025

	U.M.	2025
Average time required to fill open key positions	Time	2 months
Number of applications received for key positions	Number	50
Offer acceptance rate for open positions (key positions - to be defined)	%	80%
Percentage of internships converted into employment contracts	%	65%
Annual percentage change in female recruitment	%	33%



Acmi Transformation Program: technical training as a lever for people's growth

The Acmi Transformation Program (ATP) is a training pathway that sits within Omnia Academia, the Group's learning ecosystem, and in particular within the Omnia Trades pillar, dedicated to strengthening the technical and operational skills required for highly specialised roles. The programme is designed for travelling service technicians, key professional figures who work directly at customers' premises across the world and who represent the face of Omnia Technologies in the field.

The pathway lasts three weeks and prepares participants to work on site with a high level of autonomy, effectiveness and safety. The training methodology combines classroom sessions with hands-on experience: alongside the theoretical component, participants work within genuine "dojos", real spaces dedicated to training in which it is possible to test technologies, develop skills and put what has been learnt into practice by operating directly on the machines. The exercises in the dojos are, in fact, one of the elements most appreciated by participants, because they make it possible to consolidate knowledge in a context that faithfully replicates real working conditions.

The objective of the programme is to develop a balanced mix of hard and soft skills: on the one hand, the technical skills essential for working autonomously and safely on the machines installed at customers' premises; on the other, the transversal skills - communication, problem-solving, and the handling of unforeseen situations and customer relationships - that are increasingly central to the work of travelling service technicians, who are called upon not only to work on the machinery but also to represent the Group and to build trust with their counterparts in the field.

The ATP is part of a broader training model that Omnia Academia makes available to all the Group's businesses, with the aim of standardising processes, enhancing the technical experience built up within the organisation and turning training into a genuine tool for people's growth and for the creation of value for the entire Group.

"Within the corporate context, training is taking on an increasingly strategic role: it is not merely a tool for transferring knowledge, but a genuine driver of people's growth, of process standardisation and of the enhancement of the technical experience built up within the organisation. The method we have created over these years works, and it is made available to all our business units, to drive a flywheel of value-generating development for the whole Group."

Saverio Bombardiere, Beverage Bottling& Packaging

Through this integrated approach, the Acmi Transformation Program helps to shape well-rounded professionals, capable of tackling different contexts and of representing Omnia Technologies at its best with customers all over the world.



CORPORATE

PEOPLE

IMPACT REDUCTION

INNOVATION

3.3

Environmental
impact
reduction

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



Where we stand in our plan

GRI 102-1 a, b, e, f

OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES
12 Strive to Achieve Group Net Zero Emissions	- Development of the ESG management platform (Salesforce Net Zero Cloud) - Assessment of the 2022 SBTi targets - Calculation and offsetting of Scope 1, 2 and 3 emissions	- Recalculation of the SBTi baseline and definition of targets for the 2024 scope - Recalculation of Scope 1, 2 and 3 emissions for 2024	Implementation of actions to achieve the targets defined under the SBTi pathway
13 Build a Green and Circular Energy Model	- Increased supply of green energy across recently acquired companies - PV system at the new headquarters - Action plan for a green fleet - Installation of energy monitoring sensors ordered	- Inclusion of newly acquired companies in the Sinergia platform - Action plan for a green fleet (% electric/hybrid vehicles - 10.8%) - Installation of energy monitoring sensors at two pilot sites	<i>Purchase of green energy also for companies acquired during 2025</i> - Review of energy monitoring data from sensors installed at existing sites, assessment of the feasibility of installation at additional sites (depending on site size), and monitoring of energy consumption at the headquarters
14 Develop a Circular Materials Model	- Communication of the waste management procedure to the Omnia Technologies workforce - Definition of objectives and an action plan for packaging materials to reduce environmental impact - green procurement - ESG questionnaire for suppliers to identify existing good practices and monitor the supply chain	- New waste management control platform (aligned with RENTRI) - Definition of a sustainable procurement policy - Supply chain: supplier engagement following the assessment	<i>Implementation of the platform for companies acquired during 2025 (aligned with RENTRI)</i>
15 Minimise Water Consumption	- Design of the process system for machine washing - Launch of the first water recovery system	Recovery of water used during testing operations at the Signoressa site	Refurbishment of production plants aimed at reducing energy consumption.
16 Implement an Environmental Management System	Maintenance of all certifications and integration of recently acquired companies	- Maintenance of all certifications - Integration of newly acquired companies	<i>Maintenance of all certifications</i> <i>Integration of newly acquired companies</i>
17 Create Eco-Friendly Working Environments	- Interior and exterior design project for the new Omnia Technologies headquarters in Signoressa - LEED certification for the new headquarters building	- Interior and exterior design project for the new Omnia Technologies headquarters in Signoressa - LEED certification for the new headquarters building	<i>LEED GOLD and WELL Health-Safety certification for the new headquarters building</i>

The 2026 targets shown in green italics have already been achieved.

GRI 3-3 | Reducing our environmental impact is one of the **fundamental pillars** of our sustainability strategy. We recognise that our production activities generate impacts on the environment - in terms of energy consumption, greenhouse gas emissions, the use of water resources and the generation of waste - and we are committed to managing them in a systematic, transparent manner geared towards continuous improvement. Our approach is structured around three main lines of action: **reducing GHG emissions**, with targets submitted for SBTi validation; **the responsible use of natural resources** (energy, water, materials); and **technological innovation** to minimise operational impacts.

Energy and climate change

GRI 103-1 a | GRI 103-2 | GRI 103-5 | We continue to develop internal policies and practices geared towards reducing waste and using natural resources responsibly, with particular attention to the consumption of electricity and natural gas. The objective is twofold: to reduce energy costs and, at the same time, to limit the climate impacts of our activities, steering the entire industrial system towards a lower-carbon model. In 2025, our total energy consumption (electricity + natural gas) amounted to approximately 20 million kWh, with a renewable energy share equal to 40% of the overall mix and a share of electricity **from renewable sources reaching 77% of total electricity**. These results were made possible by the combination of photovoltaic systems installed at our main Italian sites (Signoressa, Zimella, Spinea, Calamandrana), the purchase of green electricity through dedicated tariffs, and energy-efficiency measures focused on the analysis of site consumption and the optimisation of our systems. The three-year comparison shows a significant increase in consumption between 2023 and 2024, attributable to the entry of the Beverage Packaging division, which more than doubled our production scope. 2025 records a **reduction in absolute consumption compared** with 2024 on a like-for-like basis, thanks to efficiency measures and the greater share of renewables in the electricity mix.

GRI 103-2 | 103-5

	2023	2024	2025
Total Energy consumption (kWh)	10,087,265	18,371,989	20,080,052
of which: Electricity consumption (kWh)	5,830,355	8,987,872	10,173,202
of which: Natural gas consumption (kWh)	4,256,910	9,384,117	9,906,851
% of Electricity from Renewable Sources	68.6%	83%	76.7%
of which: % of Electricity Self-Generated from Photovoltaic Systems	17.6%	15.5%	14.9%
of which: % of Purchased Renewable Electricity	n.d.	67.5%	72.6%
Installed Photovoltaic Capacity (kWp)	n.d.	1,624	1,824



GRI 103-5 | The photovoltaic capacity installed at our sites reached a total of **1,824 kWp**, with active systems at Signoressa di Trevignano, Zimella, Spinea and Calamandrana. In 2025 we installed a new 0.2 MW photovoltaic system at the new Signoressa HQ, which will come into operation in 2026. A further system is being planned at the new site in Tuscany, integrated into the plant-rationalisation project. We are assessing the replacement of boilers with heat pumps powered by renewable electricity, starting with the AVE plant (Spinea), where the conversion would allow an estimated reduction of approximately 200 tCO₂e, with a return on investment of between 3 and 5 years.

GRI 103-4 | Over the 2023-2025 three-year period, **energy intensity** records a slight increase compared with 2024, while **the trend over the last three years remains broadly stable overall**. Against a significant increase in revenue - almost doubling between 2023 and 2024 as a result of the expansion of our scope - absolute energy consumption showed a trend consistent with that expansion, with no significant deviations from the path of the last three years. This substantial stability between economic growth and energy consumption is nonetheless a positive sign of the resilience of our operational efficiency.

GRI 102-8

	2023	2024	2025
Revenue (€ million)	380.13	725.20	757.10
Total energy consumption (kWh)	10,087,265	18,371,988	20,080,052
Energy intensity (kWh/ € million revenue)	26,536.36	25,333.68	26,522.32



Our climate strategy

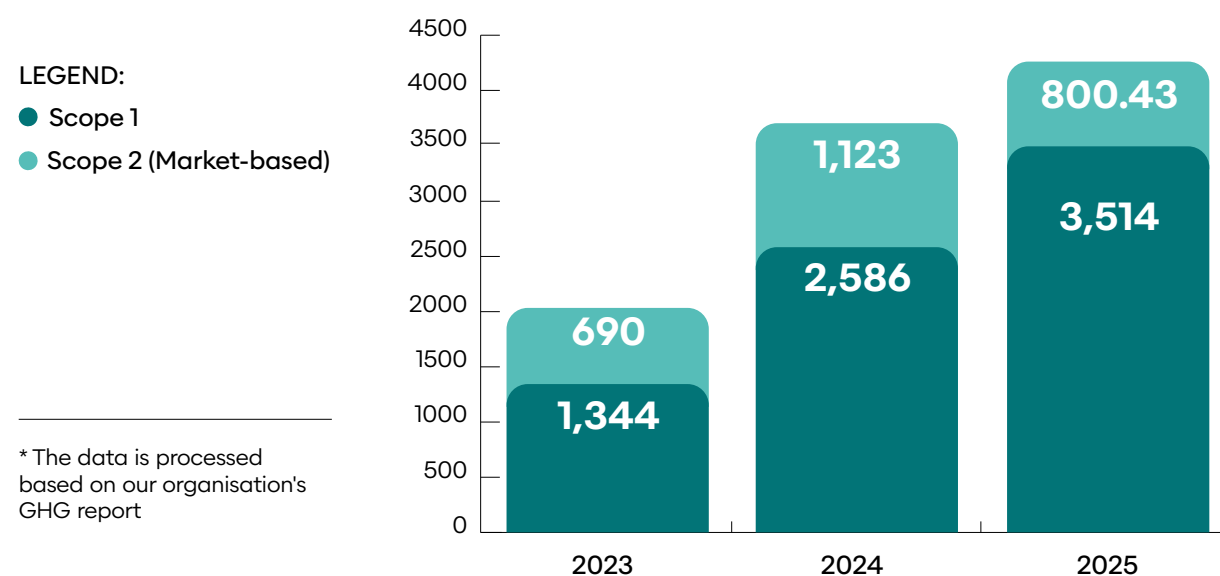
Measuring emissions is the fundamental prerequisite for taking effective reduction action; for this reason, as we do every year, we have prepared a **Group Carbon Footprint Report**, in accordance with the international **GHG Protocol** standard, which reports our **Scope 1**, **Scope 2** and **Scope 3** emissions. This activity enables us to assess the Group's emissions performance precisely and to gain a clear and complete view of the environmental impact generated by our activities along the entire value chain.

For the accounting of all Scopes, the **financial control** approach was applied - that is, all emissions arising from operations that fall within our sphere of economic and management control were taken into account. For companies for which it was not possible to collect reliable data, emissions were estimated on the basis of revenue.

The emission sources considered are set out below, broken down by Scope:

- **Scope 1** emissions include all direct emissions arising from our operations, such as those generated by the combustion of fuels at our plants and by our fleet vehicles.
- **Scope 2** emissions relate to the indirect emissions associated with purchased and consumed electricity.
- **Scope 3** emissions cover all other indirect emissions along the value chain, including the transport and use phase of the machinery we sell, business travel, the procurement of materials, waste and wastewater management, employee commuting and the consumption of leased/rented company vehicles.

GRI 102-5 | 102-6 | SCOPE 1 AND SCOPE 2 GROUP'S EMISSIONS (tCO₂e)

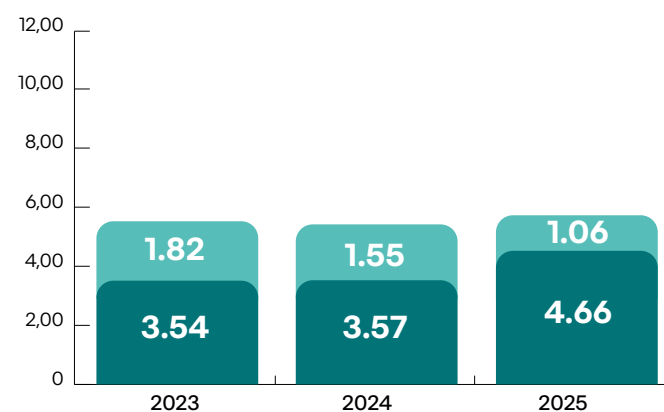


In 2025, the Group recorded a slight increase in greenhouse gas emissions compared with the previous year. This increase relates to Scope 1 emissions and is mainly attributable to the expansion of the corporate scope, which included new production plants (Meccanica Italiana S.r.l., E4i LdA and Pharmagel Technology S.r.l.), as well as a consolidation of activities in Italy. In detail:

- Scope 1 rose from 1,344 tCO₂e in 2023 to 2,586 tCO₂e in 2024, and to 3,514 tCO₂e in 2025 - an increase of +35% compared with 2024 and +160% compared with 2023.
- Scope 2 (market-based) fell from 1,123 tCO₂e in 2024 to 800.43 tCO₂e in 2025, a reduction of 28%. This result was made possible by the increased use of energy from renewable sources, which enabled us to reduce our consumption of high-carbon-intensity electricity by 43%.

GRI 102-8 | SCOPE 1 AND 2 EMISSION INTENSITY (tCO₂e/€ M REVENUE)

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



Source: Group GHG Report

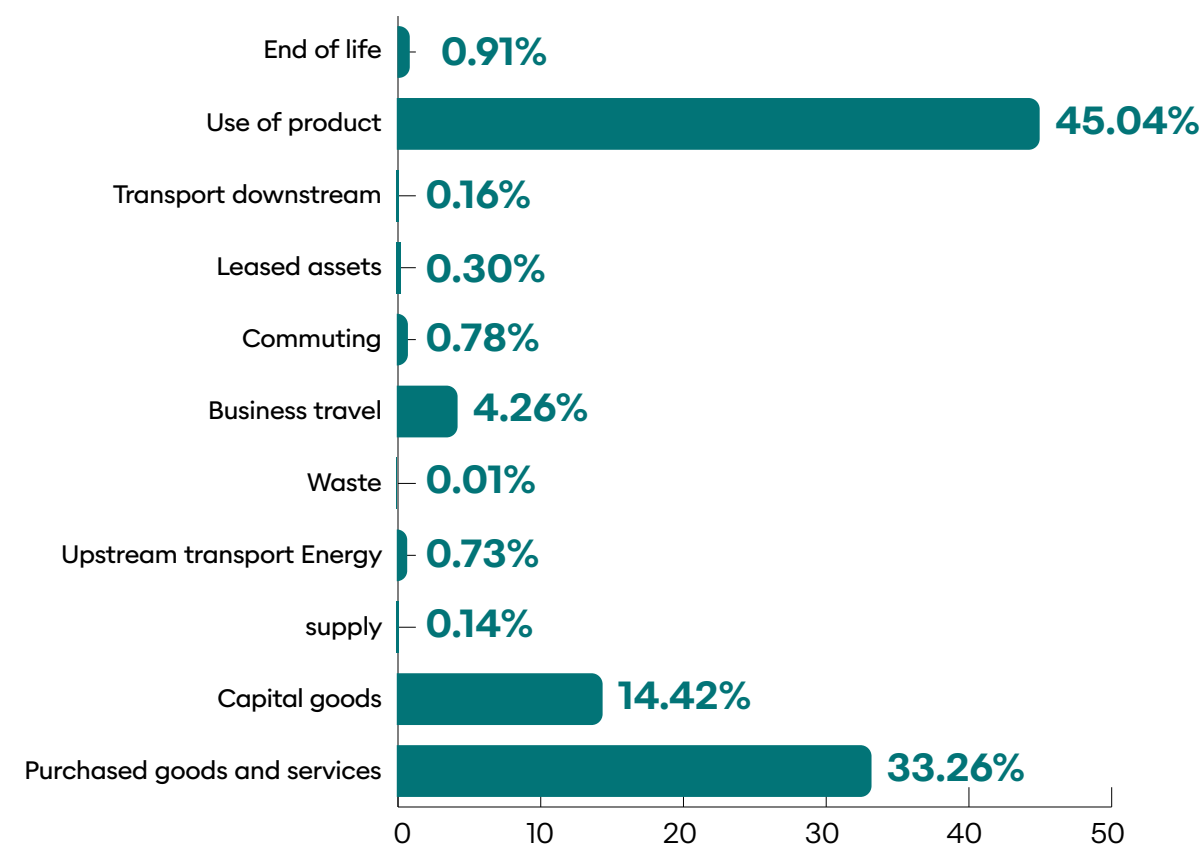
The most impactful emission source (Scope 1 and 2) is once again the consumption of natural gas for heating our plants, followed by the consumption of purchased electricity and by the fuels used to power the Group's own vehicles. Each year, when the company car fleet is renewed, increasingly emissions-oriented solutions are proposed, with the introduction of new models offering better environmental performance.

In 2025, the share of electricity consumed from renewable sources increased compared with the previous year, rising from 67% in 2024 to 72.6% in 2025. This figure confirms the Group's ongoing commitment to helping reduce Scope 2 emissions under the market-based approach which - unlike the location-based approach - takes into account the actual choices made to procure energy from certified renewable sources.

GRI 102-7 | SCOPE 3 EMISSIONS (TCO₂EQ)

U. M.	2023	2024	2025
tCO ₂ eq	162,246	744,476	672,436

SCOPE 3 EMISSIONS BY CATEGORIES



Source: Group GHG Report

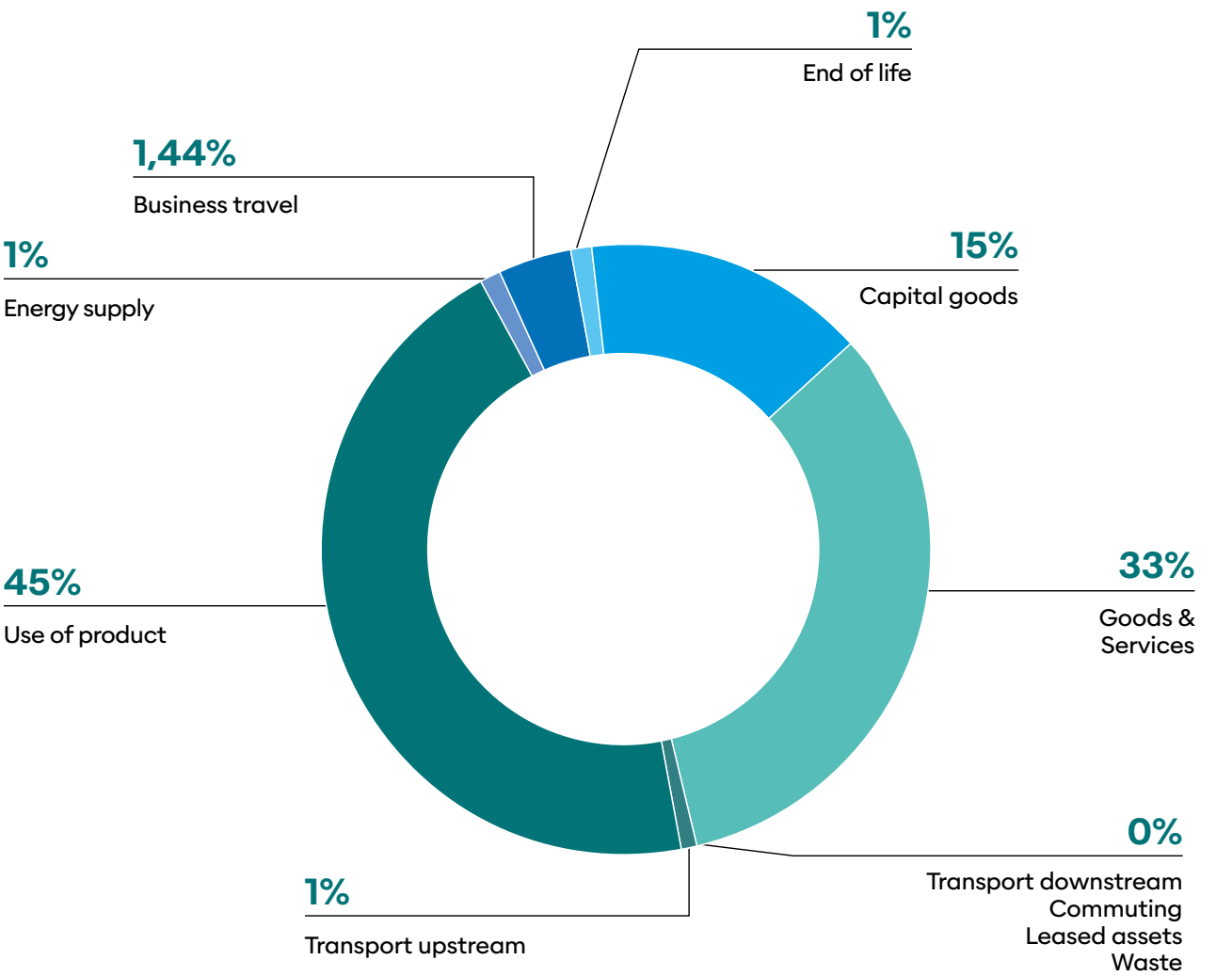
In 2025, the Group's Scope 3 emissions reached a total of **672,436 tonnes of CO₂ equivalent**, confirming their position as by far the predominant component of the overall carbon footprint. The analysis of the individual categories reveals a strong concentration in two main areas:

The use of sold products (S3.11), which alone accounts for 45% of Scope 3 emissions, and **purchased goods (S3.1)**, which account for approximately 34%. These figures reflect the environmental impact generated both downstream, during the operational life cycle of the products sold, and upstream, through the materials used in production processes. Together, these two categories represent almost **80% of Scope 3 emissions**, highlighting the need to concentrate decarbonisation efforts along the entire value chain.

The smaller categories, although with more limited impacts, offer scope for improvement through targeted initiatives such as sustainable mobility, logistics optimisation and waste management.

The results obtained are fully consistent with the findings of the CDP report, which highlights how, in the capital goods sector, **the use of sold products represents the main source of Scope 3 emissions**.

SCOPE 3: PERCENTAGE CONTRIBUTION TO TOTAL EMISSIONS - MANUFACTURING / CAPITAL GOODS SECTOR, 2025 (tCO₂e)



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

GRI 102-4 | For the Group, measuring emissions is the starting point of a clear and measurable decarbonisation trajectory. As early as 2024, Omnia Technologies joined the **Science Based Targets initiative (SBTi)**, beginning the definition of science-based greenhouse gas emissions reduction targets. In 2025, in a context of strong Group growth - with new acquisitions and a broader, more complex scope - the climate strategy was realigned by recalculating the baseline to 2024, so as to make it consistent with the actual configuration of our activities. The targets developed on this new baseline constitute the near-term reduction scenario, with a 2030 horizon, applied in 2025 and submitted to the SBTi.

In parallel, investments in renewable energy and energy efficiency were strengthened, the offsetting of residual emissions continued, and structured work on the supply chain was launched, with a specific focus on the decarbonisation of purchasing.

In detail, the near-term target commits Omnia Technologies to reducing absolute Scope 1 and 2 emissions by 42% by 2030, taking 2024 as the base year, and to reducing absolute Scope 3 emissions by 25% over the same time horizon.

The achievement of these near-term targets rests on two complementary scenarios, designed to act on the most significant components of the Group's carbon footprint:

-25%

average energy consumption

-10%

of emissions

of new products placed on the market by 2030, together with a 20% reduction in the carbon intensity of the European Union's electricity mix.

associated with purchased goods and services, including through strategies to procure recycled or low-carbon steel.

GRI 102-4 | 102-5 | 102-6 | 102-7 | 102-8

	2023	2024	2025
Scope 1 Emissions - Natural Gas (tCO ₂ e)	1,344	2,586	3,514
Scope 2 Market-Based Emissions - Electricity (tCO ₂ e)	690	1,123	800.43
Scope 3 Emissions (tCO ₂ e - Supply Chain)	162,246	744,476	672,436
SBTi Scope 1+2 Target by 2030 (vs 2024 baseline)	-42%		
SBTi Scope 3 Target by 2030 (vs 2024 baseline)	-25%		
Emissions Intensity (Scope 1 tCO ₂ e / € million revenue)	3.54	3.57	4.66
Emissions Intensity (Scope 2 tCO ₂ e / € million revenue)	1.82	1.55	1.06



From strategy to operational decarbonisation levers

To achieve our Scope 1 and 2 emissions reduction targets, our decarbonisation strategy identifies a number of key levers.

The first is **electrification and self-generation from solar power**: the expansion of the photovoltaic systems already installed in 2024 (1.6 MW in total) and the new installation on the Signoressa HQ completed in 2025 (0.2 MW), which will come into operation in 2026, together with the planning of a further system at the new site in Tuscany, integrated into the plant-rationalisation project.

The second lever concerns the **optimisation of our plants**, with the consolidation and upgrading of the sites in Tuscany and the upgrade of the Sirio Aliberti, Acmi Labelling, Acmi Beverage and Bertolaso sites, for a more efficient use of spaces and utilities. The third lever is the progressive replacement of boilers with heat pumps: at the Ave Technologies site, the technical assessment has already begun, where the conversion would allow an estimated reduction of approximately 200 tCO₂e.



The plan to offset residual emissions

GRI 102-10 | To complement the initiatives undertaken to reduce absolute greenhouse gas (GHG) emissions, since 2022 we have purchased **carbon credits** to offset our residual operational Scope 1 and Scope 2 emissions. The progressive reduction of absolute emissions remains our primary approach to climate mitigation: the credits **act on residual emissions while at the same time financing mitigation projects** located outside our value chain. The two projects from which we purchase credits are the **Great Bear Forest Carbon Project** in Canada and the **Guatemalan Conservation Coast** in Central America, selected for their strong environmental credentials, their protection of biodiversity and the social initiatives that distinguish them.

THE GREAT BEAR FOREST CARBON⁶, CANADA PROJECT

The Great Bear Rainforest is one of the largest and most intact rainforests in the world: 6.4 million hectares along the northern coast of British Columbia, cared for by the First Nations communities for over 14,000 years. The territory is home to rich and diverse wildlife, including the rare Spirit Bear, and contributes to large-scale carbon sequestration.

The Great Bear Forest Carbon Projects protect the ecological and cultural integrity of this forest and of Haida Gwaii. The proceeds finance forest planning, the management of marine and terrestrial biodiversity and investments in sustainable sectors: renewable energy, tourism, shellfish aquaculture and non-timber forest products. By purchasing credits from these projects, we contribute to a globally recognised conservation initiative that safeguards ancient forests, protects the rights of indigenous peoples and strengthens the resilience of local communities.

THE GUATEMALAN CONSERVATION COAST⁷, CENTRAL AMERICA PROJECT

The Guatemalan Conservation Coast programme tackles the causes of deforestation through law enforcement, land-use planning, education, the development of economic opportunities and sustainable agroforestry initiatives. The project has achieved concrete results: the protection of 30 threatened tree species, the protection of Baird's tapir and the West Indian manatee, the safeguarding of 54,157 hectares of forest within the Mesoamerican Biological Corridor and the creation or support of 487 jobs in indigenous and local communities.

6. The Great Bear Forest Carbon project is registered with the British Columbia Registry through three distinct projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559, and Great Bear (North and Central-Mid Coast) 104000000012798. Its purpose is to generate carbon credits from Improved Forest Management and reforestation activities.
7. The Guatemalan Conservation Coast project is registered with the Verra Registry as REDD+ Project for Caribbean Guatemala: The Conservation Coast 1622. It applies the Verra Verified Carbon Standard (VCS Standard v4.3 VM0015) and the Climate, Community and Biodiversity Standards v3.1. It will generate carbon credits from avoided unplanned deforestation, equivalent to approximately 22 million tonnes of CO₂e.

Adapting to climate change

GRI 102-2 | We have launched a structured process to assess physical climate risks, with the aim of gaining an in-depth understanding of the exposure of our production and logistics assets to the impacts of climate change. To support this process, we drew on the methodology developed by Willis Towers Watson (WTW Climate Practice), one of the leading international references **in the quantitative analysis of climate risks**, which made it possible to map the entire asset base against global-warming scenarios aligned with the Paris Agreement and the IPCC scenarios.

The analysis covered our 35 operating sites, located predominantly in Italy with an international presence in Europe, Asia and South America. All the sites analysed present at least one level of exposure to physical climate risks, with varying degrees depending on geographical location and type of hazard. The approach adopted is multi-scenario and multi-horizon: exposure was assessed across different warming trajectories and projected to the end of the century, enabling us to go beyond a snapshot of current risk and to anticipate long-term trends.

The results of the analysis indicate that drought and heat stress represent the physical threats of greatest strategic relevance to us, with a significant expected intensification under the more severe warming scenarios. These findings have guided the **definition of our adaptation strategies**, which include infrastructural measures on buildings and plant, the updating of business continuity plans with explicit climate scenarios, staff training and an initial assessment of climate exposure along the supply chain. The analysis of physical climate risks is an integral part of our ESG management system and provides the basis for the progressive integration of the climate dimension into our strategic decisions and corporate investments.

Waste and circularity

GRI 306-1 | GRI 306-2 | The responsible management of waste is an integral part of our Integrated Management System. We identify the main types of waste generated in our production processes - mainly metal scrap and machining swarf, waste oils, contaminated rags and packaging - and, for each, we define the methods of collection, storage and routing for recovery or disposal, always **giving priority to the valorisation of waste as a resource**.

GRI 306-3 | GRI 306-4 | GRI 306-5 | In 2025, the total waste generated by our activities amounted to 2,719.68 tonnes, of which 847.3 tonnes were hazardous and 1,872.4 tonnes non-hazardous. **99% of the waste was sent for recovery or recycling**, with only 1% disposed of - a result that confirms the effectiveness of our management system and the culture of circularity embedded across our sites.

	2023	2024	2025
Total waste generated (ton)	2,095.4	3,203.6	2,719.7
% of waste sent for recovery/recycling"	98.0%	99.5%	99%
% of waste disposed of	2.0%	0.5%	1%
Of which: Hazardous waste (ton)	719.7	876.4	847.3
Non-Hazardous waste (ton)	1,375.6	2,327.2	1,872.4

All waste data are sourced from waste loading/unloading registers, managed either through dedicated software or paper-based records, and subsequently consolidated for each Group company on a quarterly and year-end basis. The increase in aggregated data between 2023 and 2024 reflects the expansion of the reporting perimeter resulting from acquisitions completed during the two-year period.



Managing water resources

According to the EEA report "Europe's Environment 2025"(EEA, September 2025), water stress affects **20% of European territory** and **30% of the population** each year, with a worsening trend driven by climate change. In Italy, this picture is confirmed by the ISPRA press release of 21 March 2026: renewable water resources in 2025 stood at **128 billion m³**, equal to -7% compared with the historical average and -19% compared with 2024, with particularly acute deficits in the Central Apennines district (-30%) and in Sardinia and Sicily (-12/13%). The manufacturing sector accounts for **14% of the water abstracted in the EU** (EEA, 2025), with a potential reduction of between **30% and 50%** in consumption through reuse, the optimisation of washing processes and advanced technologies (EEA, "Water Savings for a Water-Resilient Europe", 2025). The regulatory framework has been strengthened by **EU Regulation**

Material circularity

GRI 301-2 | We regard material circularity as a **strategic priority**, particularly for emissions-intensive raw materials such as steel. In 2025, 99% of the steel purchased came from European suppliers that guarantee a recycled content between 95% and 98%. This approach reduces the Scope 3 emissions associated with our purchases and helps to build a lower-impact supply chain.

At the same time, we continue our eco-design work on the products and solutions we offer: designing more energy-efficient machines means reducing not only our operational emissions but also those generated during use by our customers, with a positive effect on Scope 3 over the medium to long term

2020/741 on water reuse (in force since June 2023) and by **Delegated Regulation (EU) 2024/1765**.

GRI 303-1 | GRI 303-5 | The precise monitoring of consumption is the starting point for identifying critical areas and improving our water efficiency. Our main uses are the washing of machines and integrity and acceptance testing. Water is drawn from the mains or from wells; since 2023, wastewater treatment has been outsourced to specialist operators. We operate predominantly in areas of low water risk, but we maintain constant oversight of consumption in order to identify opportunities for reduction and reuse. The three-year comparison shows a significant increase in water abstraction between 2023 (30,599 m³) and 2024 (57,810.8 m³), attributable - as with the other environmental indicators - to the expansion of our production scope.

GRI 303-1 GRI 303-5	2023	2024	2025
Quantity of water consumed (m ³)	30,599	57,810.8	59,550

*The data is processed based on our periodic progress reports

The responsible management of water represents a structural commitment for us, translating into continuous investment in technology, monitoring and operating practices geared towards reducing our water impact along the entire value chain.



A responsible supply chain

GRI 308-1 | GRI 308-2 | GRI 414-1 | GRI 414-2 | Since a significant share of our overall emissions is linked to purchased goods and to the supply chain, in 2025 we strengthened our commitment to Responsible Sourcing. For all further information, please refer to the chapter [Upstream - Procurement](#).

Emissions and pollutants

GRI 305-7 | As regards emissions of **non-climate-altering pollutants**, these relate mainly to **dust and metals** generated by specific industrial processes, including cutting, welding, painting and, more generally, metal-transformation activities. At all potentially impactful plants, we maintain continuous monitoring of the relevant regulatory framework, with particular attention to the requirements of the **Single Environmental Authorisation (Autorizzazione Unica Ambientale - AUA)**.

This authorisation, issued by the competent authorities, governs emissions into the atmosphere and imposes a series of obligations on companies, including: compliance with specific emission limits for pollutants, the adoption of appropriate abatement systems, the recording and periodic monitoring of emissions, and the submission of periodic reports and updates. Compliance with these requirements is, for us, an essential element in ensuring regulatory **conformity and minimising the environmental impact** of our production activities.



CORPORATE

PEOPLE

IMPACT REDUCTION

INNOVATION

3.4

Innovation

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



Where we stand in our plan

OBJECTIVE	2024 ACTIVITIES	2025 ACTIVITIES	2026 OBJECTIVES
18 Orient Product Development Towards Generating Sustainability Benefits	- Eco-design training - NEXT McKinsey project and commercial promotion of brushless solutions - R&D on CFK filtration systems and the new OMNIA 85 model - Innovation Lab with the University of Padua (Conegliano campus) and Bertolaso - Expansion of Permawine technology - Analysis of the impacts of ceramic filtration compared with diatomaceous earth filtration for beverage applications - Libero & Reduco dealcoholisation systems. - Smartline developed by the B&P Division and the R&D team.	- Improvement of R&D processes through the adoption of an agile approach, with cross-functional teams working dynamically to develop market-ready and industrialised products - Optimisation of the product portfolio through the elimination of redundancies and the integration of existing solutions to improve production and commercial efficiency - Optimisation of valves and distillation trays through Computational Fluid Dynamics (CFD) to increase efficiency	- Integrate sustainability and eco-design criteria into the Group's product development processes by adopting structured methodologies to assess environmental impacts throughout the product life cycle <i>Expand the portfolio of technological solutions aimed at reducing customers' energy, water and material consumption within their production processes</i> - Develop and industrialise new high-efficiency technologies for the Beverage, Dairy, Pharma and Distilling sectors, with a particular focus on the circular economy and decarbonisation <i>Extend the use of digital simulation and advanced modelling tools to optimise the environmental and operational performance of machinery.</i>
19 Provide Customers with a Comprehensive and Innovative Service through Integrated and Smart Products	- Definition and implementation of the digital platform. - Continuous implementation of Industry 4.0 machine connectivity. - Implementation of the unified HMI (Human-Machine Interface) project.	- Strengthen the Group's digital strategy by standardising internal processes and optimising collaboration and synergies among employees across the organisation. - Apply generative artificial intelligence models to automate time-consuming activities, enabling greater focus on higher value-added tasks. - Implement the IoT platform across the Group, connecting machines and enabling data collection, while developing customised applications based on specific use cases to strengthen customer proximity and offer new digital services.	- Develop dedicated applications for line supervision, machinery energy-efficiency optimisation and maintenance management. <i>Collaborate with partners on Generative AI agents to improve operational efficiency and support training activities.</i>
20 Reorient the Offering Towards Servitisation	- Implement the servitisation vision plan, with a focus on preventive maintenance contracts and proactive upgrade campaigns. - Launch of the Salesforce platform.	- Implementation of Salesforce to enhance customer proximity, responsiveness, request management and overall internal efficiency. - Introduction of a new service organisation by sector, moving beyond divisional structures to focus on end customers within specific market segments (pilot project in the Beverage sector), applying a one-stop-shop model.	<i>Consolidate the Group's integrated service model by extending the one-stop-shop approach to other industrial sectors.</i> - Expand the portfolio of value-added services through preventive maintenance contracts, remote support and services based on data collected from connected machines. - Develop predictive monitoring and predictive maintenance models to improve reliability, operational continuity and customer satisfaction. - Strengthen integration between Salesforce, the IoT platform and the Service organisation to deliver an increasingly personalised and proactive customer experience.

The 2026 targets shown in green italics have already been achieved.

Innovation is the fourth pillar of our Sustainability Plan. For us, to innovate means **connecting research and development, digitalisation and customer service** with the Group's ability to generate value over time. The three goals of this pillar - Goals 18, 19 and 20 - guide our investment choices, the evolution of our internal processes and the development of solutions that can contribute to our customers' competitiveness and, where measurable, to reducing impacts throughout the plant life cycle.

In 2025, our work focused on three fronts: **making the product development process more efficient, consolidating the Group's digital infrastructure and strengthening our service model** throughout the plant life cycle.

Research and development

INDICATORS

	2023	2024	2025
Investment in R&D	6.5 million/€	14 million/€	17.2 million/€ The figure includes the costs of dedicated internal personnel
R&D employees	400	400	400
Active Patent and Trademark Portfolio	240	601	852 Total active portfolio as at 31/12/2025

We aim to contribute to the sustainable development of our Group through products and services that **reduce our customers' impacts** while, at the same time, enhancing their competitiveness. In 2025 we invested **€17.2 million in research and development** - equal to 2.3% of the Group's budget, including the cost of dedicated in-house personnel - confirming the role of innovation as an industrial lever rather than an ancillary initiative.

Our Research and Development team comprises 400 professionals, equal to 15.15% of the Group's total workforce. Their skills are distributed mainly across our production sites and some of our sales and service branches. Management is organised on a divisional basis and reports to the R&D | Engineering Director, coordinated by the divisional Managing Director, in liaison with corporate governance.

The selection of the products in which to invest arises from listening to the market and to customers, from the analysis of technological trends and from benchmarking against our main competitors. This is complemented by collaborations with **national and international research centres**, including the Università Cattolica del Sacro Cuore in Piacenza and the University of Padua, which contribute to our projects with dedicated teams and specific scientific expertise.

There are three lines along which we develop our vision of innovation: **technology, digitalisation and servitisation**. The first two concern both internal processes and the solutions designed for our customers; the third strengthens the shift from a logic centred on selling the machine to an ongoing relationship throughout the plant life cycle. These three lines translate operationally the three goals of the Innovation pillar of our 2030 Sustainability Plan: orienting product development towards the generation of sustainability benefits (Goal 18), offering a complete and innovative service through integrated and smart solutions (Goal 19) and progressively reorienting our offering towards servitisation (Goal 20).

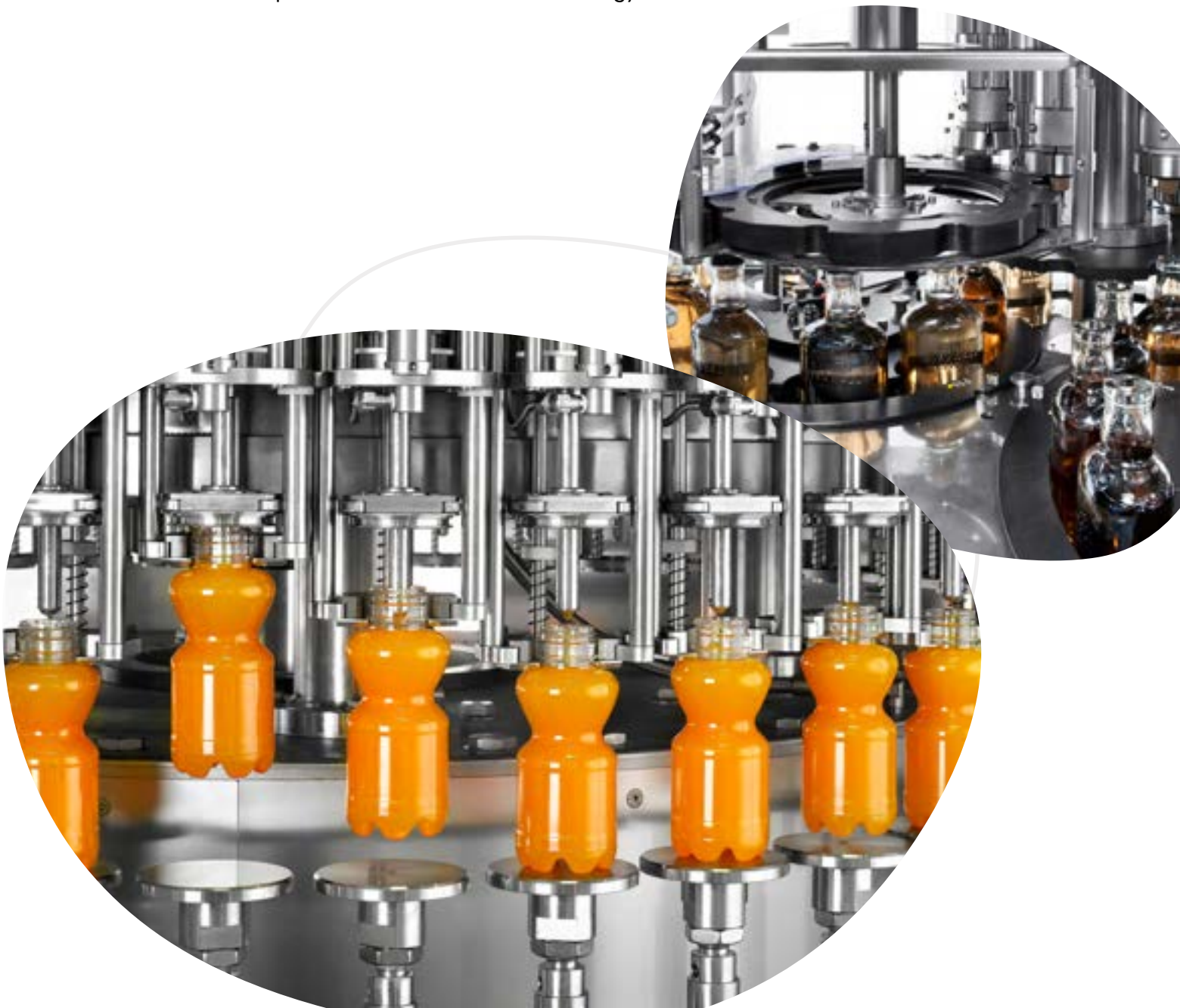
TECHNOLOGY

We design our products with the aim of **improving efficiency, reliability and operational continuity**. Where validated technical data are available, we also link these features to the reduction of consumption, waste, emissions or other environmental impacts in our customers' processes. This distinction is important: some innovations generate direct benefits in our design and production processes, while others produce their effects mainly during the usage phase at the customer's premises.

As at 31 December 2025, the Group's intellectual property portfolio comprises **735 patents and 117 active trademarks**. This technological heritage reflects the R&D investments of recent years and contributes to the Group's ability to oversee markets characterised by a high degree of technical specialisation. As a Benefit Corporation, we regard this heritage not only as a competitive advantage but also as a lever for generating common benefits: our attention to eco-design and to reducing impacts during the usage phase is an integral part of the way we interpret the common-benefit purpose declared in our Articles of Association.

The main lines of technological development referred to in the Innovation worksheet and in the initial draft concern:

- the optimisation, through computational fluid dynamics (CFD), of valves and plates for distillation, aimed at increasing process efficiency;
- research and development on CFK filtration systems and the new OMNIA 85 model;
- the Life Cycle Assessment (LCA) of ceramic filtration compared with diatomaceous earth, for applications in the beverage sector, in collaboration with the UniPD Conegliano Innovation Lab and Bertolaso;
- the Libero & Reduco dealcoholisation systems, developed for the selective reduction of the alcohol content in wine;
- Smartline, developed by the R&D team of the B&P Division to increase production efficiency and plant integration;
- the increased implementation of Permawine technology.





Focus on

Research and Development at Omnia Technologies

GOVERNANCE AND PIPELINE

R&D governance at Omnia Technologies follows a divisional model, reflecting the diversity of technologies, markets and sustainability challenges present within the Group. Each Division has its own centralised R&D function, coordinated by the Divisional Managing Director, which ensures alignment between innovation priorities, business strategy and market needs. At Group level, coordination follows a dual logic: digital and data-driven innovation - which includes digitalisation, connectivity and smart solutions - is overseen centrally to ensure consistency and scalability, while product and process R&D, including sustainability-related innovation, remains under divisional governance, in recognition of the fact that technologies, regulatory contexts and sustainability levers differ significantly across the beverage, life sciences, specialty and other segments in which the Group operates.

The sustainable R&D pipeline is built through a hybrid approach, combining continuous improvement, reactive development and proactive innovation. A significant share of activity is dedicated to the continuous updating of existing products and of the installed base - more efficient motors, optimised processes,

redesigned components and improved control systems - with measures that systematically address the issues of energy consumption, water use and the reduction of chemicals and detergents, while at the same time extending the useful life of the installed machines. Alongside this core activity, the pipeline includes reactive initiatives triggered by specific market signals or customer requests - such as the development of compact PET lines for the beverage sector - and proactive innovation in strategic areas that anticipate medium- to long-term sustainability trends, with dealcoholisation technologies as a reference example: these are investments driven not only by current demand, but also by evolving consumer behaviour, the emerging regulatory framework and sustainability considerations relating to energy, water and process efficiency. Investment priorities are defined through a multi-criteria assessment, integrated into the divisional R&D and project management processes. Each initiative is assessed on the basis of its expected sustainability impact, its market relevance and value to the customer, its technical feasibility and maturity - verified through structured approaches based on stage-gate logic and TRL - its strategic alignment with divisional and Group priorities, and the economic soundness of the project, in terms of the investment required, scalability and the ability to generate value over the long term.

DIGITALISATION

For us, digital transformation is a lever for improving processes, the quality of decisions, traceability and closeness to the customer. We do not regard digital technology as an end in itself, but as an enabling infrastructure: it makes it possible to connect data, functions and skills, and to bring greater consistency to the way the Group designs, produces, services and measures its activities.

The Group's digital architecture integrates **ERP (Enterprise Resource Planning)** systems for the planning and control of business processes, **CRM (Customer Relationship Management)** for managing customer relationships, **PLM (Product Lifecycle Management)** to oversee the product life cycle, **IIoT (Industrial Internet of Things)** for the monitoring of plants and **HCM (Human Capital Management)** for the management of people. The interconnection between these ecosystems makes it possible to reduce information duplication, strengthen traceability and support progressively more data-driven decisions. During 2025 we also launched the first applications of generative artificial intelligence and IoT in selected areas, with the aim of automating lower-value-added activities and freeing up time and skills to devote to customer relationships and to the development of new digital services.

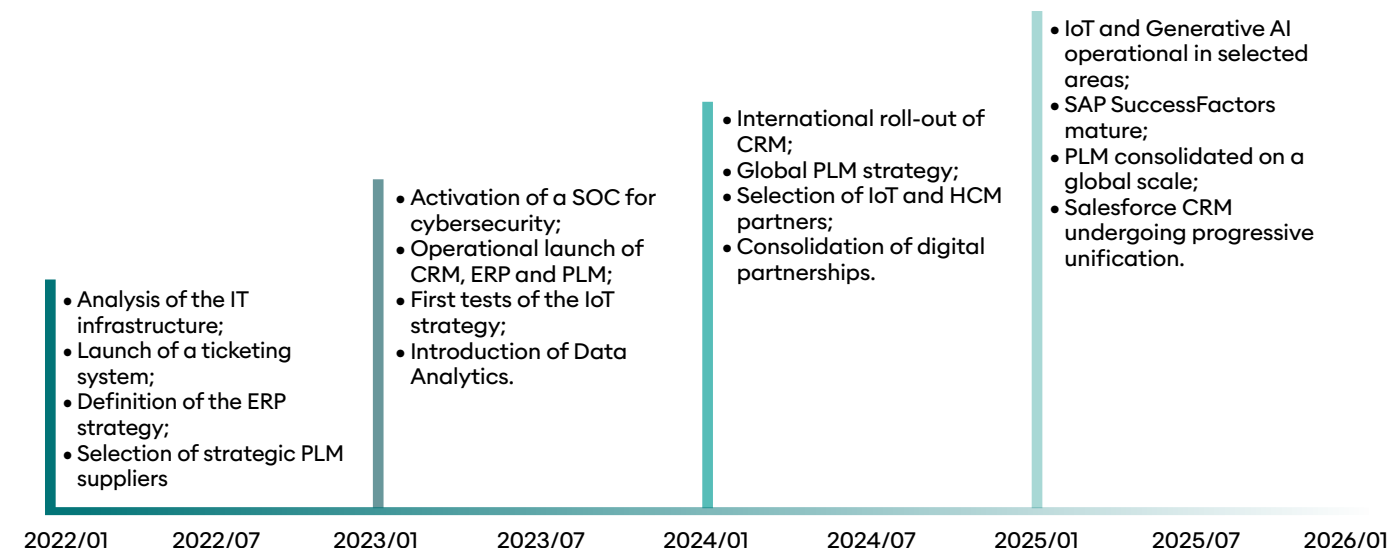
On the environmental front, tools such as **Smart Winery**, **energy-monitoring systems** and **Salesforce's Net Zero Cloud platform** can support the measurement and monitoring of energy consumption and CO₂ emissions, both in the Group's activities and, where applicable, in our customers' processes. The ability to reduce consumption and emissions depends, however, on the availability of reliable data, on a clear measurement scope and on the continuity of monitoring over time.

On the social front, **the adoption of SAP SuccessFactors** has contributed to the digitalisation of HR processes, making information, training paths and documentation more accessible to the Group's people. The 2025 figure indicates the digitalisation of 85% of HR processes and a 30% increase in self-service access to technical documentation.

In terms of governance and transparency, the PTC Windchill PLM system supports the **traceability of materials and product information throughout the life cycle**, creating the operational conditions to apply eco-design and regulatory-compliance criteria in a more structured way. Business Intelligence platforms and the integration between systems, such as SAP and Salesforce, also help to reduce data fragmentation and to improve the consistency of decision-making processes.

TECHNOLOGICAL EVOLUTION 2022-2025

From a set of individual projects to a common working platform.





The Project Manager at Omnia Technologies: a strategic role for the Group's growth

Within a Group that designs and builds complete lines and automatic machines for the beverage, specialty and life sciences sectors, the Project Manager is the figure who holds together the complexity of each project: from the first commercial contact with the customer through to project closure and the after-sales phase, the PM is responsible for meeting deadlines, costs, quality and risks, coordinates the internal functions and external partners, and is the single point of reference for the customer throughout the entire life cycle of the supply. It is for this reason that, within the Omnia Technologies 2030 strategy, Project Management has been recognised as one of the key enablers of the Group's evolution, necessary to guarantee quality, control and value throughout the life cycle of projects and to strengthen collaboration between functions.

A ROLE THAT IS EVOLVING TOGETHER WITH THE GROUP

The integration of over 30 companies into a single industrial platform has made the PM's role increasingly central: projects have grown in size, complexity and level of integration between technologies, coming to include end-to-end solutions that combine process, bottling, packaging and services. In this context, the PM is primarily responsible for the operational management of the project, but is also the director of a collective effort involving different divisions, business units and plants, often on different continents. It is a role that combines technical skills, planning capabilities, the management of internal and external stakeholders, leadership of the project team and the ability to read risks and opportunities.

To support this evolution, Omnia Technologies has pursued a structured PM Transformation journey, with the aim of turning Project Management into a shared language and a single way of working across the whole Group, and of positioning the Group as best-in-class in this capability within industrial manufacturing.

The journey rests on three pillars: a common methodological model, an end-to-end project-management tool and a continuous investment in people's skills.

A SHARED MODEL: THE PM PLAYBOOK

The PM Playbook is the reference operating model for the management of projects at Omnia Technologies. Built around a standard process based on five phases (project lead & feasibility, design & verification, execution, commissioning, project closure) and organised into ten key milestones - from the first draft offer through to closure - the Playbook defines roles, responsibilities, deliverables and rules of engagement for each phase, ensuring that every project follows a consistent and traceable path. The Playbook also details and clearly

governs the on-site phase, recognising the distinctive role of the site within the value chain and clearly defining the handover of responsibility between the PM and the Site Manager. The Playbook is not a static document: it evolves through progressive levels of detail and is integrated with the documentary templates and quality-assurance processes, so as to translate the method progressively into everyday practice.

A SINGLE TOOL: CLARITY AS AN END-TO-END PLATFORM

To complement the Playbook, Omnia Technologies has adopted Clarity as its Group Project & Portfolio Management system. Designed to manage the entire life cycle of projects within a single platform, Clarity enables the PM to plan activities, monitor costs, manage milestones, coordinate resources and share progress in real time with the operational functions, divisional and Group management and - through dedicated reporting - with the customer as well. The figures illustrate the scale of adoption: over 667 projects recorded, 43 active PMs, 590 resources mapped, all four divisions fully on board and a contract value in execution of over €630 million, managed through a single shared Stage Gate process. The progressive integration with the other corporate systems - SAP, Salesforce and SharePoint - makes it possible to automate the workflows for project creation, document management and financial reporting, freeing up time from administrative tasks and returning it to where it generates the most value: the management of the project and of the customer relationship.

PEOPLE: SKILLS DEVELOPMENT AND A PROFESSIONAL COMMUNITY

A shared model and tool only have value if accompanied by continuous investment in people. For this reason, the development pathway for the PM role has been integrated into Omnia Academia, within the Omnia Trades pillar, with a training offering structured across several levels: from PM Fundamentals, which build the methodological foundations and a common language among Project Managers, to pathways dedicated to the PMO, focused on portfolio governance, planning discipline and stakeholder management, through to "PM for non-PM" programmes aimed at those who work alongside Project Managers in the various functions, in order to build a shared understanding of roles, expectations and collaboration dynamics across projects.

Alongside structured training, the Group has launched the PM Community, a space for ongoing collaboration between Project Managers and the PMO, designed to share experiences, real cases and best practices, and to consolidate a project-management culture based on mutual learning and peer exchange. It is a choice that reflects the conviction that, in a context where project complexity grows with the scale of the Group, value is built not only through processes and tools, but also through a cohesive professional community, capable of transforming field experience into shared knowledge.

SERVITISATION

From a circular-economy perspective, we believe it is increasingly important **to extend the useful life of products and to strengthen the servitisation model**. For us, this means accompanying the customer throughout the entire life cycle of the plant, through scheduled maintenance, upgrades, remote assistance, retrofits and, where possible, models based on the sale of performance rather than goods alone.

Servitisation has industrial value because **it makes it possible to increase our customers' operational continuity while, at the same time, reducing the early replacement of plants**. The potential environmental benefit depends on the type of intervention carried out: an upgrade, a revamping or predictive maintenance can help to reduce downtime, waste, energy consumption and the need for new raw materials, but these effects must be measured on a case-by-case basis.

Area	Beverage B&P	Wine & Spirits
Team	Around 120 people; average age 40.	40 specialist technicians.
Service model	Three-tier Performance Management Program (PMP), using the Lean Six Sigma methodology.	Scheduled and predictive maintenance; multi-year contracts.
Remote response	Spare-parts quotations typically within 3 days.	Remote assistance within 20 minutes on working days.
On-site intervention	Overhauls and revamping within 7 days.	On-site intervention within 24-48 hours.
Potential contribution to sustainability	Reduction of downtime and extension of the useful life of plants.	Retrofits and upgrades, including measures to reduce consumption and improve performance.





Focus on

The first complete winery by Omnia Technologies: an integrated partnership at the service of the customer

The completion of the first complete winery by Omnia Technologies marks a significant step in the Group's journey: the ability to accompany the customer throughout the entire product life cycle, from the winemaking process to bottling, within a single integrated solution. In a historically fragmented sector, in which wineries turn to several suppliers for each production stage, being able to rely on a single interlocutor makes it possible to reduce management complexity, optimise the resources deployed and ensure greater technical and qualitative consistency along the entire production chain.

AN INTEGRATED PROJECT AT THE SERVICE OF THE CUSTOMER

The project, developed for a winery in Puglia, involved the creation of a complete winery, including the process section - winemaking and, at a later stage, a distillery - and the bottling and packaging line. It was a broad scope, which also included the design of the pipework and the management of process fluids (steam, products, water), coordinated directly by the Group through qualified partners. This approach allowed the customer to benefit from single-point direction, faster decision-making and clear responsibility across the entire investment, reducing the risks typical of multi-supplier projects and ensuring a more efficient design, including in terms of energy consumption and the use of water resources.

A PARTNERSHIP BUILT ON TRUST AND TRANSPARENCY

The most significant value of the experience lies in the quality of the relationship built with the customer. For the owners, it was a major investment, involving the complete redesign of the winery: a choice that required mutual trust and a relationship founded on transparency, listening and shared objectives right from the earliest stages. The approach adopted - direct communication, the prompt sharing of critical issues and the joint search for solutions - made it possible to transform the complexity of a pilot project into a journey of co-construction, in line with the One Team principle that guides the Group's culture and that, in this experience, extended beyond corporate boundaries to include the customer as an integral part of the project team. It is in this ability to work side by side, with shared responsibility, that Omnia Technologies' commitment to long-term relationships with its stakeholders is concretely expressed.

"We really were One Team. Not just internally, but with the customer too. We worked together, without barriers. This is the first stone: today we are more prepared and ready to take on projects of this scale."

Luca Carassi

Head of Sales Equipment - Beverage Systems Specialty

A REPLICABLE MODEL FOR THE FUTURE

The completion of this complete winery represents a first stone in positioning the Group as a reference partner. The ability to offer integrated solutions - from design to after-sales service - enables customers to adopt mutually consistent technologies, with concrete benefits in terms of production efficiency, waste reduction and the optimisation of consumption along the entire line. It is in this ability to integrate skills, share objectives and turn complexity into value for the customer that Omnia Technologies builds its contribution to a more efficient, resilient and sustainable wine supply chain.



Discover more:



04

Methodological note

4. Methodological note



Unless otherwise specified, the reporting scope of the data and information contained in this document refers to the entire consolidated Group as at 31 December 2025.

Please also note that some sections of the Report follow specific time criteria, consistent with the nature of the information reported. In particular:

→ [The Company profile](#) presents information updated to the publication date of this Report, in order to correctly represent the evolution of the Group's corporate and organisational scope.

→ [Where we stand in our plan](#), on the other hand, reports the progress of the activities envisaged by the Sustainability Plan as at 31/03/26.

The companies included in the reporting scope contributed to the collection of information according to their respective areas of responsibility, the availability of data and the scope applicable to the individual indicators. Any scope limitations, estimates or specific calculation criteria are indicated in the notes to the tables or in the relevant paragraphs.

The data reported are linked to the impacts, risks and opportunities relevant to Omnia Technologies, identified through the double materiality assessment carried out in 2026. This analysis considered both the impact perspective - relating to the effects generated by the Group on people and the environment along the value chain - and the financial perspective - relating to the ESG risks and opportunities that may affect the development of the business, operational continuity and the creation of value over time.

The document has been **prepared with reference to the GRI Standards**, in accordance with the provisions of the Universal **Standard GRI 1: Foundation 2021**, paragraph 3. In parallel, during the year we began progressively strengthening the Group's ESG reporting system, also in view of the next regulated cycle of sustainability reporting. In particular, the 2026 double materiality assessment was structured using the European Sustainability Reporting Standards (ESRS) as a voluntary methodological reference, with the aim of making the link between impacts, risks, opportunities, material topics, KPIs and Sustainability Plan actions more robust.

This journey does not constitute a declaration of full compliance with the ESRS for the 2025 financial year, but represents a structured preparatory phase, aimed at progressively strengthening the Group's processes, information systems, internal controls, the responsibilities of internal owners, the traceability of sources and its reporting capabilities.

The data and information reported in this document were collected through workshops, interviews, data-collection sheets and dialogue with the relevant corporate functions. The structure of the document and the contents of the Report were shared and validated by the internal Sustainability Team and by the functions involved, according to their respective responsibilities.

Where possible, the data are presented in comparative form with the 2023 and 2024 performance, to allow an assessment of how performance has developed over time. Unless otherwise specified in a note, the source of the information is understood to be internal to the Group.

The document has not been subject to third-party verification. The Report will be available on the Omnia Technologies website and on the Investindustrial website. For further information, the Group can be contacted at: esg@omniatechnologiesgroup.com

A summary overview of the reporting scope adopted is set out below. Unless otherwise indicated, the scope of the analysis coincides with the entities that make up the Omnia Technologies Group as at 31 December 2025.

Company name	Plant Name	Country	Region/ Province	City	Location type	Division
Omnia Technologies SpA	Omnia Technologies (ex Della Toffola)	Italy	Veneto	Trevignano (TV)	Production	PROCESSING
	Omnia Technologies (ex Frilli)	Italy	Toscana	Monteriggioni (SI)	Production	PROCESSING
	Omnia Technologies (ex Permeare)	Italy	Lombardia	Milano (MI)	Offices	PROCESSING
	Omnia Technologies (ex Progema Engineering)	Italy	Lombardia	Borgo Virgilio (MN)	Production	PROCESSING
	Omnia Technologies (ex F2 plant1)	Italy	Veneto	Trevignano (TV)	Production	PROCESSING
	Omnia Technologies (ex F2 plant2)	Italy	Veneto	Trevignano (TV)	Production	PROCESSING
	Omnia Technologies (ex TMCI PADOVAN 1)	Italy	Veneto	Mareno di Piave (TV)	Production	PROCESSING
	Omnia Technologies (ex TMCI PADOVAN 2)	Italy	Veneto	Nervesa della Battaglia (TV)	Production	PROCESSING
	Omnia Technologies (ex TMCI PADOVAN 3)	Italy	Veneto	Sarcedo (VI)	Production	PROCESSING
	Omnia Technologies (ex COMES)	Italy	Toscana	Poggibonsi (SI)	Production	PROCESSING
Cadalpe srl	Cadalpe Plant	Italy	Veneto	Vazzola (TV)	Production	PROCESSING
Sirio Aliberti srl	Sirio Aliberti Plant1	Italy	Piemonte	Calamandrana (AT)	Production	PROCESSING
	Sirio Aliberti Plant2	Italy	Piemonte	Calamandrana (AT)	Production	PROCESSING
Gruppo Bertolaso SpA	Bertolaso Plant1	Italy	Veneto	Zimella (VR)	Production	BOTTLING & PACKAGING – WINE/SPIRITS
	Bertolaso Plant2	Italy	Veneto	Zimella (VR)	Production	BOTTLING & PACKAGING – WINE/SPIRITS
Omnia Components srl	Omnia Components (ex Ape Impianti)	Italy	Veneto	Zevio (VR)	Production	OMNIA COMPONENTS
	Omnia Components (ex Mar.Co.)	Italy	Piemonte	Calamandrana (AT)	Production	OMNIA COMPONENTS
	Innotec Plant	Italy	Veneto	Verona	Production	OMNIA COMPONENTS
	Alfatre Plant	Italy	Lombardia	Cormano (MI)	Production	OMNIA COMPONENTS
	Masterlaser Plant	Italy	Lombardia	Cormano (MI)	Production	OMNIA COMPONENTS

Company name	Plant Name	Country	Region/ Province	City	Location type	Division
Omnia Components srl	Nortan Plant	Italy	Veneto	Veronella (VR)	Production	OMNIA COMPONENTS
	Win&Tech Plant	Italy	Veneto	Negrar di Valpolicella (VR)	Production	OMNIA COMPONENTS
	Acram Plant	Italy	Veneto	Verona (VR)	Production	OMNIA COMPONENTS
Omnia Life Sciences srl	Comas Plant	Italy	Toscana	Poggibonsi (SI)	Production	OMNIA LIFE SCIENCES
	Desirò Plant	Italy	Toscana	Sesto Fiorentino (FI)	Production	OMNIA LIFE SCIENCES
Tecnomaco srl	Tecnomaco Plant	Italy	Lazio	Aprilia (LT)	Production	OMNIA LIFE SCIENCES
Ave Technologies srl	Ave Tech Plant1	Italy	Veneto	Spinea (VE)	Production	BOTTLING & PACKAGING – BEVERAGE
	Ave Tech Plant2 (ex Z-Italy)	Italy	Lombardia	Castellucchio (MN)	Production	BOTTLING & PACKAGING – BEVERAGE
Acmi SpA	Acmi Plant1	Italy	Emilia Romagna	Fornovo di Taro (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
	Acmi Plant2	Italy	Emilia Romagna	Fornovo di Taro (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
	Acmi Plant3	Italy	Emilia Romagna	Felegara (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
	Acmi Plant4	Italy	Emilia Romagna	Solignano (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
	Acmi Plant5	Italy	Emilia Romagna	Borgo Val di Taro (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
	Acmi Plant6	Italy	Emilia Romagna	Sala Baganza (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
Acmi Beverage SpA	ACMI Bev Plant	Italy	Emilia Romagna	Ramoscello di Sorbolo (PR)	Production	BOTTLING & PACKAGING – BEVERAGE
Acmi Labelling srl	ACMI Lab Plant	Italy	Veneto	Mozzecane (VR)	Production	BOTTLING & PACKAGING – BEVERAGE
Les Pressoirs Coquard sas	Coquard Plant	France	—	Bezannes	Production	PROCESSING
Omnia Technologies France SAS	Omnia Technologies France	France	—	Servian	Offices	PLATFORM
Sacmi West Europe	Sacmi West Europe	France	—	Le Farlede	Offices	PLATFORM
Acmi Beverage Iberica	Acmi Beverage Iberica	Spain	—	Castello della Plana	Offices	PLATFORM
Omnia Technologies Iberica	Omnia Technologies Iberica	Spain	—	Navarrete Rioja	Offices	PLATFORM
S.C. Ave Rom srl	Ave Rom	Romania	—	Bucarest	Offices	PLATFORM

Company name	Plant Name	Country	Region/ Province	City	Location type	Division
Omnia Beverage Machinery Co.	ACMI Labelling	China	Guangdong	Nanhai	Production	BOTTLING & PACKAGING – BEVERAGE
DT Inox SA	DT Inox SA	Argentina	—	Mendoza	Production	PRODUCTION – SERVICE
Acmi UK Ltd	Acmi UK	United Kingdom	—	Worcester	Offices	PLATFORM
Omnia Technologies UK	Omnia Technologies UK	United Kingdom	—	Farnham	Offices	PLATFORM
Omnia Technologies USA LTD	Omnia Technologies USA	USA (CA)	—	Santa Rosa	Offices	PLATFORM
Acmi USA Inc	Acmi USA	USA (NC)	—	Charlotte	Offices	PLATFORM
Acmi Beverage USA	Acmi Beverage USA	USA (IA)	—	Urbandale	Offices	PLATFORM
Omnia Technologies Pacific	Della Toffola Pacific	Australia	—	Melbourne	Offices	PLATFORM
Omnia Packing sas	Omnia Packing	Colombia	—	Medellin	Offices	PLATFORM
Omega Packing DE R.L. DE C.V.	Omega Packing	Mexico	—	Città del Messico	Offices	PLATFORM
Acmi Mexico SA DE CV	Acmi Mexico	Mexico	—	Monterrey	Offices	PLATFORM
Della Toffola Mexico SA DE C.V.	Della Toffola Mexico	Mexico	—	Città del Messico	Offices	PLATFORM
Acmi Beverage Mexico	Acmi Beverage Mexico	Mexico	—	Monterrey	Offices	PLATFORM
Della Toffola Sud America SA	Della Toffola Sud America	Chile	—	San Bernardo	Offices	PLATFORM
Della Toffola Argentina SA	Della Toffola Argentina	Argentina	—	Mendoza	Offices	PLATFORM
Omnia Technologies Brazil	Omnia Technologies Brazil	Brazil	—	San Paolo	Offices	PLATFORM
Omnia Technologies Singapore	Omnia Technologies Singapore	Singapore	—	Singapore	Offices	PLATFORM
Omnia Technologies Middle East	Omnia Technologies Middle East	EAU	—	Dubai	Offices	PLATFORM
Omnia Technologies NWCA	Omnia Technologies NWCA	Morocco	—	Casablanca	Offices	PLATFORM
Omnia Technologies Nigeria	Omnia Technologies Nigeria	Nigeria	Lagos Mainland	Ikeja Lagos	Offices	PLATFORM



05

GRI content index

GRI content index

Notes for readers:
Reporting in accordance with GRI standards for the period January 1 - December 31, 2025
GRI 1 - Fundamental Principles - 2021 version adopted

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
GRI 2: General Disclosures 2021	2-1	Organisational details			1. OMNIA TECHNOLOGIES GROUP > 1.1 Company profile		
	2-1 a	Legal name			1. OMNIA TECHNOLOGIES GROUP > 1.1 Company profile		Omnia Technologies S.p.A
	2-1 b	Ownership and legal form			1. OMNIA TECHNOLOGIES GROUP > 1.1 Company profile		Omnia Technologies S.p.A
	2-1 c	Location of headquarters			1. OMNIA TECHNOLOGIES GROUP > 1.1 Company profile		Omnia Technologies S.p.A - Signoressa di Trevignano (TV)
	2-1 d	Countries of operation			1. OMNIA TECHNOLOGIES GROUP > 1.1 Company profile > A global presence		Omnia Technologies S.p.A
	2-2	Entities included in the organisation's sustainability reporting			4. METHODOLOGICAL NOTE		
	2-3	Reporting period, frequency and contact point			4. METHODOLOGICAL NOTE		
	2-3 a	Reporting period and frequency			4. METHODOLOGICAL NOTE		1 January–31 December 2025; annual report
	2-3 b	Financial and sustainability reporting period			4. METHODOLOGICAL NOTE		Same period as the financial reporting period
	2-3 c	Publication date of this document			4. METHODOLOGICAL NOTE		
	2-3 d	Contact email			4. METHODOLOGICAL NOTE		esg@omniatechnologiesgroup.com
	2-4	Restatements of information					
	2-5	External assurance					No revisions due to errors in previous reporting or changes in measurement were identified.
	2-6	Activities, value chain and other business relationships			1. OMNIA TECHNOLOGIES GROUP > 1.3 Value chain, products and services		This report has not been subject to assurance by third parties.
	2-7	Employees		8,10	7. APPENDIX		
	2-9	Governance structure and composition		5,16	1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-9 a	Description of the governance model			1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-9 b	List of committees and other control bodies			1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-9 c	Composition of the highest governance body			1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-11	Chair of the highest governance body			1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-12	Role of the highest governance body in overseeing the management of impacts		16	1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies; Governance committees		
	2-12 a	Role of the highest governance body and senior executives in developing, approving and updating purpose and sustainable-development strategies			1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governance committees		
	2-13	Delegation of responsibility for managing impacts			1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governance committees; 1.5 Sustainability governance		

* The "UNGC" column shows the connection with the 10 principles of the United Nations Global Compact.
** The "SDGs" column shows the connection with the 17 Sustainable Development Goals of the 2030 Agenda, as revealed by the double materiality analysis.

Standard	Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
GRI 2: General Disclosures 2021	2-14	Role of the highest governance body in sustainability reporting		1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-14 a	Responsibility of the highest governance body for reviewing and approving the Sustainability Report		1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-16	Communication of critical concerns		1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-16 a	How the highest governance body is informed		1. OMNIA TECHNOLOGIES GROUP > 1.4 Corporate governance > Governing bodies		
	2-16 b	Total number and nature of critical concerns communicated				
	2-20	Process for determining remuneration				
	2-21	Annual total compensation ratio				
	2-22	Statement on sustainable development strategy		LETTER TO STAKEHOLDERS; EXECUTIVE SUMMARY > Our roadmap		
	2-23	Policy commitments	1,6,10	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE; Business ethics and compliance		
	2-24	Embedding policy commitments		3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE; Business ethics and compliance		
	2-26	Mechanisms for seeking advice and raising concerns	10			Whistleblowing Policy
	2-29	Approach to stakeholder engagement		EXECUTIVE SUMMARY > Our stakeholders; 3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		At 31 December 2025, 100% of people employed by the Group's Italian companies were covered by the National Collective Bargaining Agreement for the Metalworking Industry.
	2-30	Collective bargaining agreements	3,6	3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		
	2-30 a	Percentage of total employees covered by collective bargaining agreements		3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		
GRI 3: Material Topics 2021	3-1	Process to determine material topics		2. SUSTAINABLE DEVELOPMENT PLAN > 2.3 Double materiality assessment > The process		
	3-2	List of material topics		2. SUSTAINABLE DEVELOPMENT PLAN > 2.3 Double materiality assessment > The 16 material topics for 2025		
GRI 201: Economic Performance 2016	201-1	201-1 Direct economic value generated and distributed		8	1. OMNIA TECHNOLOGIES GROUP > 1.2 Economic performance	
	201-1 a	201-1 a Direct economic value generated and distributed on an accrual basis			1. OMNIA TECHNOLOGIES GROUP > 1.2 Economic performance	
EXTRA GRI		Percentage breakdown of revenue by end market, business division, geographical area and product/service			1. OMNIA TECHNOLOGIES GROUP > 1.2 Economic performance	

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION							
1 - Geopolitical instability, trade barriers and operational resilience							
GRI 3: Material Topics 2021	3-3	3-3 Management of material topics			2. SUSTAINABLE DEVELOPMENT PLAN > 2.1 Context; 1. OMNIA TECHNOLOGIES GROUP > 1.2 Economic performance		
GRI 201: Economic Performance 2016	201-2	201-2 Financial implications and other risks and opportunities due to climate change			2. SUSTAINABLE DEVELOPMENT PLAN > 2.3 Double materiality assessment > Priority risks and opportunities; 7. APPENDIX > Complete 2025 materiality results		
EXTRA GRI		Percentage of revenue exposed to high geopolitical-risk markets;					
		percentage of suppliers in potentially critical areas; number of active business-continuity plans					
2 - Strategic and organisational integration of sustainability and ESG reputation (including servitisation)							
GRI 3: Material Topics 2021	3-3	Management of material topics			EXECUTIVE SUMMARY > Key results; 3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation		
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories		9,12	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Quality, labelling and communication		100% of products assessed
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		9,12	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Quality, labelling and communication		No incidents of non-compliance recorded
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Quality, labelling and communication		100% of products
	417-2	Incidents of non-compliance concerning product and service information and labelling		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Quality, labelling and communication		No incidents of non-compliance recorded
	417-3	Incidents of non-compliance concerning marketing communications		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Quality, labelling and communication		No incidents of non-compliance recorded
EXTRA GRI		ESG investments in euro, CapEx and OpEx		9	EXECUTIVE SUMMARY > Who we are and what changed in 2025		
		Percentage of managers with MBOs linked to sustainability targets					
		Sustainability Plan objectives achieved as a percentage of those planned			EXECUTIVE SUMMARY > Our roadmap		
		Certifications obtained			EXECUTIVE SUMMARY > Key results		
		ESG rating scores achieved			EXECUTIVE SUMMARY > Key results		
		NPS score: scale, frequency and sample					
		Customer Satisfaction score: scale, frequency and sample					
3 - Regulatory pressure and competitiveness							
GRI 3: Material Topics 2021	3-3	3-3 Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
GRI 2: General Disclosures 2021	2-27	2-27 Compliance with laws and regulations	1,7,8,10	16			No cases of non-compliance were identified and no fines were paid during the reporting period
EXTRA GRI		Number of new regulatory requirements monitored annually					
		regulatory-compliance costs in euro, optional					
		number of compliance audits conducted					

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION 4 - Innovation and digitalisation (including servitisation)							
GRI 3: Material Topics 2021	3-3	3-3 Management of material topics		8,10	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation		
EXTRA GRI		R&D investment in euro		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Research and development		
		Number of employees involved in R&D activities		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Research and development		
		Percentage of total employees involved in R&D activities		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Research and development		
		Innovation awards won		9	EXECUTIVE SUMMARY > Who we are and what changed in 2025		
		Percentage of annual budget allocated to R&D		9	3. OUR SUSTAINABILITY RESULTS > 3.4 Innovation > Research and development		
5 - GHG emissions							
GRI 3: Material Topics 2021	3-3	3-3 Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts		
GRI 102: Climate Change 2025	102-1	Transition plan for climate-change mitigation	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-1 a	Description of the plan, policies and actions			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-1 b	Scientific alignment of the plan			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-1 e	Integration of the plan into business strategy			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-1 f	Plan targets			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-4	GHG emissions reduction targets and progress	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-5	Scope 1 GHG emissions	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-6	Scope 2 GHG emissions	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-7	Scope 3 GHG emissions	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-8	GHG emissions intensity	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
	102-10	Carbon credits	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate strategy		
6 - Climate change adaptation							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate change adaptation		
GRI 102: Climate Change 2025	102-2	Climate change adaptation plan		9, 13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate change adaptation		
	102-2 b	Description of the plan			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Climate change adaptation		

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION							
7 - Employee training and professional development							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People		
GRI 404: Training and Education 2016	404-1	Average hours of training per employee per year		5,8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Investing in the personal and professional growth of all our people		
	404-2	Programmes for upgrading employee skills and transition-assistance programmes		5,8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Investing in the personal and professional growth of all our people		
	404-2 a	404-2 a Type and scope of programmes			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Investing in the personal and professional growth of all our people		
	404-3	Percentage of employees receiving regular performance and career-development reviews			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Investing in the personal and professional growth of all our people		
8 - Supply chains and their ESG qualification							
GRI 3: Material Topics 2021	3-3	Management of material topics			1. OMNIA TECHNOLOGIES GROUP > 1.3 Value chain, products and services		
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		12	1. OMNIA TECHNOLOGIES GROUP > 1.3 Value chain, products and services > Upstream: procurement		
GRI 301: Materials 2016	301-2	Recycled input materials used		12	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Material circularity		
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers screened using environmental criteria		12, 13			
	308-2	Negative environmental impacts in the supply chain and actions taken		12, 13	1. OMNIA TECHNOLOGIES GROUP > 1.3 Value chain, products and services > Upstream: procurement		
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers screened using social criteria		12, 10			
	414-2	Negative social impacts in the supply chain and actions taken		12, 10			No negative social impacts on suppliers identified
EXTRA GRI		Number of suppliers assessed through the EcoVadis IQ Plus platform			1. OMNIA TECHNOLOGIES GROUP > 1.3 Value chain, products and services > Upstream: procurement		
9 - Privacy and cybersecurity							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE		
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		No substantiated complaints identified during the reporting period
EXTRA GRI		Number of security audits/tests conducted during the year	7,8,9	9,12,13	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
		Percentage of digital infrastructure autonomy	7,8,9	9,12,13			
		Percentage of employees trained in cybersecurity					
		Number of cyber incidents, including those not formally reported			3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		No cyber incidents detected in 2025

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION							
10 - Inclusion, non-discrimination and equality							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People		
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		5,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		For governance bodies, only the Board of Directors is considered
GRI 405: Diversity and Equal Opportunity 2016	405-2	Ratio of basic salary and remuneration of women to men			3. OUR SUSTAINABILITY RESULTS > 3.2 People > An organisation founded on diversity, equity and inclusion		One incident of discrimination recorded in 2025
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		5,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > An organisation founded on diversity, equity and inclusion		
EXTRA GRI		Percentage of employees with disabilities		5,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		
		Women as a percentage of total employees		5,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		
		Percentage of women in leadership/management positions			3. OUR SUSTAINABILITY RESULTS > 3.2 People > People at the centre		
		Annual percentage change in female hires		5,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Engagement and talent development		
11 - Renewable energy sources - Self-generation							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts		
GRI 103: Energy 2025	103-2	Energy consumption and self-generation within the organisation			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
EXTRA GRI		Percentage of energy consumed from renewable sources	7, 8, 9	7, 13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
		Percentage of energy consumed from photovoltaic systems	7, 8, 9	7, 13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
		Number of photovoltaic systems and total kWp	7, 8, 9	7, 13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
		Percentage of energy demand covered by photovoltaic systems	7, 8, 9	7, 13	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
12 - Health and safety in the value chain							
GRI 3: Material Topics 2021	3-3	3-3 Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People	Data refer only to contractors working at Omnia Technologies sites. Upstream value-chain workers cannot currently be monitored.	
GRI 403: Occupational Health and Safety 2018	403-7	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
EXTRA GRI		Number of suppliers assessed through the OHS portal					
		Percentage of suppliers approved through the OHS portal					
13 -Employee well-being							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People		
GRI 202: Market Presence 2016	202-1	Ratios of entry-level standard wage by gender compared with local minimum wage, for employees at overseas sites		8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > An organisation founded on diversity, equity and inclusion		Quantitative data are not currently available due to limitations in the Group's HR information systems

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION 13 - Employee 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	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
	401-3	Parental leave		8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
EXTRA GRI		Percentage of employees accessing the welfare platform		8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
		Percentage of employees using welfare vouchers		8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
		Percentage of employees using the canteen/meal vouchers		2,8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
		Participation rate in supplementary pension funds		1,8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
		Percentage use of smart working		8,10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
		Great Place to Work® score			3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
14- Community engagement and contribution to local social development							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People		
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Becoming active contributors in the local community		
EXTRA GRI		Community and social-development investment in euro			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Becoming active contributors in the local community		
		Number of local associations in which the Group participates or makes a significant contribution			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Becoming active contributors in the local community		
		Number of internal people involved in association activities/project management					
		Number of projects completed out of total projects launched			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Becoming active contributors in the local community		
		Total participants in projects			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Becoming active contributors in the local community		
15 - Energy efficiency							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts		
GRI 103: Energy 2025	103-1	Energy-related policies and commitments					
	103-1 a	Policies and commitments to contribute to energy efficiency			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
	103-2	Energy consumption and self-generation within the organisation			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
	103-4	Energy intensity			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
	103-5	Reduction of energy consumption			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Energy and climate change		
16 - Pollution from production processes and facilities							
GRI 3: Material Topics 2021	3-3	3-3 Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts		
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	7,8, 9	12	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-2	Management of significant waste-related impacts	7,8, 9	12	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		

Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION							
16 - Pollution from production processes and facilities							
GRI 306: Waste 2020	306-2 a	Circularity measures			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-2 c	Data collection and monitoring processes			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-3	Waste generated	7,8, 9	12	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-4	Waste diverted from disposal	7,8, 9	12	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-4 a	Total weight of waste diverted from disposal and waste composition			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-3 b	Weight of hazardous waste diverted from disposal and recovery operations			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-4 c	Weight of non-hazardous waste diverted from disposal and recovery operations			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-4 e	Contextual information			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-5	Waste directed to disposal	7,8, 9	12	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-5 a	Total weight of waste directed to disposal and waste composition			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-5 b	Weight of hazardous waste directed to disposal and disposal operations			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-5 c	Weight of non-hazardous waste directed to disposal and disposal operations			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
	306-5 e	Contextual information			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Waste and circularity		
GRI 305: Emissions 2016	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions		14,15	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Pollutant emissions		
17 - Talent attraction and retention							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People		
GRI 401: Employment 2016	401-1	New employee hires and employee turnover		10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Engagement and talent development		
EXTRA GRI		Average time to fill open key positions, definition to be decided		10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Engagement and talent development		
		Number of applications received per key position		10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Engagement and talent development		
		Offer acceptance rate for open key positions, definition to be decided		10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Engagement and talent development		
		Percentage of internships converted into hires		10	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Engagement and talent development		
18 - Material circularity and waste reduction							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts		
GRI 301: Materials 2016	301-2	Recycled input materials used			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Material circularity		
EXTRA GRI	EXTRA GRI	Average recycled content of suppliers			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Material circularity		
19 - Occupational health and safety of the company's workforce							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.2 People		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
	GRI 403:	Hazard identification, risk assessment and incident investigation	3	8			Risk assessment is conducted in accordance with Italian Legislative Decree 81/08 by the Prevention and Protection Service, including support from external consultants for instrumental analyses. Monitoring is continuous and supports timely corrective actions and improvement

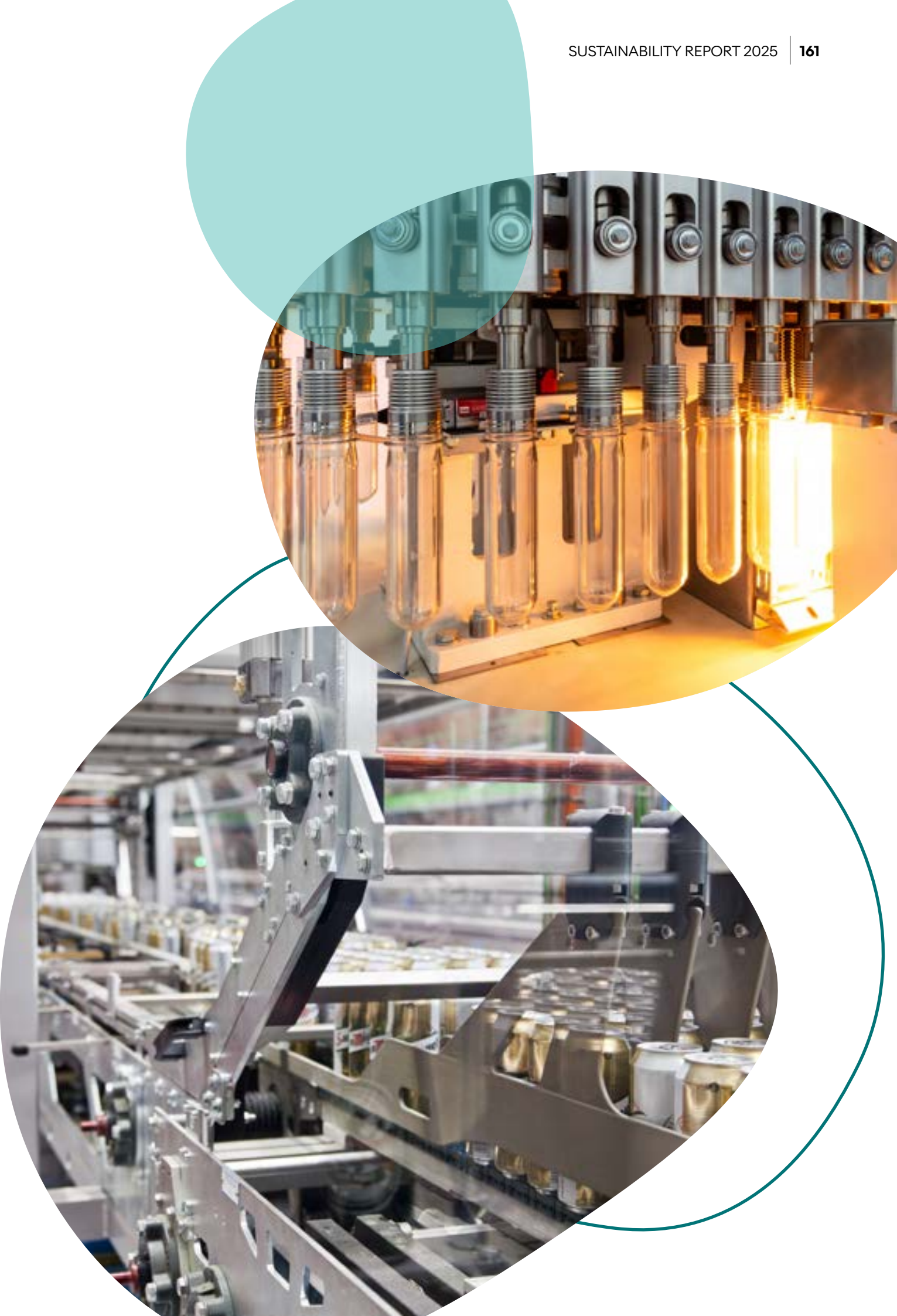
Standard		Disclosure	UNGC*	SDGs**	Location in report	Omission	Notes
MATERIAL TOPIC / SECTION							
19 - Occupational health and safety of the company's workforce							
GRI 403: Occupational Health and Safety 2018	403-2 a	Processes used to identify hazards and risks					Although active hazard reporting is encouraged, the preferred reporting channel remains whistleblowing.
	403-2 b	Process for reporting work-related hazards					
	403-2 d	Assessments and corrective actions					
	403-3	Occupational health services	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
	403-4	Worker participation, consultation and communication on occupational health and safety			3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
	403-5	Worker training on occupational health and safety	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
	403-6	Promotion of worker health	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
	403-6 a	Non-occupational medical and healthcare services			3. OUR SUSTAINABILITY RESULTS > 3.2 People > A workplace focused on people's well-being		
	403-8	Workers covered by an occupational health and safety management system	3	8			29 of the Group's 32 Italian sites are externally certified under the Integrated Management System, including ISO 45001.
	403-9	Work-related injuries	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
	403-10	Work-related ill health	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
EXTRA GRI		Number of near misses	3	8	3. OUR SUSTAINABILITY RESULTS > 3.2 People > Safety culture		
20 -Transparency, integrity and anti-corruption							
GRI 3: Material Topics 2021	3-3	Management of material topics			3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE		
GRI 2: General Disclosures 2021	2-23	Policy commitments			3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
	GRI 2: General	Embedding policy commitments			3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
	GRI 2: General	Mechanisms for seeking advice and raising concerns	10		3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	10	16	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		All sites are involved; risks are those covered by the 231 Model adopted by all companies, beginning with extortion and fraud.
	205-2	Communication and training on anti-corruption policies and procedures	10	16	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
	205-3	Confirmed incidents of corruption and actions taken	10	16	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		No confirmed corruption incidents, dismissals for corruption or contract terminations for corruption were recorded in 2023–2025.
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices		16	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		No cases involving anti-competitive behaviour, breaches of anti-trust law or monopoly practices in which Omnia Technologies was identified as a participant were found during the reporting period.
GRI 207: Tax 2019	207-2	Tax governance, control and risk management	10	16	3. OUR SUSTAINABILITY RESULTS > 3.1 CORPORATE > Business ethics and compliance		
INDICATORS RETAINED FOR CONTINUITY AND COMPARABILITY WITH PREVIOUS REPORTS							
Water management							
GRI 303: Water and Effluents 2018	303-5	Water consumption	7,8,9	14	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Water-resource management		
	303-5 a	Total water consumption in megalitres			3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Water-resource management		
EXTRA GRI		Contextual information on water use and management	7,8,9	14	3. OUR SUSTAINABILITY RESULTS > 3.3 Reducing environmental impacts > Water-resource management		

06

Material topics
correlation
table – GRI
standards

6. Material topics correlation table - GRI standards

SUSTAINABILITY PLAN PILLAR	PRIORITY	RELATED MATERIAL TOPIC AND IRO	GRI INDICATORS
CORPORATE	1	Geopolitical Instability, Trade Barriers and Operational Resilience	201-2
INNOVATION	2	Strategic Integration of Sustainability and ESG Reputation (including Servitisation)	416-1; 416-2; 417-1; 417-2; 417-3
CORPORATE	3	Regulatory Pressure and Competitiveness	2-27
INNOVATION	4	Innovation and Digitalisation (including Servitisation)	//
ENVIRONMENTAL IMPACT REDUCTION	5	GHG Emissions	102-1; 102-4; 102-5; 102-6; 102-7; 102-8; 102-10
ENVIRONMENTAL IMPACT REDUCTION	6	Climate Change Adaptation	102-2
PEOPLE	7	Employee Training and Professional Development	404-1; 404-2; 404-3
CORPORATE	8	Supply Chains and Their Qualification	204-1; 301-2; 308-1; 308-2; 414-1; 414-2
CORPORATE	9	Privacy and cybersecurity	418-1
PEOPLE	10	Inclusion, Non-Discrimination and Equal Opportunities	405-1; 405-2; 406-1
ENVIRONMENTAL IMPACT REDUCTION	11	Renewable Energy Sources - Self-Generation	103-2
PEOPLE	12	Health and Safety in the Value Chain	403-7
PEOPLE	13	Employee wellbeing	202-1; 401-2; 401-3
PEOPLE	14	Community Engagement and Contribution to Local Social Development	203-1
ENVIRONMENTAL IMPACT REDUCTION	15	Energy efficiency	103-1; 103-2; 103-4; 103-5
ENVIRONMENTAL IMPACT REDUCTION	16	Pollution from Production Processes and Facilities	306-1; 306-2; 306-3; 306-4; 306-5; 305-7
PEOPLE	17	Talent Attraction and Retention	401-1
ENVIRONMENTAL IMPACT REDUCTION	18	Material Circularity and Waste Reduction	301-2
PEOPLE	19	Health and Safety of the Company's Workforce	403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-8; 403-9; 403-10
CORPORATE	20	Transparency, Integrity and Anti-Corruption	2-23; 2-24; 2-26; 205-1; 205-2; 205-3; 206-1; 207-2



07

Appendix



Double materiality analysis outcome - Impact

Topic	Sub-topic / sub-sub-topic	Impact	Related impact		Impact classification				Measuring impact					Materiality	
					Positive / Negative	Actual / Potential	Direct / Indirect	Value chain	Scope	Severity	Remediability	Likelihood	Time horizon		
E1 - Climate change	Energy	Self-generation from renewable sources	Generating energy from renewable sources supports the transition to a low-emission energy system, reduces the environmental impact of electricity generation and contributes to conserving natural resources, protecting public health and strengthening communities' energy security.		Positive	Actual	Direct	Plant production	Local	Low		Very likely	Short term	4-5	Material
	GHG emissions (Scopes 1, 2 and 3)	Scope 1 and Scope 2 GHG emissions generated by operations	The consumption of fossil energy generates Scope 1 and 2 GHG emissions that contribute to climate change, with an intensity proportionate to production processes.		Negative	Actual	Direct / Indirect	Procurement; R&D and training; Plant production; After-sales and service	Global	High	Remediable with effort (time and costs)	Very likely	Short term	8-5	Highly material
		Scope 3 GHG emissions generated throughout the value chain	Indirect Scope 3 emissions, covering the full upstream and downstream product life cycle, represent the most significant component of the Group's total carbon footprint.		Negative	Actual	Indirect	Procurement; Inbound transport; Outbound transport; Customer use of machinery; End-of-life of plants and materials	Global	High	Difficult to resolve or resolvable in the medium term	Very likely	Medium to long term	9-5	Highly material
E2 - Pollution	Air, water and soil pollution	Environmental pollution from metalworking, chemicals, production processes and heating systems	Emissions to air, water and soil from production sites could adversely affect environmental quality in nearby areas, with potential effects on local communities' health and ecosystems.		Negative	Potential	Direct	Plant production	Local	Low	Remediable with effort (time and costs)	Possible	Medium to long term	6-3	Not material
E5 - Circular economy	Waste management	Generation and management of industrial waste at production sites and risk of non-compliant temporary storage	Although most waste is sent for recovery, the resources used for its management and treatment may generate adverse impacts on soil and local ecosystems.		Negative	Potential	Direct	Plant production	Local	Low	Easy to resolve in the short term	Possible	Short term	5-3	Not material
S1 - Own workforce	Equal treatment and opportunities for all: Training and skills development	Continuous training and specialised professional development	Investing in employees' professional development creates positive social impacts: skills growth, better career prospects and reduced inequalities of opportunity across Group entities. OMNIA Academy provides a tangible contribution to human capital development by increasing employees' specialist and qualified skills.		Positive	Actual	Direct	R&D and training; Plant production; After-sales and service	Individual	High		Very likely	Short term	6-5	Highly material
	Equal treatment and opportunities for all: Diversity	Equal opportunities, inclusion and non-discrimination	DEI policies generate positive impacts for employees through equal opportunities, reduced discrimination and welfare, and for local communities through the inclusion of vulnerable groups and STEM guidance for girls.		Positive	Actual	Direct	R&D and training; Plant production; After-sales and service	Individual	High		Very likely	Short term	6-5	Highly material
	Working conditions: Well-being	Organisational well-being	Welfare policies, including smart working, parental policies and flexible benefits, improve the quality of life of employees and their families, contribute to social well-being in the areas where the company operates and foster an internal climate that supports motivation, collaboration and performance.		Positive	Actual	Direct	R&D and training; Plant production; After-sales and service	Local	Medium		Very likely	Short term	5-5	Highly material

Topic	Sub-topic / sub-sub-topic	Impact	Related impact		Impact classification				Measuring impact					Materiality	
					Positive / Negative	Actual / Potential	Direct / Indirect	Value chain	Scope	Severity	Remediability	Likelihood	Time horizon		
S2 - Workers in the value chain	Working conditions and human rights	Health and safety of workers in the value chain	Workers in the value chain , particularly in foundries and mines supplying raw materials, face significant safety risks due to hazardous working conditions and high-risk materials, with a greater likelihood of serious injuries and fatalities. Supplies from areas with weaker social standards may also entail complicity in inadequate working conditions, including child labour, excessive hours and insufficient pay.		Negative	Potential	Indirect	Procurement; Inbound transport; Outbound transport; Customer use of machinery; End-of-life of plants and materials	Global	High	Difficult to resolve or resolvable in the medium term	Possible	Medium to long term	9-3	Material
S3 - Affected communities	Community engagement and local impact	Relationship with local communities and contribution to local social development	As a Benefit Corporation , pursuing common benefits for communities through social responsibility projects that foster social cohesion is embedded in the Group's DNA.		Positive	Actual	Direct	R&D and training; Plant production	National	Low		Very likely	Short term	4-5	Material
G1 - Business conduct	Business ethics and anti-corruption	Transparency, integrity and prevention of corruption	Inadequate oversight of corruption, fraud and unethical conduct risks exposes the Group to administrative liability under Italian Legislative Decree 231/2001 and to exclusion from ESG-oriented investment processes. Operations in jurisdictions such as China and Argentina require compliance mechanisms equivalent to the 231 Organisational Model, adapted to local legal and cultural contexts.		Positive	Actual	Direct	R&D and training; Plant production; After-sales and service	Individual	High		Very likely	Short term	6-5	Highly material
	Cybersecurity and data protection	Information-system security and protection of corporate data	Responsible management of cybersecurity and personal data protection under the GDPR builds trust among employees, customers and partners and reduces privacy-breach risk. NIS2 compliance further strengthens the operational resilience of the Group's digital ecosystem. A cyber incident involving remote machine-control and monitoring systems could compromise confidential customer operating data, interrupt production and create contractual and regulatory liabilities because Omnia Technologies acts as a data processor.		Negative	Potential	Direct	R&D and training; Plant production; After-sales and service	National	High	Remediable with effort (time and costs)	Unlikely	Short term	8-2	Not material
	Cybersecurity and data protection	Information-system security and protection of customer data			Negative	Potential	Direct	R&D and training; Plant production; After-sales and service	Local	Low	Remediable with effort (time and costs)	Possible	Short term	6-3	Not material
	Organisational structure and ESG integration	Integration of sustainability into Group strategy and processes	Internal ESG committees, formalised policies and the Group's positioning as a Benefit Corporation and B Corp strengthen sustainability governance and promote advanced management standards benefiting workers, communities and the value chain.		Negative	Potential	Indirect	After-sales and service; Customer use of machinery	Regional	Low	Remediable with effort (time and costs)	Possible	Short term	6-3	Not material
	ESG reputation and brand	The Group's ESG reputation as an intangible asset and competitive differentiator	Transparent and effective communication on sustainability policies and ESG ratings positively affects customers and investors, encourages responsible behaviour throughout the value chain and strengthens customer loyalty. Transparent, ESG reporting also supports market governance and promotes higher standards of corporate accountability in the industrial machinery sector.		Positive	Actual	Direct	R&D and training; Plant production; After-sales and service	Local	High		Very likely	Short term	6-5	Highly material
	Digital transformation, R&D and sustainable innovation	Digital transformation, R&D and sustainable innovation as enablers of efficiency, competitiveness and sustainability	The digitalisation of Service and the introduction of artificial intelligence, robotics and eco-design in plants can reduce emissions, errors and resource consumption while improving occupational safety and circularity.		Positive	Potential	Direct	R&D and training; Plant production; After-sales and service	National	Medium		Possible	Short term	5-3	Material

Double materiality analysis outcome - Impact

Topic	Sub-topic / sub-sub-topic	Risk/opportunity characteristics				Risk/opportunity measurement						Materiality	
		Risk / Opportunity	Type	R/O description		Time horizon	Scope	Severity	Effect on revenue	Magnitude	Likelihood		
ESRS E1 - Climate change	Climate change adaptation	Climate change and increasing frequency and intensity of extreme weather events	Economic, operational and legal risk	Increasingly frequent and intense extreme weather events, including floods, droughts and heatwaves, may threaten business continuity for the company and its customers, potentially damaging sites and plants, causing production stoppages, increasing insurance and energy costs and disrupting the supply chain.		Short term	Global	Medium	0%<x<5%	Important	Likely	9-4	Highly material
	Energy	Reduction and efficiency of energy consumption in production processes	Economic and environmental opportunity	Applying energy-efficiency criteria to production processes can reduce energy and industrial costs, which affect order margins.		Short term	National	Minimal	0%<x<5%	Significant	Likely	6-4	Material
		Self-generation from renewable sources	Economic and environmental opportunity	Investing in energy efficiency and self-generation from renewable sources can reduce operating costs and emissions, increase energy independence and improve ESG ratings among investors and customers.		Short term	National	Low	0%<x<5%	Important	Likely	7-4	Highly material
E2 - Pollution	Air, water and soil pollution	Environmental pollution generated by production processes	Legal, regulatory, operational and reputational risk	Metalworking and the use of chemicals may release pollutants into air, water and soil. Failure to comply with atmospheric-emission requirements could expose the company to administrative sanctions, production stoppages, costs, reputational issues and legal risks from environmental non-compliance.		Short term	Regional	High	0%<x<5%	Important	Possible	8-3	Material
E5 - Circular economy	Waste management	Generation and management of industrial waste at production sites	Legal and operational risk	The generation and management of industrial waste entails the risk of administrative or criminal sanctions for incorrect handling or classification, possible operational stoppages and growing pressure on recovery facilities due to hazardous-waste accumulation.		Short term	Individual	Low	5%<x<10%	Significant	Possible	5-3	Not material
	Resource use and management	Material circularity and eco-design in production	Market, operational and reputational opportunity	Using recyclable or reusable materials, such as steel, and eco-design criteria creates opportunities to innovate circular product design, reduce virgin-material consumption, create economic and environmental value, achieve long-term cost savings, reduce dependence on virgin raw materials and improve ESG positioning.		Short term	Regional	Low	0%<x<5%	Significant	Possible	6-3	Not material
Environment	Sustainability and decarbonisation enabling products	R&D to reduce machinery environmental impacts and develop low-emission technologies	Market, operational and reputational opportunity	Customers increasingly demand efficient machinery compatible with sustainable packaging. Positioning as a sustainability enabler supports premium pricing and stronger customer relationships. Investment in low-emission technologies and innovations that reduce machinery impacts can also lower operating and management costs across product life cycles.		Medium to long term	Regional	Minimal	5%<x<10%	Significant	Likely	6-4	Material
			Economic and operational risk	Production-line modifications required for new packaging solutions may entail plant-conversion costs and downtime for requalification, potentially affecting Group margins and production capacity.		Medium to long term	National	Medium	10%<x<15%	Very important	Possible	10-3	Highly material

Topic	Sub-topic / sub-sub-topic	Risk/opportunity characteristics				Risk/opportunity measurement						Materiality	
		Risk / Opportunity	Type	R/O description		Time horizon	Scope	Severity	Effect on revenue	Magnitude	Likelihood		
S1 - Own workforce	Working conditions: Occupational health and safety	Health and safety conditions at Group production sites	Legal, reputational and operational risk	Managing the health and safety of approximately 3,000 employees requires continuous oversight, training and personal accountability. Weaknesses in safety culture could expose the company to direct accident costs, sanctions under Italian Legislative Decree 81/2008, reputational risk, more incidents and inefficiencies.		Short term	National	High	5%<x<10%	Very important	Unlikely	10-2	Material
	Equal treatment and opportunities: Training and skills development	Continuous training and specialised professional development	Operational and economic risk	Business growth requires continuous integration and updating of technical and managerial skills in response to digitalisation, automation and AI. Inadequate oversight may lead to key-person turnover and skills gaps in acquisitions, affecting Service quality, delays, inefficiencies and loss of know-how.		Short term	National	Medium	5%<x<10%	Important	Likely	9-4	Highly material
			Economic and reputational opportunity	Investment in training can increase employee engagement, reduce turnover, safeguard the quality of Service underpinning multi-year contracts and strengthen attractiveness to qualified candidates.		Short term	National	Medium	5%<x<10%	Important	Possible	9-3	Material
	Equal treatment and opportunities: Diversity	Equal opportunities, inclusion and non-discrimination	Legal and reputational risk	Structured oversight of the gender pay gap is an area for improvement, also in view of the transposition of the EU Pay Transparency Directive (EU 2023/970) by June 2026, which will introduce new reporting and salary-information access requirements.		Short term	National	Low	0%<x<5%	Important	Unlikely	7-2	Not material
	Working conditions: Well-being	Organisational well-being	Operational, economic and reputational risk	A negative organisational climate , with low engagement and satisfaction regarding workplace well-being, could result in low motivation, higher turnover and reduced productivity.		Short term	National	Minimal	0%<x<5%	Significant	Possible	6-3	Not material
			Operational and reputational opportunity	A positive work environment reduces turnover, increases productivity and improves attractiveness to talent. New headquarters facilities and facilities in Tuscany will improve perceived workplace quality, while work-life balance policies further strengthen employee well-being.		Short term	Global	Medium	0%<x<5%	Important	Possible	9-3	Material
	Working conditions: Secure employment	Fundamental workers' rights	Legal and reputational risk	Failure to respect decent working conditions , including fair wages, adequate remuneration, correct working hours and access to social benefits, at overseas operations could lead to legal claims, reputational damage and loss of trust among employees and stakeholders.		Short term	Global	Low	0%<x<5%	Important	Unlikely	8-2	Not material
	Attractiveness, talent acquisition and labour-market evolution	Talent acquisition and retention	Operational and economic risk	Difficulty recruiting specialised technical profiles increases recruitment and replacement costs and slows growth. Skills shortages in automation, robotics and industrial software may limit the Group's ability to respond rapidly to the market, reducing competitiveness and innovation.		Short term	National	Minimal	0%<x<5%	Significant	Likely	6-4	Material

Topic	Sub-topic / sub-sub-topic	Risk/opportunity characteristics				Risk/opportunity measurement						Materiality	
		Risk / Opportunity	Type	R/O description		Time horizon	Scope	Severity	Effect on revenue	Magnitude	Likelihood		
S2 - Workers in the value chain	Working conditions and human rights	Respect for human rights and labour standards	Legal, reputational and business-continuity risk	Supplier breaches of human-rights legislation or labour standards could lead to sanctions, reputational damage and legal restrictions. Major customers subject to supply-chain due-diligence obligations could exclude the Group from contracts where violations are established.		Short term	National	Low	0%<x<5%	Important	Possible	7-3	Material
	Community engagement and local impact		Reputational and economic risk	The absence of structured dialogue with local communities may generate conflict and opposition to new sites or investments, causing delays and additional costs.		Short term	Local	Low	0%<x<5%	Significant	Unlikely	5-2	Not material
S3 - Affected communities	Community engagement and local impact	Relationship with local communities and contribution to social development	Reputational and relationship opportunity	A positive local reputation facilitates relationships with local authorities, reduces conflict risk, supports local recruitment and strengthens the company's image and connection with the area, attracting talent and new customers.		Short term	Local	Low	0%<x<5%	Significant	Very likely	5-5	Material
	Changing consumer and end-use market expectations	Demographic change and evolving consumers	Economic and market opportunity	Population ageing in developed countries and growing health-sector demand offer opportunities to develop solutions that improve efficiency and safety in pharma and life sciences. Consumers' expectations for environmentally friendly solutions also shift demand towards lower-impact, innovative, efficient and digitalised products and services.		Short term	Global	Medium	5%<x<10%	Very important	Very likely	10-5	Highly material
S4 - Consumers and end-users	Health, safety and correct information	Servitisation	Market and reputational opportunity	The progressive development of a servitisation model based on maintenance, technology upgrades and remote monitoring can generate stable recurring revenue, reduce reliance on new plant sales, increase customer switching barriers and strengthen loyalty and competitive positioning.		Short term	Global	High	15%<x<20%	Critical	Very likely	13-5	Highly material
	Regulatory pressure and competitiveness	Evolution of the regulatory framework	Operational, commercial, legal and reputational risk	The Group operates in a rapidly evolving regulatory context, resulting in rising compliance costs, sanction risk, potential effects on ESG ratings and machinery regulatory-obsolescence risk, with possible sales blocks or loss of access to regulated markets.		Medium to long term	National	Medium	15%<x<20%	Very important	Very likely	11-5	Highly material
G1 - Business conduct	Regulatory pressure and competitiveness		Economic, reputational and commercial opportunity	Proactive regulatory compliance opens access to green financial products, strengthens credibility with major international customers and provides an advantage in tenders requiring ESG credentials. Public support may also stimulate demand for innovative, efficient and digitalised solutions.		Medium to long term	Regional	Low	0%<x<5%	Significant	Likely	6-4	Material
	Business ethics and anti-corruption	Transparency, integrity and prevention of corruption	Legal, reputational and business-continuity risk	Unethical conduct in a Group operating in more than 50 countries would adversely affect society and expose the entity to administrative liability, criminal sanctions, exclusion from public contracts, confiscation and possible exclusion by ESG investors.		Short term	Global	Medium	5%<x<10%	Very important	Rare	10-1	Material

Topic	Sub-topic / sub-sub-topic	Risk/opportunity characteristics				Risk/opportunity measurement						Materiality	
		Risk / Opportunity	Type	R/O description		Time horizon	Scope	Severity	Effect on revenue	Magnitude	Likelihood		
G1 - Business conduct	Cybersecurity and data protection	Security of information systems and corporate and customer data	Operational, legal and reputational risk	The increasing digital interconnection of plants heightens cybersecurity, remote-access and data-protection risks. A cyber incident could halt Production and Service, expose sensitive customer data, trigger GDPR sanctions, restoration costs, reputational damage and operational and legal issues.		Short term	Global	Medium	5%<x<10%	Very important	Possible	10-3	Highly material
	Organisational structure and ESG integration	Integration of sustainability into Group strategy and processes	Organisational, operational and reputational risk	Acquisitions may bring unidentified ESG liabilities. A complex structure with international subsidiaries can make consistent global ESG policy management difficult, while incomplete cultural and operational integration may create misalignment with Group values and limit expected synergies.		Medium to long term	Global	Low	5%<x<10%	Important	Unlikely	9-2	Not material
	ESG reputation and brand	The Group's ESG reputation as an intangible asset and competitive differentiator	Economic, reputational and relationship opportunity	A recognisable and measurable ESG profile , including Benefit Corporation status, B Corp, EcoVadis rating and the SBTi pathway, differentiates the Group and supports competitiveness in tenders requiring ESG credentials. Transparent and assured ESG communication also strengthens governance towards the market and stakeholders.		Medium to long term	Global	Low	5%<x<10%	Important	Very likely	9-5	Highly material
			Economic, legal and reputational risk	Unclear or insufficiently transparent sustainability communication could undermine stakeholder trust and damage reputation. Misalignment between ESG communication and actual performance creates greenwashing risk under increasing EU scrutiny, including Directive (EU) 2024/825. An EcoVadis downgrade could also reduce competitive advantage in major-customer tenders.		Medium to long term	Global	Low	0%<x<5%	Important	Unlikely	8-2	Not material
	Digital transformation, R&D and sustainable innovation	Digital transformation, R&D and sustainable innovation	Operational, economic and reputational opportunity	Remote connectivity and IoT enable more efficient, scalable Service, reduce on-site interventions and associated emissions and costs, and provide structured data for more accurate measurement of machinery environmental performance. Industry 4.0 technologies can optimise production, strengthen premium positioning and support access to EU Taxonomy-linked financing.		Medium to long term	Global	Medium	10%<x<15%	Very important	Likely	11-4	Highly material
			Operational and economic risk	Failure to develop a digital Service model based on remote connectivity, IoT and predictive maintenance could reduce operational efficiency, plant uptime and customer retention. Difficulty integrating systems and structured data also limits measurement of in-use environmental performance and increases operational and cyber vulnerability.		Medium to long term	Global	Medium	10%<x<15%	Very important	Unlikely	11-2	Material

Topic	Sub-topic / sub-sub-topic	Risk/opportunity characteristics				Risk/opportunity measurement						Materiality	
		Risk / Opportunity	Type	R/O description		Time horizon	Scope	Severity	Effect on revenue	Magnitude	Likelihood		
G1 - Business conduct	Supply-chain management	Procurement of raw materials, intermediate goods and services	Operational, legal and reputational risk	The supplier ESG assessment process is being launched and covered 92 suppliers in 2025. Without broader coverage, the Group remains exposed to suppliers whose environmental and social standards have not been verified, with potential impacts on non-compliance costs, supply continuity and reputation.		Short term	Regional	Medium	10%<x<15%	Important	Possible	9-3	Material
			Commercial and operational opportunity	An integrated supply-chain system incorporating environmental and social supplier-assessment criteria helps respond quickly to Production requests, adapt to global market changes and offer sustainable products and services throughout the value chain.		Short term	National	Medium	10%<x<15%	Very important	Possible	10-3	Highly material
	Responsible taxation and tax transparency	Group tax strategy and planning	Legal, reputational and compliance risk	Acquisition-led growth and operations in tax jurisdictions including Italy, Argentina, China and France may create international tax-management complexity. Complex structures may be perceived as aggressive or not fully aligned with OECD transfer-pricing guidance, with potential reputational and compliance implications.		Short term	National	Minimal	0%<x<5%	Significant	Possible	6-3	Not material
Economic	Geopolitical instability and trade barriers	Global geopolitical instability and trade barriers	Economic, financial and operational business-continuity risk	International commercial and Service operations expose the Group to differing geopolitical contexts , potentially affecting supply continuity, market access and financial flows through currency volatility and trade restrictions. Cyclical industrial customer investment may also slow purchasing decisions, affecting margins and revenue predictability.		Short term	Global	Absolute	20%<x<25%	Critical	Very likely	15-5	Highly material

Employees by location, gender and type of employment contract*

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	1032,7	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

2023	Italy	France	Romania	Spain
Totale				
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 / 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
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 / 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
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 data are calculated on a Full-Time Equivalent (FTE) basis and are reported as at 31 December.

** Fixed-term contracts mainly relate to production and logistics roles used to support temporary increases in business activity.

*** In most cases, these employees have returned from parental leave or have opted for part-time arrangements to support a better work-life balance.

Employees by location, gender and type of employment contract*

2024	Italy		France		Romania		Spain		United Kingdom		USA		Mexico	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W
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												

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

Argentina / Chle		Australia		Brazil		Morocco		Nigeria		Singapore		UAE		China		Group	
M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
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

Argentina / Chle	Australia	Brazil	Morocco	Nigeria	Singapore	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 data are calculated on a Full-Time Equivalent (FTE) basis and are reported as at 31 December.
** Fixed-term contracts mainly relate to production and logistics roles used to support temporary increases in business activity.
*** In most cases, these employees have returned from parental leave or have opted for part-time arrangements to support a better work-life balance.

Employees by location, gender and type of employment contract*

2025	Italy		France		Romania		Spain		United Kingdom		USA		Mexico		Argentina / Chile	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Total number of employees	1.865	343	46	40	1	0	44	12	13	4	45	8	28	7	95	21
Permanent employees	1834,23	301,42	46	10	1	0	44	12	13	4	45	8	28	7	95	21
Temporary employees**	30,77	41,58														
On-call employees	2															
Full-time employees	1858,35	295,38	46	10	1	0	44	12	12	44	8	13	28	7	91	19
Part-time employees ***	6,65	47,62							1	2	1				4	2

2025	Italy	France	Romania	Spain	United Kingdom	USA	Mexico	Argentina / Chile
Total								
Total number of employees	2.208	56	1	56	17	53	35	116
Permanent employees	2.135,65	56	1	56	17	53	35	116
Temporary employees**	72,35	0	0	0	0	0	0	0
On-call employees	2	0	0	0	0	0	0	0
Full-time employees	2.135,73	56	7	56	14	52	35	110
Part-time employees ***	54,27	0	0	0	3	1	0	6

Australia		Germany		Portugal		China		India		Africa		Asia		UAE		Group	
M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
10	4	1	0	11	0	31	4	47	0	6	1	3	0	7	2	2.255	416
10	4	4	0	11	0	31	4	47	0	0	0	0	0	1	0	2.216,23	372,42
														8	2	38,77	43,58
																2	0
10	4	1	0	11	0	34	4	47	0	6	1	3	0	9	0	2.242,35	364,38
																12,65	51,62

Australia	Germany	Portugal	China	India	Africa	Asia	UAE	Group
14	1	11	35	47	7	3	11	2.671
14	11	11	35	47	7	3	1	2.588,65
0	0	0	0	0	0	0	10	82,35
0	0	0	0	0	0	0	0	
14	1	11	35	47	7	3	11	2.606,73
0	0	0	0	0	0	0	0	64,27

* The data are calculated on a Full-Time Equivalent (FTE) basis and are reported as at 31 December.
** Fixed-term contracts mainly relate to production and logistics roles used to support temporary increases in business activity.
*** In most cases, these employees have returned from parental leave or have opted for part-time arrangements to support a better work-life balance.

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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