Omnia Technologies
Enabling Evolution

A new path

Our 2030 Agenda

SUSTAINABILITY REPORT
OMNIA TECHNOLOGIES GROUP
2023

Omnia Technologies Group

Sustainability Report

Third edition | year 2023

Omnia Technologies
Enabling Evolution

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Letter to stakeholders

Dear Stakeholders of Omnia Technologies,

It is with great pleasure that I present the publication of our third Sustainability Report, which reflects the full maturity of our journey towards becoming a better company.

Omnia Technologies has established itself as a unique entity within the global landscape of the Global Machinery & Automation industry, positioning itself as a leading player across multiple market segments: spirits, non-alcoholic beverages, enology, dairy, water treatment, pharmaceuticals, and life sciences. Our presence in the high-speed beverage bottling & packaging segment has been further strengthened through the creation of an Italian hub, following the integration of ACMI, Sacmi Beverage and Sacmi Labelling in 2024. This strategic move has enabled the Group to achieve an aggregated annual revenue of €700 million.

The successful integration of our various business units—a core component of our business model—has led to a marked improvement in operating profitability, in line with the ambitious goals we had set. Our efforts have focused on enhancing our portfolio of products and services by leveraging technological best practices across the Group, with a strong emphasis on sustainability and performance. We have realised operational synergies in procurement, engineering, and manufacturing, and have capitalised on cross-selling opportunities by maximising our global footprint and consolidated customer base.

We are now fully engaged in the execution of our Sustainability Plan, which, as outlined last year, is driven by our core values - technology, sustainability, and service. Our objective is to achieve 20 ambitious targets through 90 initiatives across four key areas: Corporate, People, Environmental Impacts Reduction, and Innovation.

We have embarked on a two-year investment plan exceeding €50 million, aimed at developing new products and technologies, as well as upgrading our headquarters, production facilities, and workshop machineries. These investments are designed to elevate standards and performance in health and safety, making our work environments more modern, sustainable, and welcoming for our people, our partners, and all stakeholders of Omnia Technologies. Our goal is to create state-of-the-art spaces that promote well-being and productivity, in line with our principles of sustainability and innovation.

Our digitalisation plan has progressed at full speed with the completion of the unified ERP (SAP) rollout across all our production companies. We have introduced a common PLM software across the Bottling & Packaging units focused on distillation and enology and we have finalised the CRM (Salesforce) programme to optimise Sales & Service activities throughout the Group. Additionally, we have extended our payroll management software to all our locations worldwide.

Significant investments have been made to enhance skills and support professional growth at all levels of the organisation, with the aim of driving the transformation and development of Omnia Technologies. In addition to strengthening first and second-line management, we have launched extensive training programmes across the Group to ensure that every member of our team, regardless of their role, can actively contribute to the company's growth. These initiatives are laying the foundation for a distributed leadership capable of steering Omnia Technologies towards new milestone in scale, organisational maturity, and innovation.

Simultaneously, we have invested in product innovation, launching new solutions in key areas such as low-emissions distillation, dealcoholisation, precision fermentation and bottling solutions with low consumption of inert gas and CO_2 emissions. I would particularly like to highlight the dealcoholisation technology, marketed under the Permeare brand, which was developed in collaboration with teams originally from TMCI Padovan, Frilli, and Della Toffola. Another notable success is the evolution of the sustainable distillery concept, conceived by Frilli's engineering team, which is gaining interest from major global players.

These achievements have been made possible thanks to the dedication and hard work of our over 2,300 people, the trust of our customers, the ongoing support of our shareholders, and the collaboration of our financial partners. Together, we are building a future of sustainable growth for Omnia Technologies.

I extend my deepest gratitude to all of you and wish you an insightful read of the latest edition of our Sustainability Report.

Andrea Stolfa

CEO Omnia Technologies

Highlights 2023

To see highlights of the 2022 frame or click here →

PRODUCTION*

36

34 manufacturing plants in Italy, 2 abroad

(Argentina and China)

24

Sales and Service branches

370,000

Sqm total operating surface area

indoor and outdoor surface area – roofed and unroofed

4,976.5

Tons of steel purchased

Our main raw material (stainless steel)

3,052

Units produced Processing division

of which **860** tanks and autoclaves

925

Units produced Bottling & Packaging division

375 Wine | Spirits B&P
125 Beverage B&P
402 Components
23 Life Sciences

~700 mln

Turnover

~2.6 mln

Sustainable investments in 2023

a budget of **48 mln** in 2024, of which **44 mln** allocated for the construction of new sustainable workspaces

PEOPLE*

2,355

Total employees (FTE)[1]

2,029

Employees in Italy (FTE)

326

Employees abroad (FTE)

13.77%

Women out of total employees

206 newly employed in the Group, of which **26** women in corporate positions[3]

10.8%

of employees engaged in R&D activities[2]

+ 255 people

IMPACTS**

69%

Energy from renewable sources

considering the world perimeter, including **67%** in Italy alone.
Of which **50%** comes with certificates of origin

99%

Waste conveyed to recovery/recycling

8.3

Average training hrs per capita

1.66%

Employee accident rate (FTE)

1 The figure is calculated in full-time equivalent FTE employees: a unit used to measure the number of employees to make them comparable to each other although they can work a different number of hours per week. Usually, an FTE corresponds to 2,080 hours per year (40 hours per week x 52 weeks).
2 Italy alone. Our branches abroad are just sales offices, and therefore do not employ R&D staff members.
3 The expression *Corporate* is used to indicate the *Management and Coordination functions* carried out by the parent company Omnia Della Toffola Spa pursuant to Art. 2497 of the Civil Code (cfr. pag. 56).

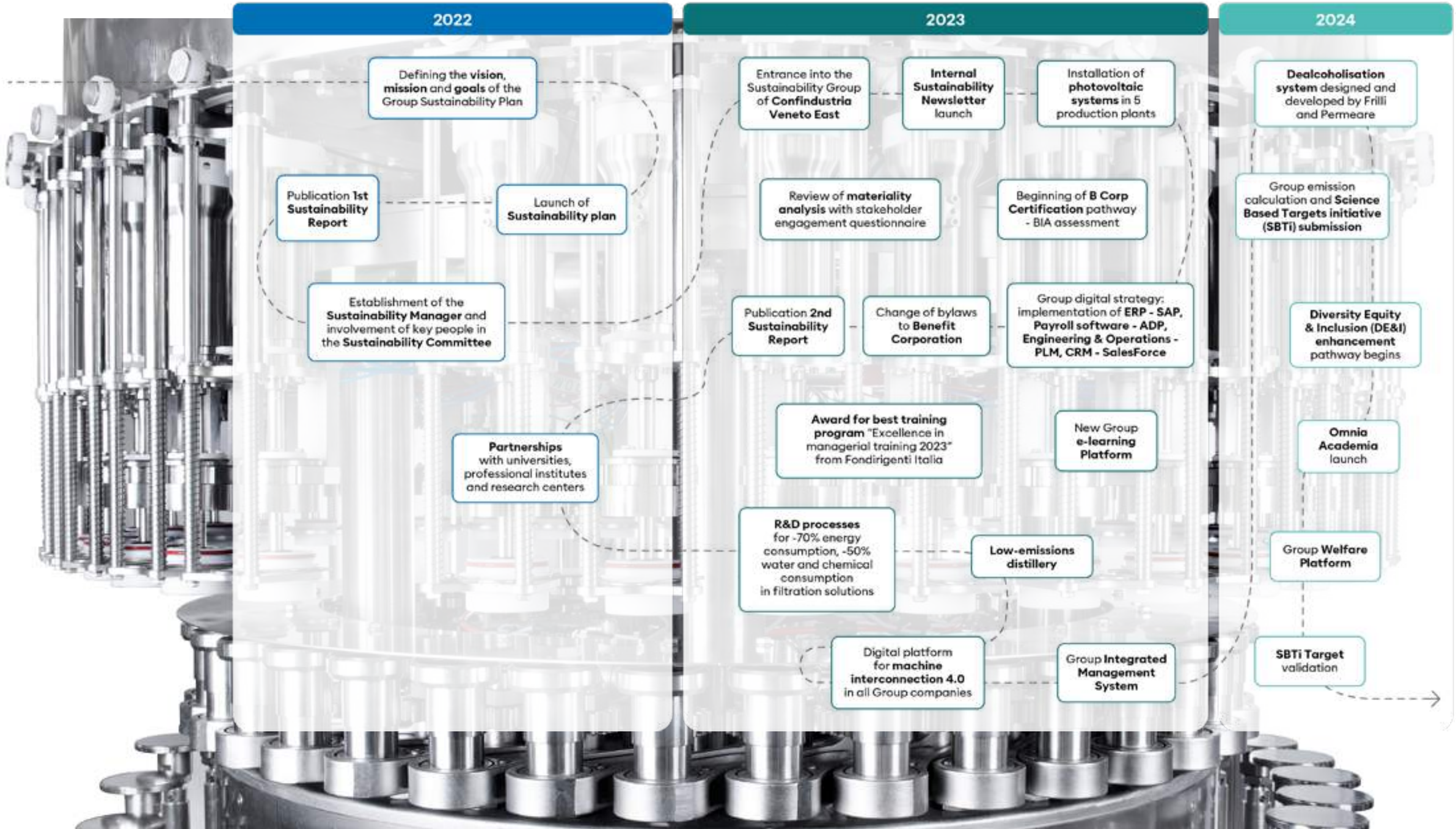
* The data refers to the whole Group at the date of publication of this report → The organisation of the Group
** The data is deemed at closure at 31.12.2023, taking into account the reporting perimeter explained in the methodological note of this Report.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Our emissions reduction targets have been validated in 2024 by → SBTi

Our sustainable growth

To find out the history of the Group frame or click here



01

Omnia Technologies Group

1.1 Company profile

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

The Group **designs and manufactures integrated and automated technologies** capable of offering innovative solutions to **govern the entire production process for the food and beverage and life sciences sectors: including wine, spirits, beverage (alcoholic and non-alcoholic), dairy, ecology and water treatment, chemical and pharmaceutical industries**.

The Group member-companies operate according to **5 divisions**:

PROCESSING

Design and manufacture of complete automation machines/lines for transforming raw materials into finished products in the wine, spirits, beverage, beer, dairy, food and water treatment industries.

WINE | SPIRITS BOTTLING & PACKAGING

Design and manufacture of bottling, capping, labelling and packaging machines/plants in the wine and spirits industry.

BEVERAGE BOTTLING & PACKAGING

Design and manufacture of blowing, bottling, capping, labelling and packaging machines/plants in the beverage industries.

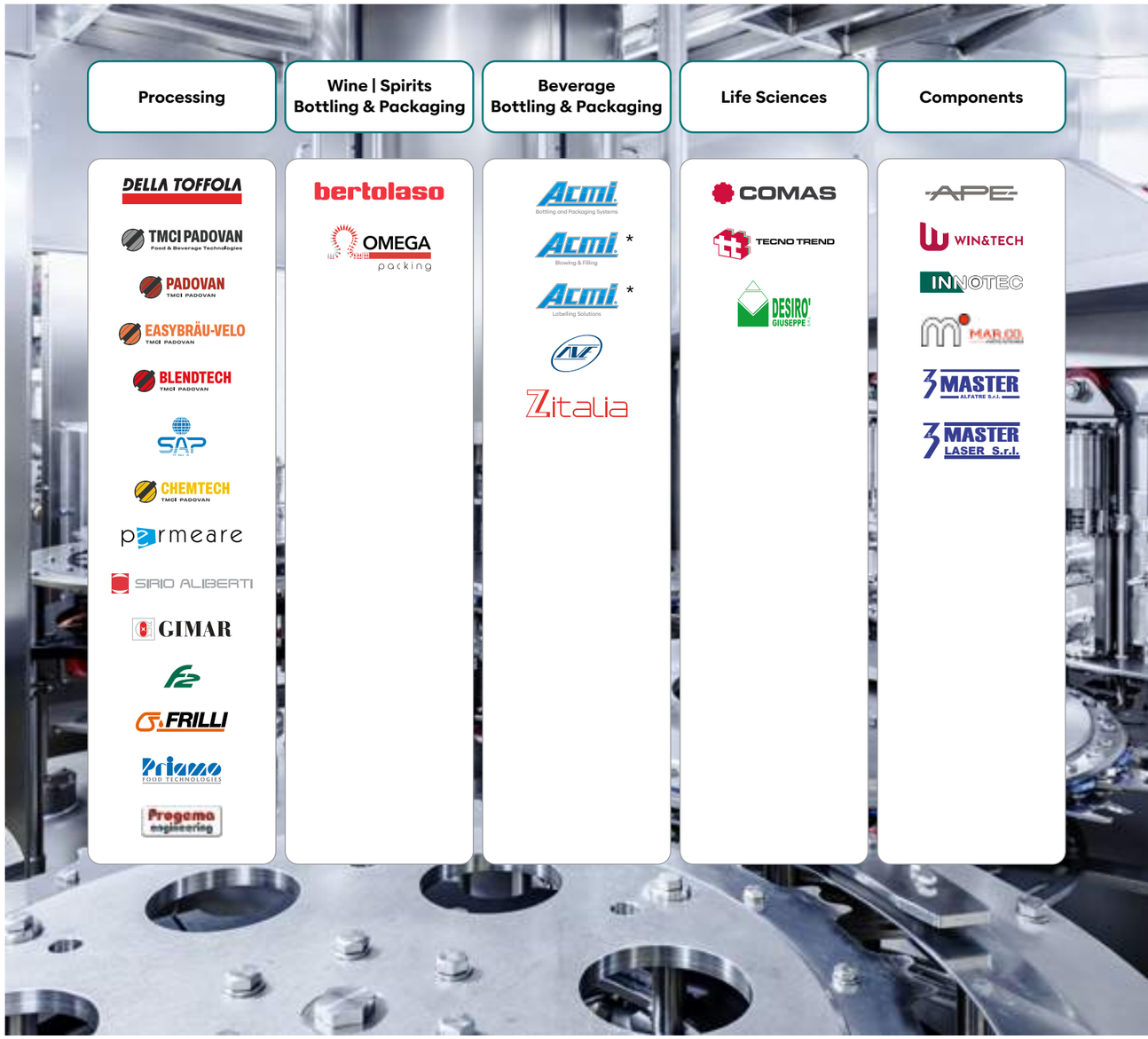
LIFE SCIENCES

Design and manufacture of bottling and capping machines/plants for the pharmaceutical, diagnostic and cosmetic industries.

COMPONENTS

Design and manufacture cutting-edge technologies in microfiltration, cap orientwation, packaging and end-of-line solutions for integrated, efficient and sustainable production line management with complete or stand-alone solutions.

The Omnia Technologies Group divisions



The table is deemed up to date at the date of publication of this report

* ACMI Blowing & Filling ex Sacmi Beverage Parma and ACMI Labelling Solutions ex Sacmi Labelling Verona became part of Omnia Technologies on 11.09.2024

Focus on

The new hub for Beverage Packaging

Omnia Technologies launches a new **high-speed packaging and beverage packaging division** focused on bottling-labelling-packaging technologies through the acquisitions of **ACMI, Sacmi Beverage** and **Sacmi Labelling**.

Headquartered in Fornovo di Taro (Parma, Italy), **ACMI** is a global leading designer and producer of complete packaging and bottling lines, mostly for the food and beverage industry, where it is often the primary contractor and line integrator. Founded in 1984, the company has five production facilities across Northern Italy and four commercial branches in Mexico, Poland, the UK and the USA. Its product portfolio includes palletisers and depalletisers, cartoning machines, wrappers, handlers, multifunctional robots and transportation systems. ACMI has a **turnover of approximately €100 million** and a workforce of approximately 420 employees.

As result of the significant strategic investments undertaken and know-how developed by Sacmi in the high-speed beverage bottling and labelling sectors over the last decades, today **Sacmi Beverage** and **Sacmi Labelling** are among the most recognised players in the market:

Based in Parma (Italy), **Sacmi Beverage** provides standalone equipment and complete high-speed blowing and bottling lines for PET/rPET (virgin/recycled PET plastic), metal cans and glass packaging of liquid products. It also includes form-fill-seal technology for the dairy sector and bag-in-box solutions for the wine sector. Sacmi Beverage has a turnover of approximately €110 million, a workforce of approximately 160 employees, and an installed base of more than 600 machines.
Based in Verona (Italy) and Nanhai (China), **Sacmi Labelling** provides automatic labelling solutions, suitable for glass, plastic and metal containers for the high-speed beverage, beer, food, detergents and wine sectors. Sacmi Labelling has a turnover of approximately €70 million, employs approximately 300 workers and has an installed base of more than 1,700 machines.
Sacmi Beverage and Sacmi Labelling share a global network of branches across France, Spain, Morocco, Nigeria, Singapore, UAE, Brazil, Mexico and the USA.

“

The creation of the new Beverage Packaging division significantly expands Omnia Technologies’ portfolio in Bottling & Packaging, enhancing its ability to offer innovative end-to-end solutions, thanks also to the integration with beverage processing technologies designed and manufactured by TMCI Padovan and Della Toffola. I would like to thank Sacmi and the Magri family for sharing with us the values in which we believe and for supporting us in carrying out such an important and strategic operation”

emphasises Andrea Stolfa, CEO of Omnia Technologies.

Acquisition of ACMI, Sacmi Beverage and Labelling - Omnia

The Evolution of ACMI

Innovation and tradition at the service of our customers

ACMI, a world leader in the design and production of complete packaging and bottling lines for the beverage and food industry, is synonymous with technology, service, reliability, and high customization. Today, thanks to the strategic integration with **Sacmi Beverage** and **Sacmi Labelling**, ACMI further evolves by **integrating specialized skills in blowing, filling, and labelling**, strengthening its position as a line integrator for reference markets.

With the entrance of ACMI, Omnia Technologies creates a competitive hub across all markets and the entire value chain (from processing to packaging), providing a valid alternative to the major European beverage players. At the same time, ACMI will benefit from the technological and strategic support of the Group, creating operational synergies with other brands – TMCI, Della Toffola, and SAP Italia for Processing; Bertolaso for the wine sector; Ave and Zitalia to enter all market segments.

Technological excellence across the entire beverage/PET value chain: the collaboration between ACMI, Sacmi Beverage and Sacmi Labelling allows us to cover every phase of bottling and packaging. This will improve efficiency and quality, enabling us to provide end-to-end service thanks to the Processing solutions offered by the Omnia Technologies Group.

Italian quality on the global market: we offer an alternative to the European giants of beverage technology, providing complete, integrated solutions engineered specifically to meet our customers’needs.

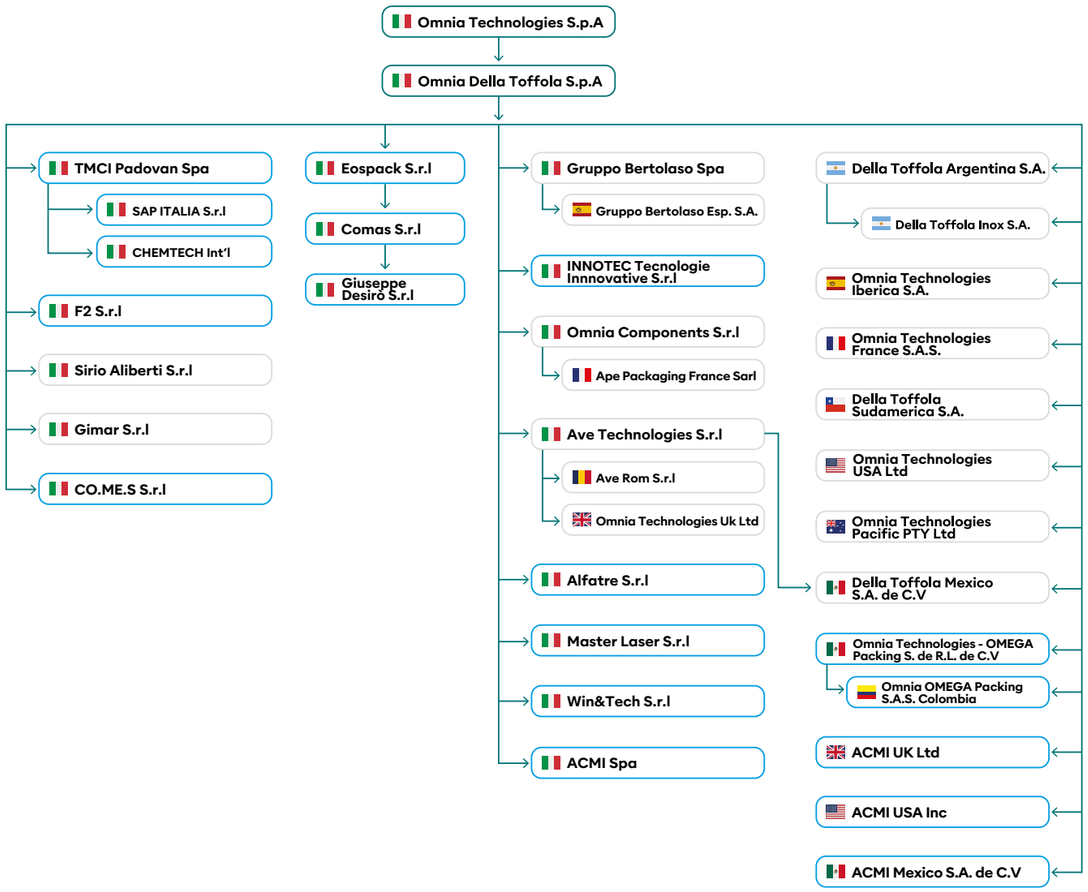
Service continuity: we will continue to support our customers at every stage of production, leveraging the solid foundation of the Omnia Technologies Group. Our commitment is to ensure constant assistance and long-term collaboration to face market challenges together.

With ACMI, Omnia Technologies evolves to meet new market demands, enhancing the tradition and expertise of the companies within our Group. We aim to grow together while maintaining the quality, attention, and commitment that our customers recognize and appreciate.

The headquarters are located in the province of Treviso, where Omnia Della Toffola S.p.A, the Group's coordinating and controlling company is based.

At the date of publication of this report, the Group consists of **28 companies** (comprising **36 manufacturing plants** mainly spread across the regions of North-Central Italy) and **24 sales platforms abroad dedicated to distribution and support and after-sales services worldwide**. Both the manufacturing plants and the sales and service platforms are coordinated by the headquarters.

The organisation of the Group



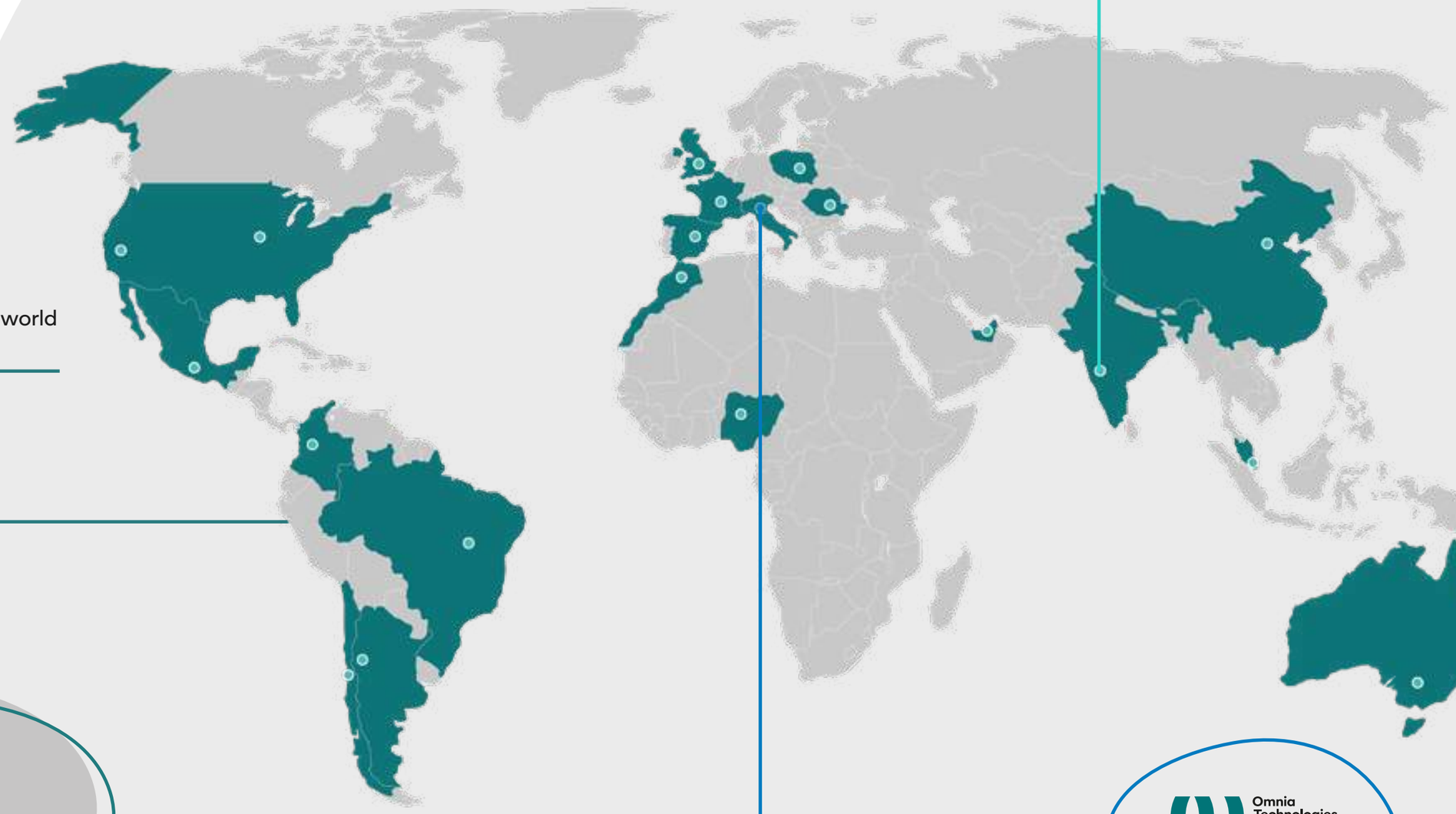
The table is deemed up to date at the date of publication of this report.

Compared to the content of the previous 2022 Sustainability Report, it should be observed that:
There have been no changes in the organisation of the ownership structure

- 16 new companies have been acquired (highlighted in blue on the graph)
- Frilli S.r.l., Permeare S.r.l., Priamo Food Technologies S.r.l., were merged into Omnia of Toffola S.p.A. by incorporation
- Ape Officine Italia S.r.l. was renamed Omnia components S.r.l.
- Mar.Co S.r.l. was merged into Omnia components S.r.l. by incorporation
- Ave Technologies was incorporated into Z-italia, which was renamed Ave Technologies S.r.l.

Omnia Technologies worldwide

A global company with a strong sales and after-sales presence.
Close to those who produce, anywhere in the world.



24 Sales and Service Offices Worldwide

22 countries in the world

- Productive Units
- Sales and Service Offices

36 Production Units
(34 in Italy, 2 abroad)

Omnia Technologies
Enabling Evolution

Headquarters

Signoressa of Trevignano
Treviso, Italy

Focus on

Some faces of Omnia Technologies' platforms around the world

Michelle Pizzi

MD Omnia Technologies UK

I have recently joined the Omnia Technologies Group in a new leadership position as Managing Director for the UK and Ireland. With more than 20 years of experience in the food and beverage sector, and with a proven track record of many years of senior leadership experience across different functions (mainly across the spirits, beer and wine industries), I have been fortunate to work across a number of countries and gained experience and driven value across a wide range of areas of the value chain. I am passionate about people, team development and building collaborative teams. I am known for having a long term perspective, for collaborating across the value chain improved results, for leading business transformations for pioneering new technologies and processes.

The Omnia technology Group is on an exciting journey of growth, with a strong focus on people, sustainability and innovation and provides integrated support to a range of customers across multiple industries. With its strong core values, I look forward to leading and supporting the Omnia technologies team to continue to grow in the UK & Ireland.

Yacine Amami

MD Omnia Technologies France

I am an Agronomist, a Food Process Engineer, and Oenologist Engineer with over 15 years of experience managing a design and consulting office specializing in integrated agri-food projects, alongside maintaining wine production activities. Born in Carthage to a German mother and Tunisian father, I grew up in Tunisia and completed my studies in France where I worked and in 2016, I joined Della Toffola – one of the brands of Omnia Technologies – as a Process Engineer and member of the Research and Development (R&D) team.

In 2020, I was appointed head of the Omnia Technologies R&D team. During this period, I led the team in developing innovative, eco-sustainable applications that enhanced the quality of processed products using artificial intelligence. Meanwhile, I supported the Group's technical and commercial teams to improve our installations and meet customer requirements. My focus on eco-sustainability and customer-centric solutions led to my appointment as General Manager of the Group's French subsidiary in 2022. In this role, I have driven its development by strengthening the sales team, creating a design office to streamline factory relations, offers, and site management. As the Manager of Omnia Technologies France, I am dedicated to providing technical guidance and support to my team, empowering them to tackle complex projects with confidence and independence. We have established a multidisciplinary Service Team that excels in installation management, machine repairs, and customer support, ensuring comprehensive assistance for our clients. With the strategic addition of an HR manager, we have significantly enhanced working conditions for our permanent staff and technicians. Our focus is on fostering a safe and supportive work environment that prioritizes the well-being and safety of our employees, ultimately contributing to a more motivated and efficient workforce.

Federico Villa

MD Omnia Omega Packing

I am an Administrative Engineer with specialization in Sales Management with 18 years of experience in the field with technical and engineering background. Co-founder of Omega Packing which is part of Omnia Technologies since 2023 as General Manager of the Omnia Technologies Omega Packing platform that serves the markets of Mexico, Central America, the Caribbean and Northern South America. As a team leader, I always seek to have a pleasant and clear work environment with all staff, based on results and goals, with a focus on personalized attention to clients.

As a group platform we seek to provide permanent advice and support to clients in project development, from sales engineering, a dedicated project manager and personalized after-sales. We are a flexible platform that seeks to understand clients and their needs, to offer the best solution for projects. I always want to motivate my team, so that they see a leader committed to the platform, a reference for their needs, involved in the projects and in all areas of the company, accompanying the teams in the different processes, such as visits to clients, project closures, implementations, tests and technical support. I care about the well-being of staff, about the positive environmental impact we can have, optimizing resources and being efficient in all the processes.

Matteo Vizzotto

MD Omnia Technologies Pacific

I am a chemical engineer with a strong passion for international experiences, which have led me to live in Spain and the Netherlands for study and work reasons. During these experiences, I developed a keen interest in the Food & Beverage industry. These international experiences have allowed me to broaden my professional and cultural skills, significantly contributing to my personal and professional growth.

In 2020, I began my professional journey at TMCI Padovan, where I held the position of Area Manager Beverage, with responsibilities for the South American and APAC regions. During this period, I had the opportunity to deepen my knowledge of the sector and develop a solid network of international contacts. A few months after the acquisition of TMCI Padovan by Omnia Technologies, I was offered an extraordinary growth opportunity: the role of Managing Director of the Pacific platform. Embracing this new challenge, I moved with my family to this fascinating region, ready to contribute to the success of our company and enthusiastically take on the new responsibilities. My background as a rugby player has taught me that good teamwork allows every player to give their best: this principle guides my professional approach, where my goal is to create a collaborative and supportive work environment that enables each team member to excel and reach their full potential.

1.2 Products and services

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

Machines, plants and complex systems of Omnia Technologies Group

Provider of Turnkey Solutions

Cross-Selling Potential

Customization and Standardization

Market-Leading Innovations

Leader in Sustainability

Made in Italy Technology

The table is updated at the date of publication of this report

Some of our brands

To learn more about all the brands of the Group frame or click here

DELLA TOFFOLA

Machineries for the **wine, beverage and water treatment industry**.

EASYBRÄU-VELO TMCI PADOVAN

Technologically advanced solutions for the production of **beer**.

SAP Food Processing Plants

Cutting-edge solutions for the **food and beverage industries**.

parmeare

Tangential filtration and complementary **separation technologies for the food, wine and industrial sectors.**

FRILLI

Distillation plants and complete distilleries.

APE

Machines and complete lines for **packaging** in the wine, beverage and spirits industries.

SIRIO ALIBERTI

Autoclaves, tanks, horizontal and vertical winemaking machines.

WIN&TECH

Membrane **separation and microfiltration plants**, technologies for the wine and beverage industry.

bertolaso

Automated systems for the **bottling of wine and spirits**.

INNOTEC

Microfiltration plants, dosages and CIP systems for the wine and beverage industry.

Acmi
Bottling and Packaging Systems

Complete packaging and bottling lines for the beverage and food industry.

COMAS

Liquid filling and container capping technologies for the pharmaceutical, cosmetic and diagnostic industry.

Solutions for the Group's end-markets

Omnia Technologies develops high-quality, flexible and customisable products that can be integrated into the customer's production processes. As a matter of fact, thanks to the multidisciplinary expertise of its technicians and the close collaboration with customers throughout all phases of the product's life, the company determines the optimal production and plant engineering configuration, **combining efficient management of energy carriers and water consumption with a financial investment that is sustainable over time.**

Wine production process

Grapes reception
Grapes are received in tanks and destemmed if needed

Crush / press
Mechanical presses stomp or trod the grapes into must

Fermentation
Yeast is added to the must to start the fermentation process

Filtration
Filtration provides separation and capturing of the larger particles in the liquid

Pre-bottling
Wine microfiltration and CIP plant for the bottling

Bottling
Bottle rinsing, filling and capping

Labelling
Adding front / rear / top labels to the bottles once capped

End-of-line
Case packer, carton forming and palletizer

Waste water treatment
Water treatment plants for recovery and use









DELLA TOFFOLA

SIRIO ALIBERTI
GIMAR
F2

DELLA TOFFOLA
permeare
PADOVAN TMCI PADOVAN

INNOTEC
WIN&TECH

bertolaso
MARCO

Acmi Labelling Solutions
Zitalia

Acmi Bottling and Packaging Systems
APE

DELLA TOFFOLA

Spirits production process

Raw material reception	Raw material treatment	Fermentation	Distillation	Storage / aging	Water treatment
Raw material reception and storage	Complete treatment of the raw material to make it fermentable	Conversion of sugars into alcohol	Batch and / or continuous distillation processes	In stainless steel tanks or barriques	Process water preparation

Blending & filtration	Pre-bottling	Bottling	Labelling	End-of-line	Waste water treatment
Dilution to the desired degree, refrigeration, filtration	Spirit filtration and CIP plant for the bottling	Bottle rinsing, filling and capping	Adding front / rear / top labels to the bottles once capped	Case packer, carton forming and palletizer	Water treatment plants for recovery and use

Beer production process

Water treatment	Malt handling	Brewhouse	Fermentation maturation tanks	Filtration & clarification	Pasteurization & carbonation
Water preparation to specifications	Malt transportation and milling	Beer production	Stockage of beer for fermentation and maturation	Filtration allows obtaining brilliant beer, beer and yeast recovery	Heat treatment prolongs and ensures the stability of the product to extend its shelf life

Pre-bottling	Bottling	Labelling	End-of-line	Waste water treatment
Beer filtration and CIP plant for the bottling	Bottle rinsing, filling and capping	Adding front / rear / top labels to the bottles once capped	Case packer, carton forming and palletizer	Water treatment plants for recovery and use










DELLA TOFFOLA

EASYBRÄU-VELO TMCI PADOVAN

GIMAR

F2

EASYBRÄU-VELO TMCI PADOVAN

DELLA TOFFOLA

INNOTEC

WIN&TECH

Acmi Blowing & Filling

AVF

Acmi Labelling Solutions

Zitalia

Acmi Bottling and Packaging Systems

APE

DELLA TOFFOLA

Beverage production process

Water treatment	Raw material reception	Raw material treatment	Mixing of ingredients	Finished drink preparation	Pasteurization
Water preparation to specifications	Storage of granular sugar and various ingredients	Powder dissolving, emptying of liquid ingredient drums	Dosage of recipe ingredients	Mixing of ingredients	Heat treatment for conferring microbiological stability

Pre-bottling	Bottling	Labelling	End-of-line	Waste water treatment
Product filtration and CIP plant for the bottling	Bottle rinsing, filling and capping	Adding front / rear / top labels to the bottles once capped	Case packer, carton forming and palletizer	Water treatment plants for recovery and use

DELLA TOFFOLA | SIRIO ALIBERTI GIMAR | BLENDTECH TMCI PADOVAN SAP Food Processing Plants DELLA TOFFOLA | Primo Food Technologies

INNOTEC WIN&TECH | Acmi Blowing & Filling | Acmi Labelling Solutions Zitalia | Acmi Bottling and Packaging Systems APE | DELLA TOFFOLA

Focus on

Digitalisation as a value-enhancing and enabling factor

At Omnia Technologies, we have chosen to develop digitalisation according to the theme of **digital continuity**, which involves the integration and alignment of processes, information, and digital technologies throughout the entire product lifecycle: from design and production to distribution and after-sales support.

This **concept is fundamental for improving efficiency, reducing costs, increasing quality, and maintaining competitiveness in the global market**.

In digital continuity, there are two important elements: the **data** and its **uniqueness**[4].

The data in Digital Continuity

HOW IT IS COLLECTED

Data Sources
Data can be collected from numerous sources within the Group, including IoT* sensors, ERP* systems, MES*, PLM*, CRM*, production machines, operators, suppliers, and customers.

Types of Data
Data can include operational information (cycle times, quantities produced, quality parameters), maintenance data (failures, repair interventions), logistics data (material handling, delivery times), and design data (CAD models, technical specifications).

WHAT BENEFITS IT BRINGS

SERVICE

Quality Improvement
Continuous monitoring and data analysis to identify and resolve quality issues in real time.

OPERATIONS

Operational Efficiency
Reduction of machine downtime and optimization of production processes.

FINANCE - OPERATIONS

Cost Reduction
Identification of waste and inefficiencies to reduce operational costs.

RESEARCH AND DEVELOPMENT

Innovation
Facilitates the implementation of new technologies and innovative processes.

SALES

Quick Market Response
Ability to quickly adapt to market demands thanks to increased agility and visibility. Elaboration and data analysis.

FUTURE PERSPECTIVES

Elaboration and data analysis

Big Data
The analysis of large volumes of data allows for the identification of patterns, trends, and anomalies that can be used to improve decision-making processes.

Machine Learning and Artificial Intelligence
Advanced techniques that enable the automation of data analysis and provide accurate predictions and optimized recommendations.

Data Uniqueness

HOW IT IS COLLECTED

Data Management Systems

Master Data Management
An MDM system centralizes the management of key data (such as customer, product, and supplier data), ensuring that it is unique and consistent across all business systems.

Data Governance
Policies and procedures to ensure the quality, consistency, security, and appropriate use of data throughout the organisation.

Technologies and Tools

- **Integrated Platforms**

Utilisation of platforms that integrate various business systems (ERP*, MES*, PLM*, CRM*) to ensure data consistency.

- **Centralized Databases**

Creation of a single, centralized database that serves as the source of truth for all business data.

WHAT BENEFITS IT BRINGS

Consistency
All users and systems use the same information, reducing the risk of errors and misunderstandings.

Reliability
Consistent and accurate data enhances trust in the information and decisions based on it.

Traceability
It is possible to trace the origin and evolution of each piece of data, facilitating audits and quality controls.

Efficiency
By eliminating duplications and discrepancies, business processes become more streamlined and faster due to increased agility and visibility.

FUTURE PERSPECTIVES

Blockchain
Distributed ledger technologies that ensure data immutability and transparency, particularly useful for traceability and compliance.

* GLOSSARY

Integration of IoT Systems (Internet of Things): Connecting various IoT devices and systems to enable seamless data exchange and operational efficiency.
Information Technologies (IT): Systems such as ERP (Enterprise Resource Planning), PLM (Product Lifecycle Management), and CRM (Customer Relationship Management) that manage business processes and data.
Operational Technologies (OT): Industrial control systems like SCADA (Supervisory Control and Data Acquisition), MES (Manufacturing Execution Systems), and other automation technologies that manage production processes.
IT/OT Integration: Creating a common platform that allows for data exchange between different systems, enhancing visibility and traceability of operations.
Collaborative Platforms: Digital tools that facilitate communication and collaboration among cross-functional teams, including global teams.
Data Protection: Implementing security measures to protect sensitive data from cybersecurity threats.
Employee Training: Educating employees on best practices for cybersecurity to prevent incidents and ensure data security.

4 Data Uniqueness refers to the principle that each piece of data has a single, valid, and recognized definition and version within the Group. This principle is crucial for avoiding discrepancies, confusion, and inefficiencies.

Service

Service is one of the three values (→ Sustainability strategy) **that guide Omnia Technologies programme,** along with technology and sustainability. Accessibility and close **proximity** to customers, combined with **anticipating their needs** through **predictive technologies**, are just a few examples of the Group's strong focus on its Service function. To support this, dedicated teams have been established within each division and across the individual brands.

Through the continuous training of specialised technicians and end-users, **the development of new service modes**, up to the development of the **service as a true product** (*servitsation*), Omnia Technologies is committed to engaging with its customers in a lasting relationship based on **the principles of quality and mutual trust.** This, with the ultimate goal of **extending the service life of products (machine or line) as much as possible in terms of cost-effectiveness and efficiency.** The after-sales service is **managed and monitored by the Omnia Della Toffola Service Department** which centrally coordinates:

- The **team of highly specialised in-house technicians** (FSE - Field Service Engineers) involved in the installation and testing of plants, tests and maintenance operations (scheduled and extraordinary), and in some cases, remote support (envisaged for all new types of plants/machines).
- The **activities of the after-sales service departments** of each production site/sales department abroad. Every production company or sales branch of the Group is responsible for gathering requests for services and/or spare parts, processing and handling orders internally, whether they are requests from the end customer (manufacturer) or international distributors.

The company verifies the appropriateness of the service provided through the **Net Promoter Score (NPS) model**. For further information, reference shall be made to the paragraph → Customer centricity. **At group level, the number of employees in service activities in Italy and abroad is 196 people (including 29 women) - equal to 13.12% of the total[5].**

SERVICES INCLUDED

In general, the following services are included for each machine or plant manufactured and sold:

- **Installation, start-up, testing and training** of designated personnel;
- **Technical support** (both remote and faceto-face), during weekdays and business hours.

These services are guaranteed worldwide.

SERVICES UPON REQUEST

The following additional services are available upon request:

- **Service for the lifetime of the machinery** (average 20-25 years);
- **Upgrade and engineering** to improve the performance of machines already in use (starting from energy efficiency);
- **Contractual service agreement**: management of all periodic monitoring and scheduled maintenance activities, supply of ready-to-use spare parts to ensure maximum efficiency and cost-effectiveness, also reducing the risk of downtime;
- **Purchase and resale of second-hand equipment**, ensuring efficiency in terms of consumption and costs. If the machine is at the end of its life, Omnia Technologies will ensure it is disposed and recycled of correctly;
- **Servitisation** – filtration and bottling service by third parties, releasing the customer from the obligation to purchase the machine. For further information, reference shall be made to → Innovation.

5 The calculation is carried out in full-time equivalent FTE employees

Digitisation in the Service

TECHNOLOGIES	VALUES	BENEFITS
▪ **Field Service Management (FSM)**: Field service management platforms ▪ **Internet of Things (IoT)**: Remote monitoring of machines and devices	▪ **Proactivity**: Ability to predict and prevent problems before they occur ▪ **Efficienza del Servizio**: Streamlining maintenance and service processes ▪ **Customer Satisfaction**: Improve customer service quality	▪ **Reduction of downtime**: Predictive and preventative maintenance reduces downtime ▪ **Improved Customer Experience**: Proactive and rapid services increase customer satisfaction* ▪ **Reduced Maintenance Costs**: Remote monitoring and predictive analytics reduce costs associated with reactive maintenance

* In this regard, in 2023 we implemented a digital archive of already processed support cases to enable our technicians to access a complete database and resolve issues more quickly and effectively. This action aims at streamlining the flow of information and, ultimately, to improve customer service by fostering stronger and more loyal relationships.

1.3 Reference markets

The strong product expertise developed by each company within the Omnia Technologies Group is supported by **ongoing process innovation and a central, synergistic organisational structure (Omnia Della Toffola), which enhances the proposition and commercial offering**.

Omnia Technologies operates across various sectors, including wines, spirits, non-alcoholic beverages, beer, pharmaceuticals, cosmetics, and dairy products, offering a wide range of solutions - from integrated "turnkey" production lines to individual machines - tailored to the specific needs of each customer. Our solutions enable us to reach all types of clients, from small local producers to large bottlers, providing constant support and excellent service through a broad and well-structured distribution network that includes proprietary platforms, agents, and distributors worldwide.

Customer description

Our client portfolio is divided into two main segments: large companies (blue-chip) and local/regional companies.

Large clients generally invest in technologically advanced equipment to enhance automation and efficiency, with relationships often involving recurring sales and a "key account" approach, aiming to become trusted consultants especially in the beverage, wine, spirits, and food markets.

Local and regional operators, primarily active in the wine and beer markets, have longer purchasing cycles (over 10 years) due to the high cost of innovation relative to their revenue. We offer this segment specific solutions to support the achievement of increased operational efficiency and to enable them to benefit from our advanced technologies and experience throughout the production stages.

Omnia Technologies has a global presence, offering different solutions based on the specific demands of end customers, target markets, and served geographies. The most important markets for Omnia Technologies are:

Italy

Omnia Technologies Group was formed from the union of Italian excellence with a strong local presence in all reference sectors, thanks also to entirely Italian production. Among the various business units, the most prominent nationally is wine processing, where the Group has a comprehensive coverage.

Europe

Omnia Technologies operates throughout Europe, providing integrated process and bottling lines and customised solutions for the wine, beverage, and spirits sectors. This market features high competition and stringent regulatory standards, which Omnia Technologies addresses daily by investing in technological innovation, customer relationships, and continuous product quality improvement.

America

In the Americas, Omnia Technologies has several sales and service platforms located across North, Central, and South America, where it predominantly offers individual machines and modular plants for artisanal and industrial producers. The main challenges in this market include identifying various production, logistical, and distribution needs. The company has overcome these challenges by establishing local partnerships and adapting its solutions to the specific market requirements, ensuring local support services for greater operational efficiency.

Sales results in %*

BY END-MARKET

52% Wine

13% Spirits

26% Beverages and Dairy

4% Beer

3% Pharmaceutical

2% Others

BY GEOGRAPHY

27% Italy

11% Rest of the world

18% America

44% EMEA (excluding Italy)

BY PRODUCT / SERVICE

82% Product

18% Service

BY DIVISION

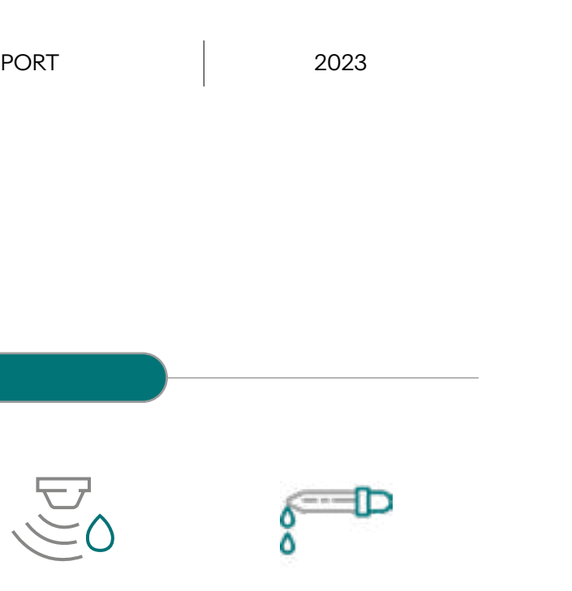
65% Processing

27% Bottling & Packaging

5% Components

3% Life Sciences

* Data source: from SAP management software and Group systems updated as of 31.12.2023



1.4 Economic performance

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

2023 marked a **normalisation of the global macroeconomic environment in comparison to 2022** (characterised by overcoming post-COVID-19 challenges and strong inflationary pressures), despite geopolitical interference and an uncertain economic picture in terms of growth, inflation and interest rates.

Global GDP grew by 2.7% (3.1% in 2022) and Europe recorded a lower growth rate (+0.5%) than the United States (+2.5%) and China (+5.2%). Raw material prices normalised from peaks in 2022 and demand stabilized. This general economic context certainly influenced the Group's performance in 2023, which was able to record a **significant expansion**, also because of the new acquisitions of leading companies in the reference markets. This strengthened our competitive position and our ability to provide our customers with a more comprehensive offer of advanced solutions, products and technologies for all the markets in which we operate.

Growth was solid in all business units in the first half of the year, with weak demand in the second half. The beverage and distillation industries have performed better than the **wine industry**.

From a commercial point of view, we **continued to expand our sales networks and markets served**, **particularly in our foreign offices**. In addition, there has been a growing focus on business service and spare parts supply, both in consolidated and new markets.

The **economic value we generate – and distribute –** indicates our ability to create wealth and distribute it to our stakeholders. This wealth benefits not only shareholders and employees, but also all those who have dealt with us during the period under consideration, such as banks, suppliers of goods and services, partners, trade associations, etc.

Also, in 2023 **our economic value generated was distributed** to the following stakeholder categories:

1. **Lenders** mainly banks
2. **Human resources** employees and collaborators
3. **Suppliers** of raw materials, services and capital goods
4. **Public Administration** (in the form of taxes and charges payable, direct and indirect, excluding deferred)
5. **DT group** (in the form of provision for funds, depreciation and any profits)

Economic performance of the Group in million*

	2021	2022	2023*** IFRS Pro-forma	Variance 2023 vs 2022
Economic value generated directly	148,590	260,464	407,843	57%
Sales revenue	146,782	239,926	380,131	58%
Inventories delta and other revenue	/	20,538	27,712	35%
Economic value distributed divided by:				
Economic value (direct costs up to industrial margin)	109,355	197,539	300,714	52%
Remuneration of staff	34,570	56,973	86,759	52%
Payments to capital providers**	486 The final report showed a delta of 1,000 euro compared to the value reported in the 2021 Sustainability Report	524.3	17,092	3,160%****
Public Administration Remuneration (100% income tax)	1,263 The final report showed a delta of 1,000 euro compared to the value reported in the 2021 Sustainability Report	3,151	4,166	32%
Retained economic value (that is "directly generated economic value" minus "distributed economic value")	2,915	2,277	-888	-139%
EBITDA	14.8	24.5	55.18	125,22%

* All data on the Group's economic performance are as of 31.12.
The economic data are consistent with those reported in the filed financial report. For 2021 data, the following are not included. APE, Bertolaso and Permeare; for 2022, APE, Bertolaso and Permeare are included, but Mar.Co. and Progema are not included. For 2023, Mar.Co and Progema are included, in addition to their share of all acquisitions that occurred in 2023.

** No dividends were paid in 2022 and 2023.

*** The IFRS pro-forma information is presented assuming that the business acquisitions carried out during the year ended 31 December 2023 had occurred on 1 January 2023. The pro-forma income statement for the year ended 31 December 2023 presents the separate disclosure of costs considered by their nature to be non-recurring.

**** High variance given by the change in calculation and increase in access of payments to Capital Providers compared to the previous year.

1.5 Our positioning

Omnia Technologies oversees the *food and beverage* and *Life Sciences* sectors with **an overall proposal, bridging the historic fragmentation of the value chain** typical of these sectors, **and synchronising their traditional expertise and technological innovations aimed at offering a comprehensive and organic quotation.**
Today, the Group is the **reference platform in the automation technology segment for the end markets in which it operates.**

Omnia Technologies Group success factors

END MARKET

Solid and dynamic reference markets with a demand for automated and technologically advanced solutions.

MAIN CUSTOMERS

Base of top-listed customers with recurring purchasing dynamics.

INTEGRATED PROPOSAL

Broad portfolio of technologically advanced turnkey solutions with significant cross-selling potential.

INTERNAL VALUE CHAINS

Comprehensive processing and packaging solutions at every stage of the value chain.

INNOVATION FOR SUSTAINABILITY

Business ethics rooted in sustainability, with a proven history of innovation.

GLOBAL PRESENCE

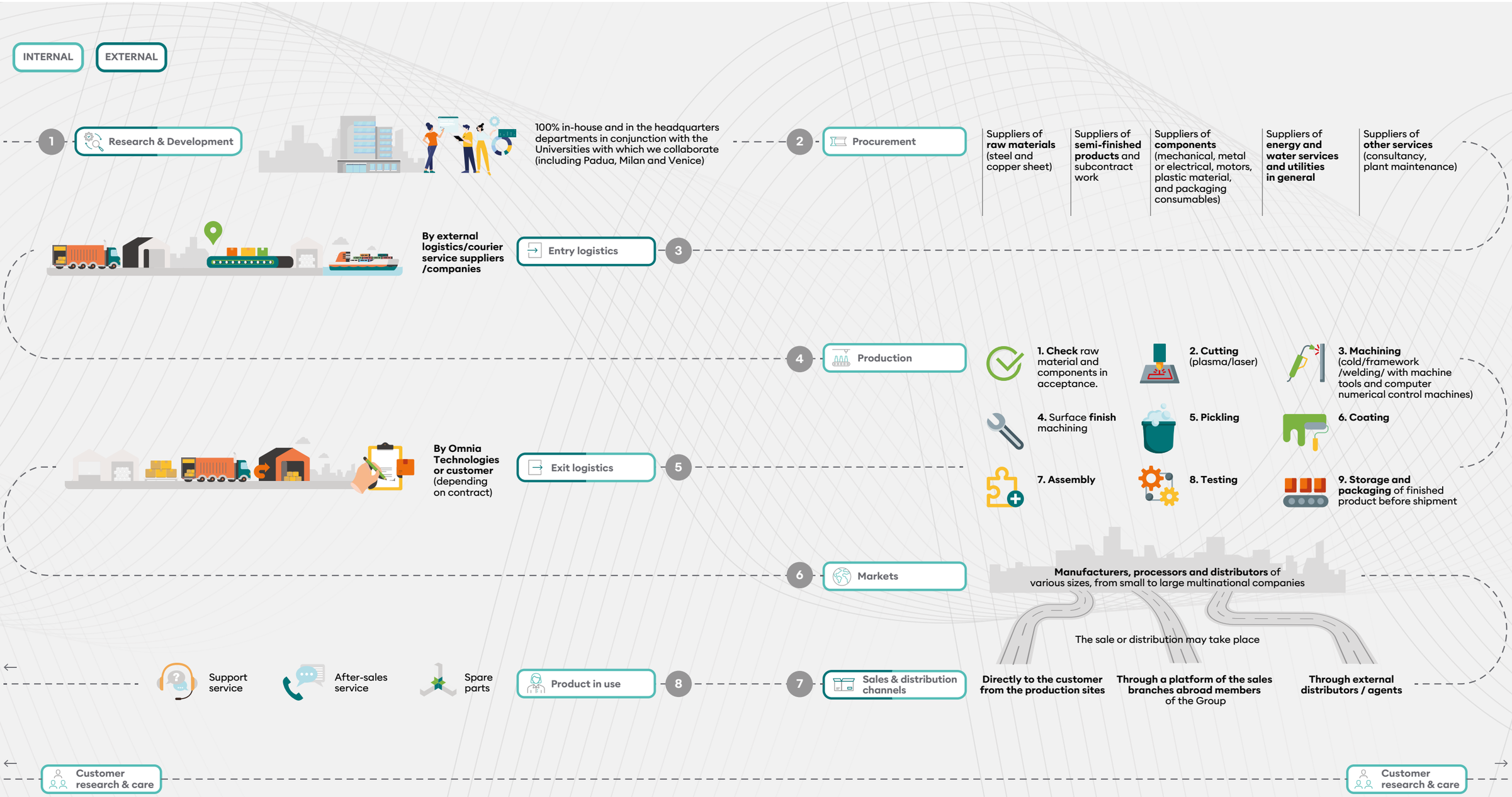
Global reach enabling proximity to customers and implementation of an integrated after-sales and support service strategy.

The organisational changes adopted over the last two years have undoubtedly strengthened the **company's competitive edge, propelling the group to become the technological partner of integrated solutions, on the one-stop-one-shop model;** and this, for all production processes in the wine, spirits, beverage and beer industries.

1.6 The value chain

Although the products sold and the markets served have expanded and diversified, **there have been no significant changes in the value chain of Omnia Technologies**, which continues to represent the main business relations of the Group, compared to the previous reporting period.

For further information on the two main players in the corporate value chain, customers and suppliers, reference shall be made to the subsequent paragraphs → Supplier management and → Customer centricity.



Procurement chain

Suppliers are a key part of the **corporate value chain and contribute to the Group's sustainability goals.** Through the assessment and selection process, Omnia Technologies aims to foster the establishment of a class of **preferred suppliers with whom:**

1. **to establish stable business relations;**
2. **to implement a policy of guidance and support for quality improvement;**
3. **to create a supply chain that contributes positively to improving the impact on its ecosystem.**

The group defines its procurement based on the criteria below:

- Quality of the product subject of supply
- Quality of service delivery
- **Service flexibility**
- Management of **environmental and social aspects**
- Managing **safety aspects**
- Acceptance of Omnia Technologies Supplier Code of Conduct
- **Value for money**

In this regard, the **Supplier Code of Conduct** has been in force since 2022, so that the value structure defined by the Omnia Technologies Group's Code of Ethics (→ Business ethics and responsibility) is fully shared between the parties, with reference to issues of **occupational safety, ethical and fair labour practices, and environmental sustainability policies**.
The Group's Procurement is responsible for monitoring the application of this Code; the headquarters office monitors the actual implementation of the principles contained therein and examines reports of potential breaches, performing the most appropriate checks (→ Tools supporting governance).
No breaches or non-compliances have been reported since the Supplier Code of Conduct has been in force.

The majority of Omnia Technologies suppliers fall into **two main categories: suppliers of goods/services related to the Group's core business and those used in the Health, Safety & Environment (HSE).** All agreements with strategic suppliers[8], in terms of volume and type of material, are contracted 4 by the Omnia Della Toffola Procurement Department; on the other hand, the operational management, according to the central guidelines, is handled by the individual offices of the various brands/companies. Finally, the service providers or contractors supporting the Group are generally located in the vicinity of the company offices to **generate income in the reference territory and limit the emission impacts of logistic movements.**

8 A strategic supplier is a supplier that is critical to manufacturing because it is highly specialised and selected for its ability to offer high quality products or services at competitive prices and in a short time. At the group level there are 42.

SUPPLIERS OF GOODS AND/OR SERVICES OF PARTICULAR IMPORTANCE* RELATED TO THE CORE BUSINESS OF THE GROUP	SUPPLIERS OF GOODS AND SERVICES IN THE FIELD OF ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY
By way of non-limiting example, they are: ▪ steel and raw materials in general ▪ components for the manufacture of machinery (membranes, pumps, etc.) ▪ electronic material ▪ machinery and equipment for production ▪ workshops and accessories and related services maintenance services.	By way of non-limiting example, they are: ▪ goods and services related to environment and safety ▪ equipment for personnel (e.g. personal protective equipment, clothing, etc.) ▪ transporters and disposers ▪ maintenance technicians for facilities and waste (e.g. air conditioning systems, lighting, etc.) ▪ cleaners ▪ test laboratories ▪ hemical and healthcare products (e.g. detergents, lubricants, disinfectants, etc.)

* "Particularly important" suppliers are suppliers from 100,000 euro in turnover considering the categories of materials or semi-finished products.

Raw materials, components and semi-finished products

In regards to the supply of raw materials, components or semi-finished products as a **metalworking company**, procurement reveals some specific challenges:

- The first material for use, **steel, is of high environmental impact and, to date, cannot be replaced** with alternative material;
- Several **suppliers are strategic, so situations of procurement dependency may arise**;
- For the electronic part, we are forced to mainly engage **European suppliers with Asian sources of supply**, affecting the timing, delivery costs, and environmental impacts of the procurement chain.

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

- **25% of steel comes from European suppliers (29% of the value total) which guarantees a 93% share of recycled (direct source from the supplier)**;
- **In line with corporate governance guidelines, we aim to create strategic partnerships with specialised suppliers**;
- **Where possible, an Italian supply is preferred** (91% of the total suppliers).

% expenditure from significant suppliers of goods and services 2023*

% on total turnover	% on total turnover
70.2%	29.8%

% expenditure on suppliers of goods by origin and category 2023**

RAW MATERIALS	% on total turnover
Stainless steel	7.09%
Iron	0.22%
Aluminium	0.01%

SEMI-FINISHED PRODUCTS	% on total turnover	% on total turnover
Plastic material (e.g. mouldings, belts, conveyors, gaskets)	3.98%	-
Non-plastic material (e.g. fillers, bearings, fifth wheels, bushings)	1.01%	0.02%

COMPONENTS	% on total turnover	% on total turnover	% on total turnover
Mechanical components (e.g. gears, bolts, valves, springs)	7.69%	0.19%	0.001%
Electrical and electronic components	16.81%	0.15%	-
Motors and related components	2.07%	0.06%	-
Pumps and pneumatic systems	7.39%	0.07%	-

* The percentage is calculated considering suppliers who supply finished materials or semi-finished products and starting from 100,000 euros in annual turnover with the Omnia Technologies Group.
** Excluding third-party machines and spare parts. Internal source.

1.7 Corporate governance

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

Omnia Della Toffola Spa exercises management and coordination activities (Article 2497 of the Civil Code) over all subsidiaries of the Omnia Technologies Group, effectively becoming the operational sub-holding of Omnia Technologies SpA and therefore the Parent Company.
The Parent Company ensures management and coordination actions and guarantees integrated (centralized) and synergistic governance oversight of the Group's activities through the following pyramidal structure:

The Board of Directors

It is the body vested with the widest powers for ordinary and extraordinary management. As a matter of fact, it is responsible for defining the business management goals and evaluates its performance. Furthermore, it defines the strategic goals guidelines and assesses the appropriateness of the organisational set-up. The Board of Directors consists of **7 Directors**, including the Group's Chief Executive Officer, 3 Directors representing the majority shareholders and 3 Directors representing the minority shareholders. The mechanisms for the appointment and replacement of the Board of Directors are contained in the Articles of Association. The current Board of Directors was appointed on 28/06/23 and will remain in office for no more than three financial years.

The Board of Statutory Auditors

It supervises on compliance with the law and the Articles of Association and the principles of sound management. It consists of 3 acting members and 2 alternate members, appointed on 28/06/23, who will remain in office for no more than three financial years.

The shareholders' Meeting

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

The 231/01 Supervisory Body (OdV)

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

The **Intercompany Service Agreement** ensures further functional and operational coordination and confirms the uniqueness of the governance system for company processes and policies, promoting the dissemination of corporate values and culture.
Finally, to guarantee continuous monitoring of the operational performance of individual subsidiaries, a specific reporting system has been established in the areas of HSE, People and Organization, Compliance, Operations, Finance, Commercial and After Sales, which is analyzed monthly during specific **Business Reviews** for each legal entity.

The following Committees are also active in supporting the governance actions of the Group CEO:

Sustainability Committee

Composed of the Heads of all Corporate Departments, the Divisional MDs, and the Sustainability Managers, performs preparatory, advisory, and propositional functions for the CEO and the Executive Committee on sustainability matters. This includes processes and initiatives aimed at ensuring the Company's commitment to sustainable development in areas such as energy transition, innovation, technology and environmental issues, as well as the well-being and safety of people and communities, diversity, equity, and inclusion.

Executive Board

Composed of the Group CEO, Group CFO, Group CCO, Group Operations Officer, and the Divisional Managing Director (MDs). Responsible for monitoring the areas of Finance, Operations, and Sales/ After Sales at the Group level.

Leadership Meeting

Composed of the members of the Executive Committee and an intercompany and interdivisional management group, is tasked with sharing, updating, and aligning leadership on the Group's vision, the progress of key projects, market trends, and the competitive landscape. It promotes collaboration, facilitates decision-making, and provides a forum for discussing aspects that drive the Group's growth.

Executive Committee (ExCo)

Consisting of the same CEO (Group Chief Executive) and the central Managers under his direct supervision. It shall be responsible for proposing and evaluating strategic development projects, as well as proposals for revising objectives, and for monitoring their progress. **The ExCo met 35 times during 2023 (on average once every ten days); at least 24 of these meetings addressed sustainability issues and projects.**

Members of the Executive Committee

CEO
Andrea Stolfa

CFO
Giuseppe Berti

CCO
Avni Bajraktari

COO
William Pasquali

MD PROCESSING
Nicola Maron

MD BOTTLING & PACKAGING
Roberto Azzolini

MD LIFE SCIENCES
Massimiliano Cesarini

MD COMPONENTS
Nicolò Gasparin

CHIEF COMPLIANCE
Marcello Minervini

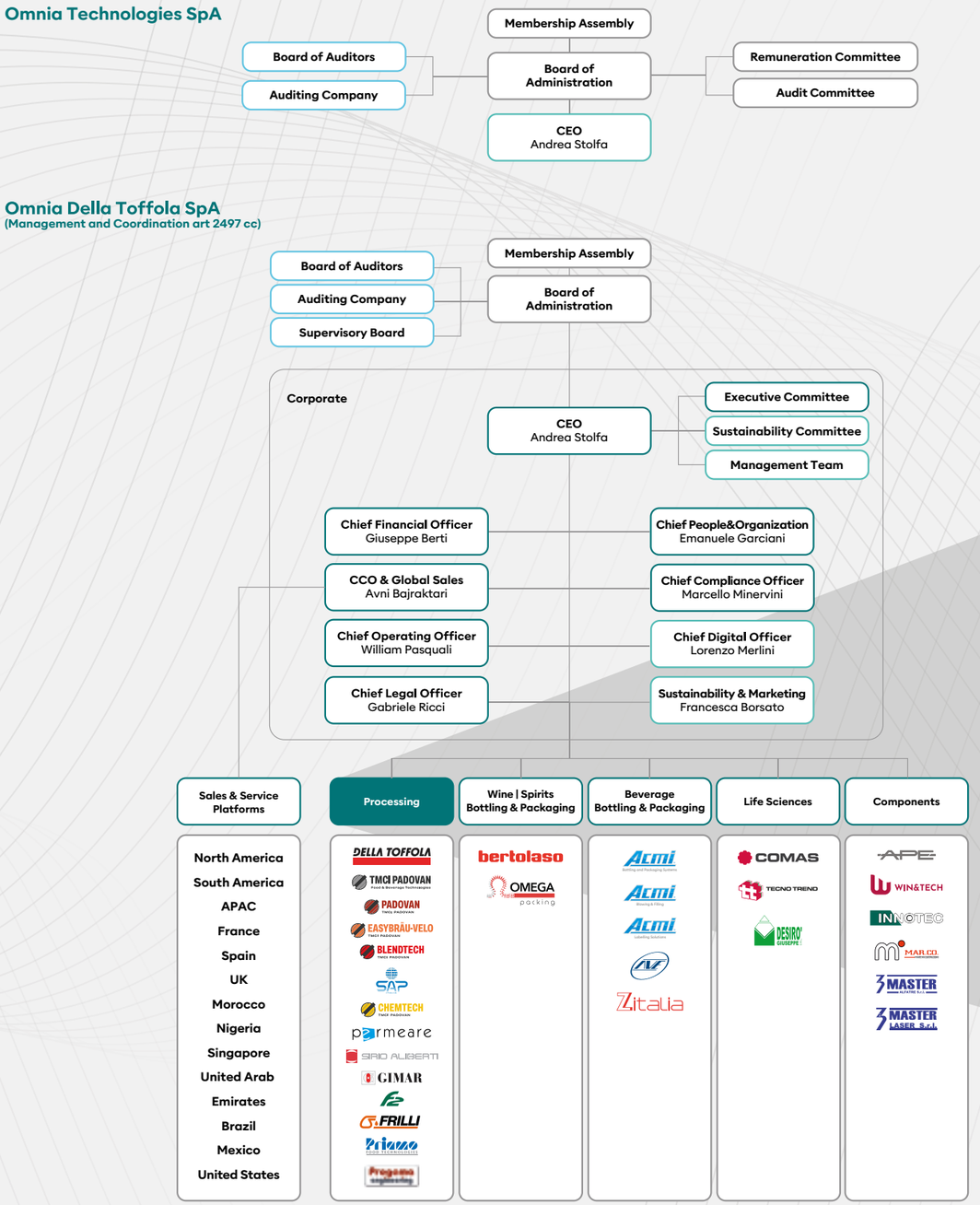
CP&O
Emanuele Garciani

MARKETING & SUSTAINABILITY
Francesca Borsato

CDO
Lorenzo Merlini

CLO
Gabriele Ricci

Omnia Technologies organisational model

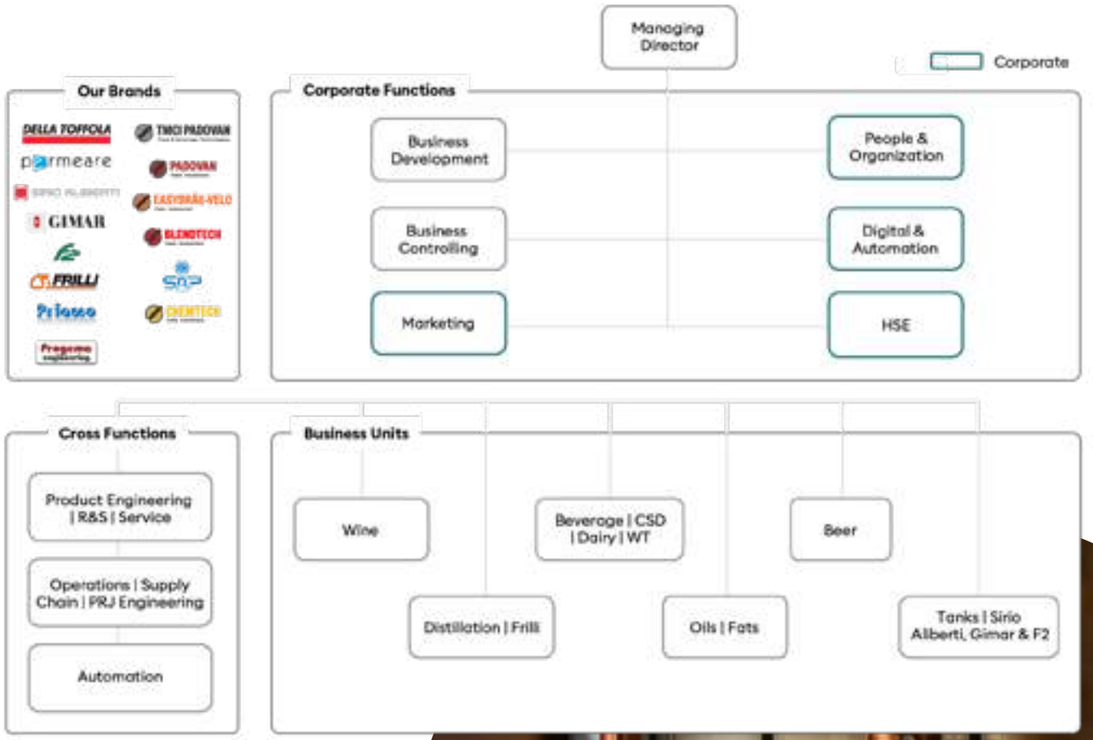


The diagram is deemed up to date at the date of publication of this report

- **Omnia Della Toffola Spa**, exercises management and coordination activities (Art. 2497 of the Civil Code) over all the subsidiaries of the Omnia Technologies Group, effectively becoming the operational sub-holding of Omnia Technologies SpA and, therefore, the Parent Company.
- **Corporate positions** within the different divisions are carried out by Omnia Della Toffola staff, who are responsible for extending and ensuring the specialised oversight of corporate governance even within the different divisions. These functions also support division heads.
- **Business units** are homogeneous technical sales centres responsible for economic performance.

Example of divisional governance

Processing Division



1.8 Our people

For Omnia Technologies, people represent the **key success factor for the company and the achievement of its short, medium and long-term goals.**

The company devotes great attention to the **management of human resources,** especially in the vetting, recruitment and continuous training stages aimed at the development of technical or managerial skills.

The analysis of the composition of the staff by **qualification, gender, level of education and geographical distribution** reveals an overall balance that reflects the peculiarities of the company's industrial and production sectors and the ability to take into account the various cultural and regulatory realities of the countries in which the Group operates.

The majority of people working at Omnia Technologies are **aged between 30 and 50 years**, demonstrating the high level of expertise and experience required. Considering the strong industrial distinctive traits of Omnia Technologies, **positions related to the production process are mainly occupied by men**.

In terms of gender distribution, **women account for 12.8% of our workforce**. The proportion is lower for workers and technicians, but higher for those working in sales and management functions.

Working hours envisage a standard working day made up of 8 hours a day, 220 days a year.

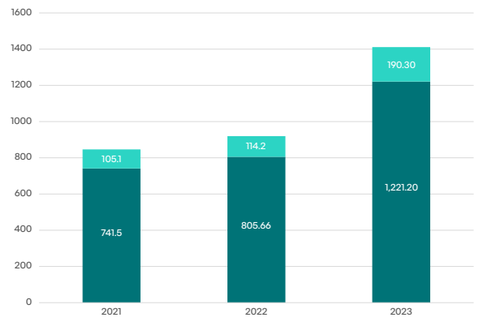
As of 31 December 2023, 100% of the people of the Italian Group member companies began to work under the national metalworking collective labour agreement. People in the sales and services offices abroad are contracted according to the relevant regulations of the countries in which they operate.

Any decision or policy adopted involving the entire business population is centrally managed by the parent company Omnia Della Toffola.

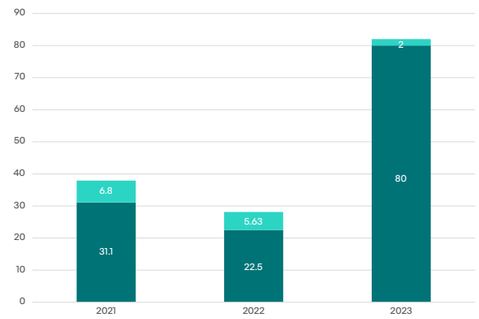
Employees by gender and employment contract*

LEGEND: Men Women

Permanent contract employees

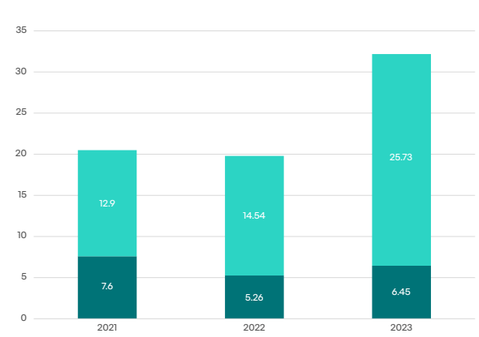


Fixed term contract employees**

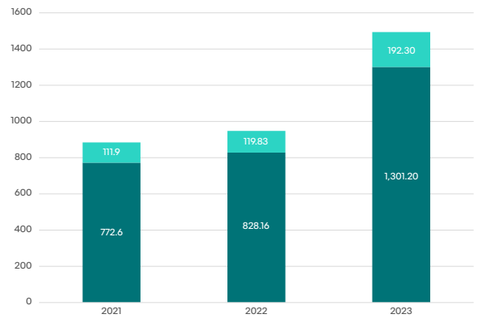


Full time employees

Part time employees***



All employees over the years

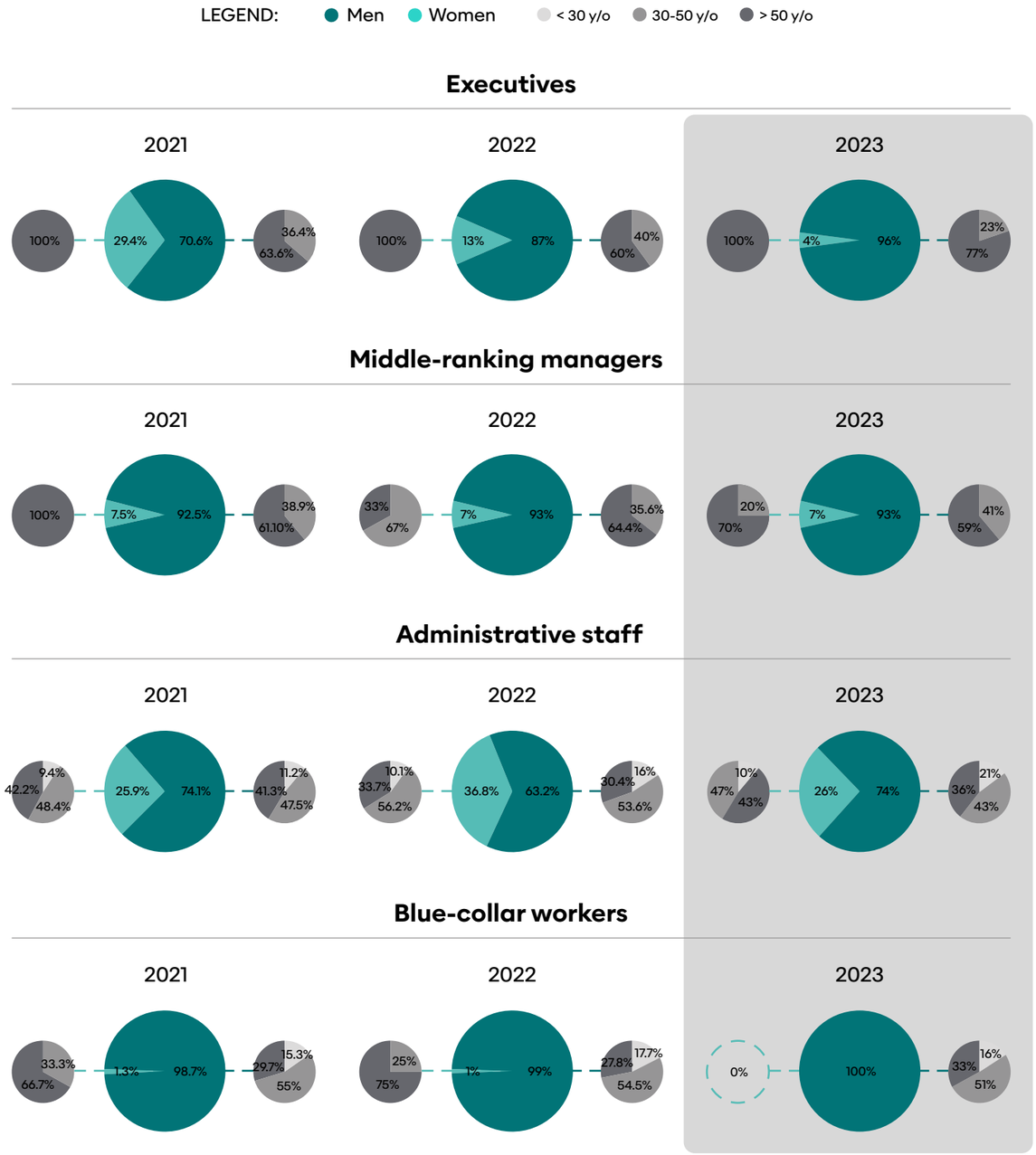


* The data is calculated in terms of full-time equivalent FTE employees and updated as of 31.12.

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

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

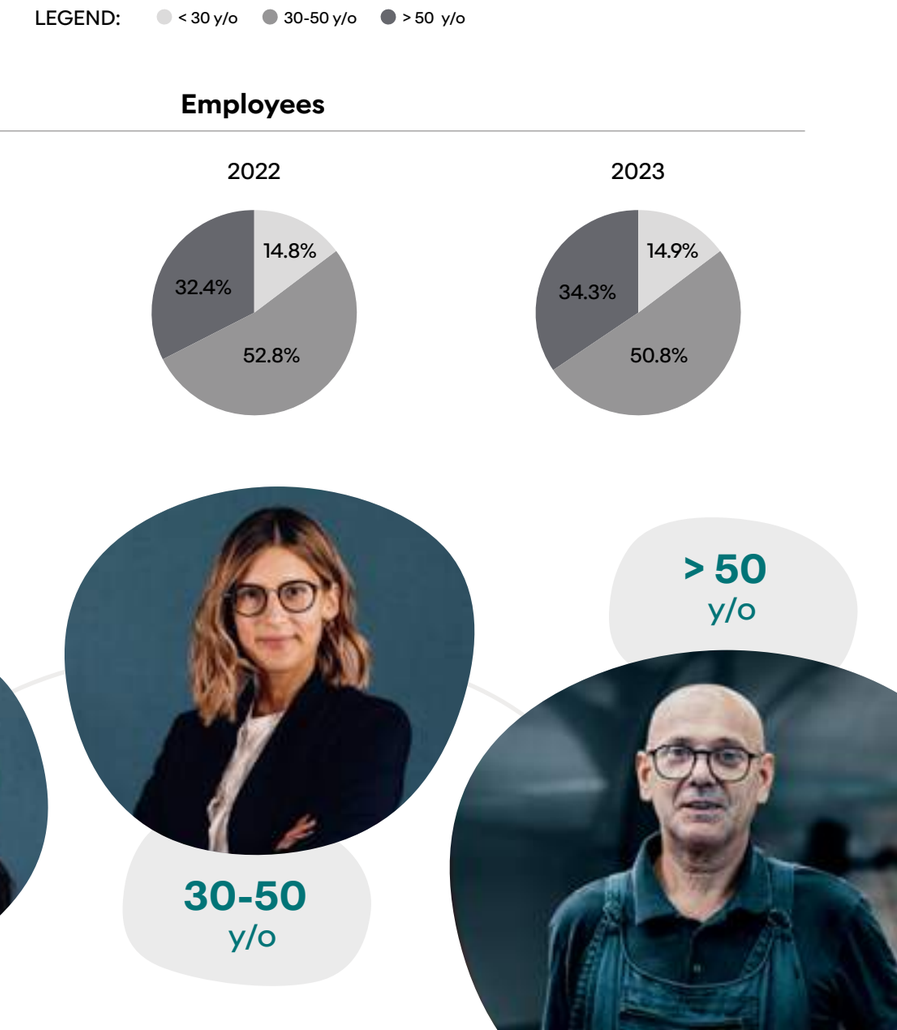
Percentage of employees by category, gender and age*



* The data are calculated in terms of full-time equivalent FTE employees to 31.12.2023.
** Fixed-term contracts regard, in most cases, production and logistics positions to support a temporary increase in business.
*** In most cases, employees on return from parental leave and in any case to balance life and work time.

Percentage of employees per category out of total in 2023*

Percentage of employees by age Group*



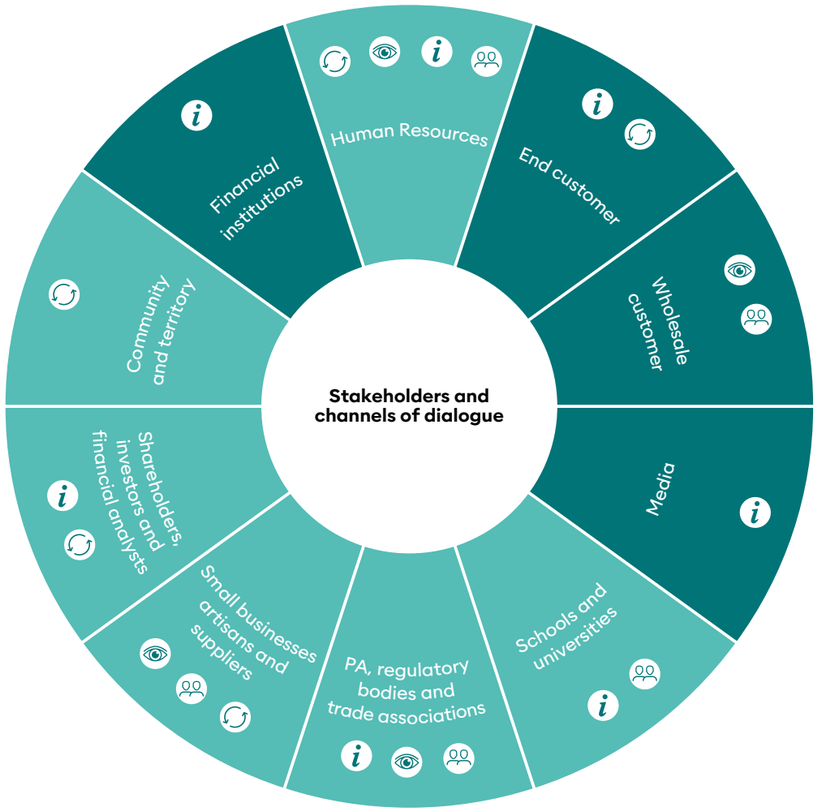
1.9 Reference stakeholders

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

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

Stakeholder category and main ways of involvement

For any further information please refer to → Our stakeholders



Engagement directions

- *i* Inform
- Monitor
- Collaborate
- Engage

Inform: Provide regular updates through publications, newsletters, and other communication channels, ensuring that stakeholders are always informed about relevant developments and initiatives.
Collaborate: Work together with stakeholders on projects that require mutual exchange of information and joint commitment to co-creation, promoting an open and productive dialogue.
Monitor: Stay constantly updated on the developments and needs of stakeholders, maintaining a proactive approach in anticipating their requirements and responding promptly to changes.
Engage: Actively involve stakeholders, such as specialists or experts, in specific processes, ensuring that their skills and knowledge significantly contribute to the organization's decisions and actions.

- Direct involvement in the updating of the materiality analysis
- Indirect involvement in the updating of the materiality analysis

1.10 Customer centricity

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

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

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

In 2021, we activated, in experimental form, a first **method of measuring the level of trust, service and quality of products according to ISO 9001:2015, which concerned Della Toffola Spa** and in 2022, also Bertolaso. For results see: Omnia Technologies Group 2022 Sustainability Report.

The system proved to be inefficient and inadequate and in 2023 we worked to structure and implement a new system to measure the quality of the customer relationship: the **Net Promoter Score (NPS) model**.

This model is based on the use of a tool that measures the level of satisfaction with a company or product, **based on the percentage of customers who would recommend the product or service to other people.** Through a single, clear question, customers rate from 0 to 10 and they are ranked in three categories of judgment; this effective categorization allows to analyse the state of the art of market relations and makes the "level of trust", which is otherwise very elusive and personal, measurable.

The NPS model was **first tested in Omnia Della Toffola Spa with six projects** in November 2022. Given the successful outcome of **the initiative (average value 8.4/10)**, the NPS was extended at group level in 2023, becoming:

- a standard customer satisfaction monitoring tool (only for cross-cutting orders managed by Project Managers);
- a requirement of the acceptance protocol for any of our products or finished installations.

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

Supporting the Service Team, the Project Manager is responsible for the entire process.
For each department, the responsible functions send the NPS questionnaire to customers and the assessment is collected in an internal used software.

The NPS rating categories are:

Technology

- Quality
- Reliability
- Productive efficiency

Service

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

Sustainability

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

Digitisation in Sales

TECHNOLOGIES	VALUES	BENEFITS
▪ **Customer Relationship Management (CRM)**: Customer relationship management systems	▪ **Centralisation of information**: Access unique, up-to-date customer data	▪ **Increase in sales**: Better understanding of customers and their needs, leading to increased sales
▪ **Predictive Sales Analytics**: Artificial Intelligence tools to predict sales trends	▪ **Customisation**: Ability to deliver personalized products and services based on customer data	▪ **Improved Customer Satisfaction**: Customised services and reactivity improve customer satisfaction
▪ **E-commerce and Digital Sales platforms**: Online sales management solutions	▪ **Reactivity**: Prompt response to customer requests and needs	▪ **Optimization of Marketing campaigns**: Accurate data helps you target your marketing campaigns better

During 2023 we decided to use NPS as the only way of evaluating (both for single machine sales, complete lines, and for service activities). We are now at the procedural stage and will be able to report results next year. It has been decided to use the NPS model as the only way to assess customer satisfaction. The NPS will accompany the sale of single machines and integrated lines, as well as maintenance, technical assistance and revamping.

In 2024 the process will be managed entirely by the Salesforce Group management system, allowing us to have a timely picture of our customers' satisfaction levels and, therefore, to take prompt action to resolve any issues.

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

1.11 Product quality and safety

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

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

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

Each product shall be accompanied by **information material ("Use and maintenance manual")** containing the following data:

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

No non-compliances concerning the health and safety impacts of products and services at Group level **were found** for 2023.

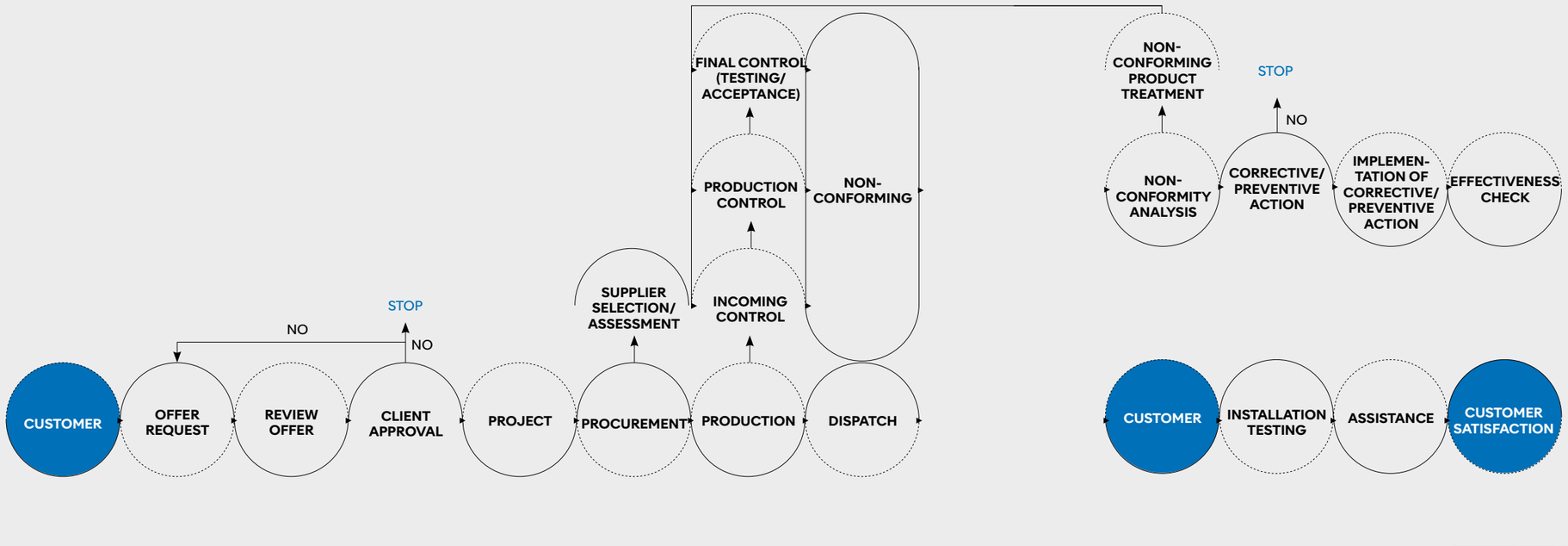
In addition, sales and marketing communications were found to be in compliance with our internal policies and standardization.

Non-compliance events

	2021	2022	2023
Regarding health and safety impacts of products and services	0	0	0
Concerning labelling and information on products and services	0	1	0
Concerning marketing communications	0	0	0

The primary processes managed by the Quality Management System

The chart below shows the primary processes managed by the Quality Management System



We have always considered it a priority to pursue customer satisfaction through the supply of machines with fundamental characteristics, including **high construction and aesthetic quality, excellent functionality, and ease of use and safety**.
The achievement of these goals is monitored through the adoption of an integrated management system, which its also compliant to the ISO 9001, related to quality.

The system guarantees, through a series of procedures and control measures, the effective management of all business processes: order, design, procurement of materials and services, production, etc.

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

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

The safety of the equipment and machinery produced is ensured by implementing the design procedures in accordance with the regulatory requirements. It is also assessed through continuous risk assessment and identification of the related measures with a goal to **eliminate any foreseeable risk in the life of the machine**.

We apply the following principles to achieve machine safety:

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

02

The sustainable development plan

2.1 Global context

The global context in which we operate **is characterised by increasing levels of complexity due to multiple factors**. Below we list the main elements that we consider in our work, and which underpin our sustainability strategy → Action plan at 2030.
These elements affect our business and our ability to pursue the strategic objectives → Sustainability strategy. The contexted analysis, by the Sustainability Team, its regularly updated.

The key global factors impacting our business

FACTOR / LEVEL OF IMPACT	MANAGEMENT MEASURES AND IMPROVEMENT ACTIONS
Geopolitical and market context affecting global value chains and supplies CRITICAL FACTOR / HIGH IMPACT	**Internal processes and supply chain** ▪ **Fostering cooperation within the supply chain**, sharing knowledge and new technological solutions ▪ **Investing in partnerships and dialogue between the operators in the supply chain**, to improve the overall sustainability indicators
Carbon neutrality European and national regulatory framework and global market needs CRITICAL FACTOR / HIGH IMPACT	**Products** ▪ Building/refurbishing low-emissions and energy-efficient plants **Internal processes** ▪ Combatting climate change by acting on **scope 1-2-3 emissions and renewable sources** ▪ Environmentally friendly procurement policies and practices ▪ Develop **logistics with lowest impact**
Specific expertise in the industry and sustainability CRITICAL FACTOR / HIGH IMPACT	**Internal processes and value chain** ▪ **Sustainability training and refresher expertise** from top and operational positions ▪ **Engagement of the value chain** and widespread responsibility on sustainability issues ▪ **Talent attraction and retention activities** also collaborating with schools and universities
Digitalisation - smart automation and robotics for business competitiveness and achieving high levels of performance and optimisation CRITICAL FACTOR / HIGH IMPACT	**Products** Designing and building automated plants lines that meet: ▪ Market demands for **flexibility, monitoring, traceability and predictive and preventive control** ▪ **Reducing human error and operating costs;** energy, water and emissions consumption are **more efficient,** and impact control (water emissaries and drains) ▪ The highest **health and safety standards that satisfy operators** **Internal processes** ▪ Increased technology investment ▪ Need for **skilled labour and expert consultants**
Climate change Extreme atmospheric events affecting the wine production capacity/variability CRITICAL FACTOR / HIGH IMPACT	**Products** ▪ Building controlled and automated management machines to produce wine, for example, according to the parameters of the grapes available to them
New dietary habits and promotion of low-no alcohol products[6] OPPORTUNITY / HIGH IMPACT	**Products** ▪ Developing and implementing innovative solutions for the production of non-alcoholic beverages for the wine, beer and spirits industry
Eco-friendly packaging intended as light glass, recyclable caps, raw materials from renewable and certified sources OPPORTUNITY / MEDIUM IMPACT	**Products** ▪ Developing and building machines that ensure the use of increasingly sustainable packaging

6 No-low-alcohol drinks have been growing significantly on world markets for several years. The market value of no-low alcohol wine (rwsr data) from 2017 to 2021 grew by 55% in Europe and 328% in the US, all with the first wine producing country in the world, Italy, which, despite suffering a structural crisis of overproduction, is left out of a market where, instead, the stocks that beat increasing records every year could find a possible, valuable new business outlet. To date, due to a regulatory blockade preventing the implementation of Regulation EU 2021/2117 of 2 December 2021 which authorises and regulates the production and marketing of totally or partially alcohol-free wine in the European Union, Italian producers planning to invest in this market segment, are forced to purchase or order the production of low alcohol wine abroad, therefore partly losing the added value. (Corriere Vinicolo July-September 2023).

2.2 Sustainability strategy

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

With a vertical approach in 4 thematic pillars - Corporate - People - Environmental impacts reduction and Innovation -, our sustainability strategy is integrated into every aspect of the company: including planning and operational management, allocation of investments, internationalisation processes and risk management.

The strategy was defined through the active engagement of leadership and all head functions in order to progressively engage each area of the business. Below are the **key steps in our 2021-2026 strategic journey.**

Omnia Technologies' strategic journey

STEP 1
2021 - 2022

Definition of the Sustainability strategy and the relevant action plan

1. Pre-assessment activities, **risk analysis** (mapping our positioning). **Identification of priority issues** at strategic level and for our stakeholders (process adopted for → Materiality analysis)
2. Definition of the Sustainability Governance structure and establishment of the **Internal Sustainability Committee**
3. Definition of **medium- to long-term goals**, relevant **actions, investments and monitoring indicators** (→ Action plan at 2030)
4. Implementing **Company Policies and Codes**
5. Preparing the **first Sustainability Report**

STEP 2
2022 - 2024

Consolidation of the Sustainability Governance

1. Membership in the United Nations **Global Compact**
2. Start-up and **development of the projects** provided for in the Sustainability Action Plan
3. Start **monitoring our Sustainability contribution** through specific indicators

STEP 3
2024 - 2026

B-Corp Company Path

1. Financial Governance fully integrated with **Sustainability Governance**
2. Full engagement of the **supply chain** in the Sustainability strategy
3. B-Corp Certification
4. Validated **carbon reduction** of Science Based Targets initiative **(SBTI)**

2.3 Action plan at 2030

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

The goals were shared with the shareholders and approved by the Board of Directors in September 2022. **The following are periodically reviewed by the Executive Committee and by the Sustainability Committee** → Corporate governance and → Sustainability governance.

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

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

All key management positions (as well as all positions that may affect the economic and non-economic performance of the company, such as for example the heads of functions or division) are given a collective target **(Management by objectives - MBO)** linked to the creation and implementation of the Sustainability plan.

With respect to the reporting period, it should be observed that all the activities and projects planned have been carried out and the related document has been approved by the Board of Directors in September the same year. For more information, please refer to → Progress status of our plan.

The values of our business approach

TECHNOLOGY

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

SUSTAINABILITY

- Ability to **operate with transparency and respect** for the social and environmental ecosystem in which we operate;
- Building relationships of **mutual trust** that last over time;
- Guarantee of the **highest level of quality, safety and reliability of the final product**, against the principles of "planned obsolescence" and mere profit;
- Enhancing the **skills and specific features of each of our companies' territories** and heritage (promoting Made in Italy).

SERVICE

- To be a **technical and commercial partner for our clients**, facilitating the selection of technological investments that align with their needs;
- To have a widespread presence in the territory, offering **personalized assistance and support services** to both domestic and international partners and clients;
- To **listen and adopt a proactive approach towards all stakeholders**, from customers and suppliers to the local communities in which we operate (directly managing every request).

Our Roadmap

VISION

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

CORPORATE
Careful, forward-looking corporate governance that, in generating profit, strives to generate positive impact, inside and outside the company.

PEOPLE
Understood as actors of change.

ENVIRONMENTAL IMPACTS REDUCTION
Understood as progressive decarbonization of activities and use of sustainable use of resources.

INNOVATION
As indispensable enablers of sustainability.

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

STRATEGIC GOALS 2030

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

CORPORATE

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

PEOPLE

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

IMPACTS REDUCTION

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

INNOVATION

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

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

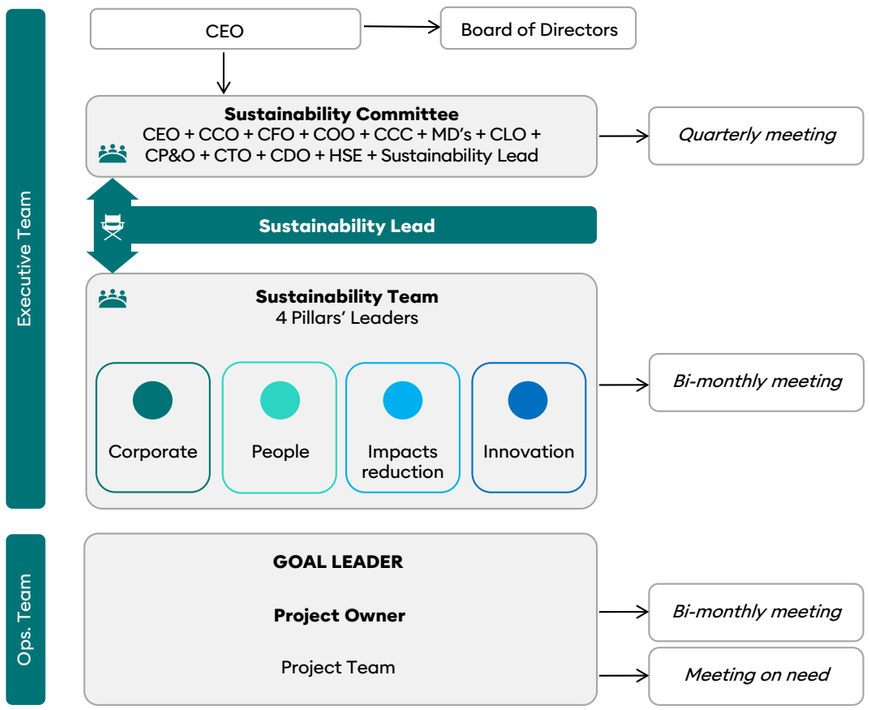
2.4 Sustainability governance

The **development of our plan and the monitoring of the activities** is managed at the Treviso headquarters by the **Sustainability Committee**, consisting of the following corporate functions with control and management mandates:

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

In addition, 2022 marked the creation of the **Sustainability Team - transversal to the corporate functions - which has the task of translating strategies into specific projects and initiatives on a multiannual basis**, as well as **planning, managing and monitoring all Group sustainability projects**.

Below is the sustainability governance model adopted by Omnia Technologies Group and the functions responsible for the same (acronyms legend → Appendix).

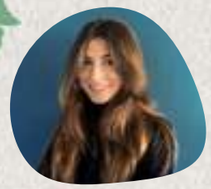


Sustainability Team Members

Group Marketing | Sustainability Manager

Oversees the Sustainability Plan projects, liaising with the Sustainability specialist and the Sustainability Committee.

Francesca Borsato



Group Sustainability Specialist

Coordinates and actively manages all projects within the Sustainability Plan, serving as the liaison between the Sustainability Marketing Manager and the Sustainability team.

Elisabetta Compagno

Group HSE Manager

Supervises projects related to the Environment Pillar and Health and Safety, supporting the team and project owners in managing timelines and methods, ensuring that objectives are achieved.

Felice Leone

Chief Corporate Compliance

Oversees projects related to the Corporate Pillar, supporting the team and project owners in managing timelines and methods, and ensuring that objectives are met.

Marcello Minervini

Chief People and Organisation

Oversees projects related to the People Pillar, supporting the team and project owners in managing timelines and methods, and ensuring that objectives are achieved.

Emanuele Garciani

Chief Digital Officer

Oversees projects related to the Product Innovation Pillar, supporting the team and project owners in managing timelines and methods, and ensuring that objectives are achieved.

Lorenzo Merlini

Francesca Borsato | Elisabetta Compagno | Marcello Minervini

Emanuele Garciani | Felice Leone | Lorenzo Merlini

SUSTAINABILITY TEAM SHARED ROLES AND RESPONSIBILITIES

- Monitor and control the operational execution of the Sustainability strategic plan
- Define Project Management guidelines
- Define and monitor cross-functional project teams
- Prepare the quarterly report, agenda, and minutes of the Sustainability Comitee
- Decision-making on project criticalities
- Prepare the annual Sustainability Report

Supporting the sustainability team are other operational figures:

- **Project Owner** | manages the project and operations of the individual projects of the Sustainability plan.
- **Project Team** | are those vertical in their department who actively collaborate with the various project owners to develop and complete initiatives.
- **Sustainability Lead** | coordinates the Sustainability team, acting as a facilitator between the Executive Team and Operational Team, working closely with the external consulting firm.

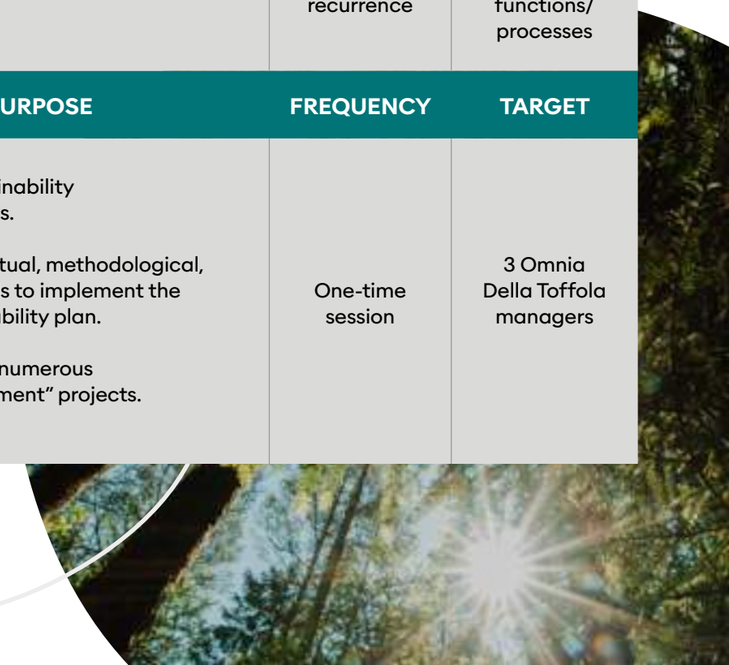
In 2023, the Sustainability Committee met every four months with a 100% participation of the members of the Executive Committee and the Sustainability Team.

2.5 Sustainability culture

In order to strengthen corporate commitment and facilitate the spread of sustainability as an intrinsic element of corporate culture at all hierarchical levels, we have introduced some specific actions since 2022.

The activities are included in our action plan and are therefore, approved by the Board of Directors.

ACTIVITIES FROM 2022	PURPOSE	FREQUENCY	TARGET
Sustainability Roadmap Periodic newsletter to update and share Sustainability development plan progress.	Developing an internal communication and employee engagement plan to create a sustainability culture based on day-to-day data and initiatives and engage everyone in the corporate change process.	Monthly	100% employees
Regular compliance training Through e-Learning platforms.	Ensuring an adequate level of knowledge regarding corporate anti-corruption laws and regulations (Legislative Decree 231/ 01).	At entry into the Group and with a two-year recurrence	Management functions and people involved in sensitive functions/ processes
ACTIVITIES 2023	**PURPOSE**	**FREQUENCY**	**TARGET**
Management training project 150-hour training Sustainability Strategy and Governance ESG in led by with Fondirigenti.	Developing Sustainability management skills. Acquiring conceptual, methodological, and practical tools to implement the strategic sustainability plan. Coordinating the numerous “Carbon Management” projects.	One-time session	3 Omnia Della Toffola managers



2.6 Impact materiality

The concept of materiality plays a key role in the corporate strategy: it allows to identify the most relevant sustainability issues, such as, **risk management and mitigation**, the ability to **generate constant value over time, and contributing to social well-being and environmental protection**.

Therefore, the issues defined as material, correspond to information to be reported in the Sustainability Report given that they are **most significant and relevant** in order to obtain a complete, effective and transparent understanding and assessment of non-financial corporate performance, impacts and risks.

For further information on the analytical methodologies adopted and the review processes carried out to identify material issues of Omnia Technologies reference shall be made to the chapter → Materiality analysis.

The table below shows the correlation between the material issues and the relevant impacts associated with them, and the related improvement goals/pillars of the 2030 Action Plan.
The list follows the order of action priorities associated with each material issue.

It should be observed that the actions taken, the management methods applied, as well as the progress of the goals to mitigate negative impacts of Omnia Technologies and maximise its contribution to sustainable development, are addressed specifically in the chapters → Corporate – People – Environmental impacts reduction – Innovation and in the → GRI summary tables 3.3.

MATERIAL THEME	MACRO IMPROVEMENT GOALS IN OMNIA TECHNOLOGIES 2030 ACTION PLAN
PEOPLE — PRIORITY 01 **Occupational health and safety** CORRELATED IMPACT Occupational accidents and diseases, high legal and insurance costs, bad corporate image. (-) POTENTIAL NEGATIVE IMPACT	**6** Implementing a safety culture based on the “Zero Accidents” mindset **7** Creating a work environment that is geared toward the well-being of people
INNOVATION — PRIORITY 02 **Research and development** CORRELATED IMPACT Technological and business leadership, attracting talent and investments. (+) POTENTIAL POSITIVE IMPACT	**13** Building a green and circular energy model **14** Developing a circular material management model
CORPORATE — PRIORITY 03 **Business ethics, integrity and anti-corruption** CORRELATED IMPACT Legal and reputational risks, loss of stakeholder trust. (-) POTENTIAL NEGATIVE IMPACT	**1** Becoming a reference point in the industry for ethics and integrity **2** Promoting a culture of transparency and engagement toward all stakeholders **4** Adopting a risk management approach **5** Obtaining B- CORP certificate
PEOPLE — PRIORITY 04 **Human resources engagement and development** CORRELATED IMPACT Low motivation, high turnover, loss of know-how. (-) ACTUAL NEGATIVE IMPACT	**7** Creating a work environment that is geared toward the well-being of people **8** Creating an organisation based on the values of gender equity and diversity **9** Investing in the personal and professional growth of all employees **11** Becoming a highly attractive enterprise for new talents

CORPORATE

PRIORITY 05

Economic performance

CORRELATED IMPACT

Business growth, investment attraction, financial stability over time.

(+) ACTUAL POSITIVE IMPACT

IMPACTS REDUCTION

PRIORITY 06

Energy consumption and procurement

CORRELATED IMPACT

Reducing costs, energy independence, lower Environmental impact.

(+) ACTUAL POSITIVE IMPACT

IMPACTS REDUCTION

PRIORITY 07

GHG emissions

CORRELATED IMPACT

Production of climate-altering gases, impact on human health.

(-) ACTUAL NEGATIVE IMPACT

INNOVATION

PRIORITY 08

Product quality and safety

CORRELATED IMPACT

Customer retention, access to new markets, reducing after-sales costs.

(+) POTENTIAL POSITIVE IMPACT

1
Becoming a reference point in the industry for ethics and integrity

2
Promoting a culture transparency and engagement toward all stakeholders

3
Becoming the trusted advisor in the reference market

4
Adopting a risk management approach

5
Obtaining B- CORP certificate

13
Building a green and circular energy model

16
Implementing an environmental Management System

12
Aspiring Group Net Zero Emissions by 2030
(as we move forward in analysing and extending the perimeter of analysed companies, we have re-parameterised our climatic.)

13
Building a green and circular energy model

16
Implementing an environmental Management System

17
Making work environments eco-friendly

18
Directing all product development to generate sustainability benefits

19
Offering a complete and innovative service to customers with integrated and smart products

20
Redefining product offer with a view to servitisation

CORPORATE

PRIORITY 09

Regulatory compliance

CORRELATED IMPACT

Fines, financial and reputational damage, loss of operating licenses.

(-) POTENTIAL NEGATIVE IMPACT

PEOPLE

PRIORITY 10

Inclusion, non-discrimination and equality

CORRELATED IMPACT

Positive work environment, improving employee performance and wellbeing, attracting young talents.

(+) POTENTIAL POSITIVE IMPACT

IMPACTS REDUCTION

PRIORITY 11

Circularity

CORRELATED IMPACT

Excess waste, inefficient production, high disposal costs.

(-) ACTUAL NEGATIVE IMPACT

CORPORATE

PRIORITY 12

Customer and partner satisfaction

CORRELATED IMPACT

Customer loyalty, market expansion, strategic partnerships.

(+) ACTUAL POSITIVE IMPACT

1
Becoming a reference point in the industry for ethics and integrity

2
Promoting a culture transparency and engagement toward all stakeholders

3
Becoming the trusted advisor in the reference market

4
Adopting a risk management approach

7
Creating a work environment that is geared toward the well-being of people

8
Creating an organisation based on the values of Gender equity and diversity

9
Investing in the personal and professional growth of all employees

10
Becoming active players in the area

11
Becoming a highly attractive enterprise for new talents

13
Building a green and circular energy model

14
Developing a circular material management model

17
Making work environments eco-friendly

2
Promoting a culture transparency and engagement toward all stakeholders

3
Becoming the trusted advisor in the reference market

CORPORATE

PRIORITY 13

Cybersecurity and privacy

CORRELATED IMPACT

Financial losses from data breaches, reputational damage, legal penalties.

(-) POTENTIAL NEGATIVE IMPACT

1
Becoming a reference point in the industry for ethics and integrity

2
Promoting a culture transparency and engagement toward all stakeholders

3
Becoming the trusted advisor in the reference market

4
Adopting a risk management approach

PEOPLE

PRIORITY 14

Welfare

CORRELATED IMPACT

Increased job satisfaction and work-life balance, talent attraction and retention activities.

(+) POTENTIAL POSITIVE IMPACT

7
Creating a work environment that is geared toward the well-being of people

8
Creating an organisation based on the values of Gender equity and diversity

9
Investing in the personal and professional growth of all employees

---

IMPACTS REDUCTION

PRIORITY 15

Water resource management

CORRELATED IMPACT

Wasted resources, environmental impact, high operating costs.

(-) ACTUAL NEGATIVE IMPACT

15
Minimising water consumption

16
Implementing an environmental Management System

PEOPLE

PRIORITY 16

Engaging local communities

CORRELATED IMPACT

Dialogue with local stakeholders, support for local development, activation of targeted partnerships, improvement of corporate image.

(+) POTENTIAL POSITIVE IMPACT

10
Becoming active players in the area

03

Our sustainability goals

1

Pillar Corporate

To find out about activities in previous years frame or click here

Progress status of our plan

GOALS CORPORATE

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
1 Becoming a **benchmark in the industry for ethics and integrity**	Corporate Director	▪ Participant in the United Nations Global Compact (UNGC) ▪ Signaling system (Whistleblowing) ▪ Business policy mapping and integration and lifelong learning program ▪ Cybersecurity e-Learning Training (Cyber Guru) ▪ Sustainability (Net zero Cloud – Salesforce) management platform ▪ Change of status to Benefit Company for Omnia Technologies	▪ Implementation of the new 231 Business Organisational Model and training program ▪ GDPR implementation in newly acquired Companies ▪ Launch of Docebo e-learning training platform ▪ Development of the sustainability management platform
2 Promoting a **culture of transparency and engagement** with all stakeholders	Marketing | Sustainability Manager	▪ Stakeholder engagement questionnaire to review materiality assessment ▪ Internal engagement through sustainability newsletter (monthly)	▪ Launching the group intranet platform ▪ Launching the Group website – section dedicated to sustainability strategy and stories from our key stakeholders (customers, suppliers, partners, etc.)
3 Becoming the **trusted advisor** in the reference market	Chief Commercial Officer	▪ Shared corporate and business presentations ▪ New leadership profiles in sales teams ▪ Media plan aligned with business values and vision ▪ NPS model adoption - Group PMs and Service Managers ▪ Publishing content aligned with the annual media plan	▪ Intensive training program for sales and after-sales support teams ▪ Publishing content aligned with the annual media plan ▪ Case histories on specific customers in different industries (wine, beer, beverages, spirits, dairy, pharmaceutical, food) ▪ Applying the NPS model to all customers (single machines and complete lines) - using the Salesforce survey
4 Adopting **a risk management approach**	Chief Commercial Officer	▪ Group's digital strategy: implementation of ERP - SAP, payment management software - ADP, engineering and operations - PLM, CRM - SalesForce	▪ Implementing the Risk Management System
5 Obtaining **B- Corp certification**	Corporate Director	▪ BIA Assessment for B-Corp certification	▪ B-Corp certification

* The list considers also the activities carried out in the first six months of 2024
** The activities already completed at the date of publication of this Report are highlighted in green

Focus on

Omnia Technologies is a Benefit Corporation

Omnia Technologies Group became a **Benefit Company following the amendment of its articles of association in December 2023.** This significant step reflects the Group's commitment to putting sustainability at the heart of all its activities, transforming the company's mission into an engine for generating attainable social and environmental values for people, the community, the environment and all stakeholders.

In order to implement this change, the Group identified three key areas - community, environment and people - in which it is committed to implementing specific initiatives of common benefit year after year.

COMMUNITY

1. Developing through the "Water treatment" business department **initiatives relevant to ensure fair access and sustainable management of drinking water for the populations** living in areas deprived of any water infrastructure in Italy and abroad.
2. Promoting and participating in initiatives **relevant to gender inequalities, psychophysical disabilities and the elimination of discrimination**.

ENVIRONMENT

3. Defining the policies and guiding the strategy of the operating subsidiaries to **minimise access to environmental resources** (water and energy consumption) by eliminating waste in the corporate activities and paying particular attention to the design and manufacture of **our products**, so that they **minimise consumption and avoid waste throughout their life cycle**.

PEOPLE

4. Maximising the **well-being professional and human development** of the community part of the corporate life.
5. Promoting a corporate culture based on **oversight, transparency and inclusion**.
6. Proposing and implementing corporate and territorial welfare policies for the benefit of its employees.

Becoming a benefit company is one of the many goals Omnia Technologies has set itself on its growth trajectory. The initiatives will be integrated into the Group's Sustainability plan and will be reported in the coming years.

Compared to the B-Corp certification process, considering the new corporate structure, **in August 2023 we recompiled the BIA (B Impact Assessment) obtaining a score of 87.3/200**. At the time of publication of this report we are in the process of verification by B Lab.

Business ethics and responsibility

When it comes to sustainability, environmental or social aspects are usually emphasized. But **good corporate governance is just as important. It acts as a foundation to the ethical and transparent market positioning** and, once achieved, paves the way for all other objectives to be achieved.

The management body of Omnia Della Toffola plays a crucial role in the management and control of operations by setting guidelines for internal control and risk management. Furthermore, it shares its guiding principles with its affiliated counterparties, thus creating a common view among all business entities.

To strengthen the corporate presence, **the Executive Committee (ExCo)**, supported by the Management Team, **has the task of defining and coordinating centrally the different aspects of the business through intercompany service contracts.** This include financial, commercial and marketing operations, supply chain management, safety, environmental quality and sustainability. It ensures the overall alignment of the group, **while preserving the distinctive identity of each subsidiary**.

In this context, **the community-oriented mindset also involves the compliance system**.

The rules of conduct:

- revolve around shared values, thus gathering a more spontaneous and heartfelt participation;
- have a greater degree of certainty, precisely because conceived to apply indistinguishably at group level right from the start;
- limit exceptions, unless they are justified, which are more controllable and verifiable.

In order to ensure the **knowledge and adoption of implementing measures in accordance with the laws**, regulations and policies in force, the **Quality and Compliance Functions** report directly to Omnia Della Toffola Corporate Area Management who updates the Executive Committee on a regular basis.

The 231 Model and the Code of Ethics contribute to achieving regulatory compliance of business choices and business behaviour, as well maintaining the company's reputation.

In relation to the reporting period, no non-compliance of a regulatory nature was found, and no corruption was found.

General principles and rules of conduct

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

We respect the Constitution, laws, regulations, human rights and international standards in all the activities we do and the relationships we build. This applies to every director, manager, representative, employee, collaborator, supplier, business partner and anyone who has dealings with the legal entities of the Omnia Technologies Group. In no case may the pursuit of the interests of the Omnia Technologies Group justify conduct that does not comply with the Constitution, laws and regulations. Omnia Technologies Group will not enter or continue any relationship with anyone who does not wish to comply with this principle. Each member of the organisation is required to be aware of the duties and tasks laid down by law and the relevant authorities in relation to his or her function and to comply with and enforce those duties and tasks meticulously.

We balance the interests of stakeholders based on fairness, social sustainability, and environmental sustainability.

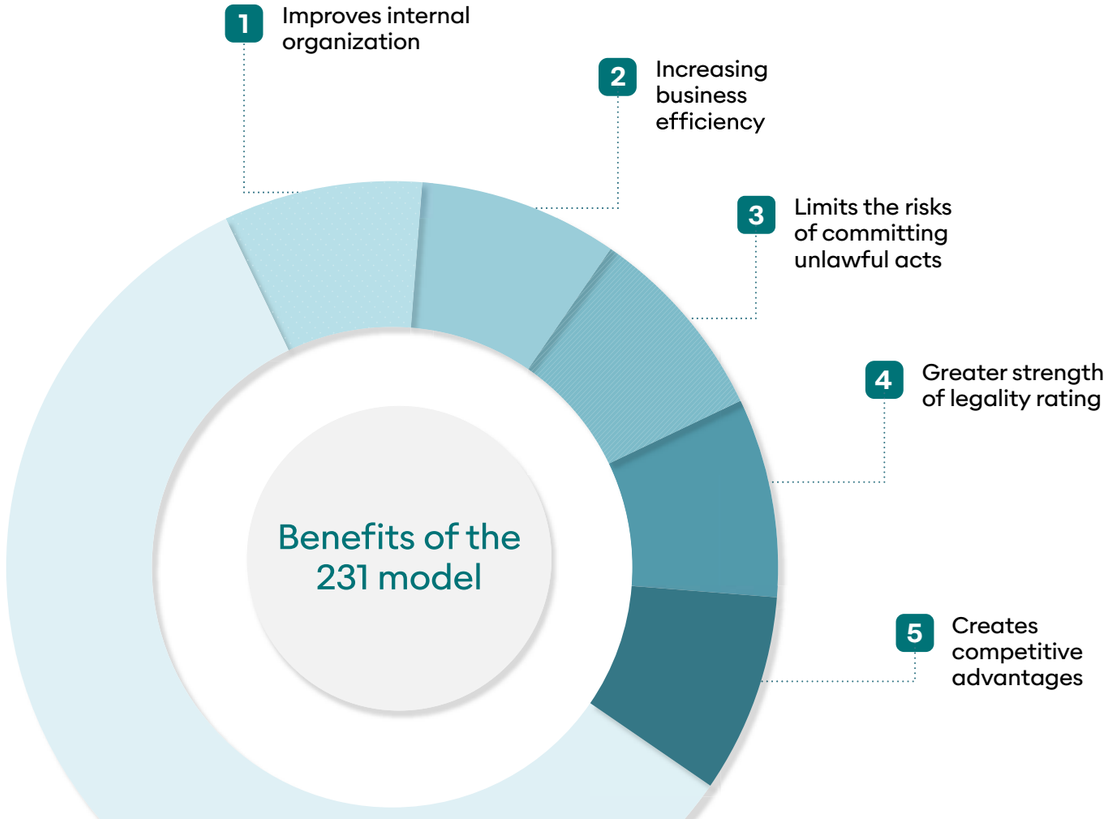
Tools supporting governance

Without prejudice to compliance with the autonomy and specificity of each individual company in the Group, all tools are coordinated at corporate level by Omnia Della Toffola S.p.A.

Organisation, Management and Control Model 231

In 2023, all previous Organisation, Management and Control Models pursuant to the Legislative Decree N° 231/2001 and related Supervisory bodies were cancelled **to adopt a single model at group level and establish a single supervisory body**, whose members do not hold any post of director in the different group companies.

The purpose of Model 231 is to establish a **structured and comprehensive system of prevention, deterrence and control to reduce the risk of criminal offenses. This is done by identifying sensitive activities in each entity of the holding company and the principles of conduct that must be complied with within it, as well as specific control activities to be adopted.**



The Supervisory Body shall be responsible for monitoring the functioning, effectiveness and compliance with the model, as well as promoting its dissemination and updating it. Amendments and additions to the model are subject to approval by the Board of Directors of Omnia Della Toffola. **The model is integrated with the principles of fairness, transparency and lawfulness contained in the Group's Code of Ethics** → Code of Ethics.

To read the document frame or click here

Code of Ethics

The **Code of Ethics represents the interpretation of the values in which the Omnia Technologies Group recognizes itself**. It was prepared in accordance with the main national and international regulations, guidelines and documents on human rights, corporate social responsibility and corporate governance.

The Code **sets out principles and conduct** appropriate to the current organisation of the group and its operational context. It contains:

- The **Ethical Principles** adopted by the Omnia Technologies Group is the **Group's commitments to its stakeholders** that are binding both on the 26 legal entities – as legal entities – and on each person operating within the Group;
- The **Rules of Conduct** are the **more specific criteria of conduct** with which the people working in the Omnia Technologies Group are compelled to comply with in application of ethical principles.

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

The Code of Ethics **is also an integral part of the Organisation, Management and Control Model** adopted by the Group and it is **approved by the Board of Directors, accepted by the subsidiaries and addressed to all those who have a permanent or temporary relationship with Omnia Technologies**.

To enable all individuals within the Group to report conduct that is not in line with the Code of Ethics, Policies and Procedures or regulations in force, the **Code provides for a reporting system** at the Group level → Whistleblowing.
The channels and related activities are the responsibility of the Group's Legal & Compliance Function. We are committed to **ensuring confidentiality in the handling of reports and do not tolerate any form of retaliation** that may result from the report and its remedies.

Whistleblowing

To read the document frame or click here

The Omnia Technologies Group is interested in the reporting of **possible breaches within its organisation** regarding national or European legal provisions that harm the public interest or integrity of the Omnia Technologies Group member companies, including relevant unlawful conduct pursuant to legislative Decree 231/2001, **in order to remedy these possible breaches**.

To this end, it encourages anyone dealing with the Company – in various ways – to **freely interact on any critical issues and to report any material unlawful conduct** they may encounter in their work, confident that no one will retaliate against them.
Should someone intend to keep their identity confidential, the Omnia Technologies Group allows **reporting in a secure manner in accordance with the procedures provided for by the whistleblowing procedure** pursuant to legislative Decree no. 24/2023 and according to ISO 37002:2021 guidelines *Whistleblowing management systems*. Reports may be made through the Integrity Line application as follows:

- in written form, through the guided completion of fields within the application;
- in oral form, through the recorded voice messaging system;
- orally, at the request of the sender, through a direct meeting with the reporting channel operator in a place that ensures confidentiality.

The *Integrity Line* application can be accessed from any device through the following link: omniatechnologiesgroup.integrityline.com
Regardless of the method chosen, the identity of the reporting person, the content of the alert and the related documentation shall in any event be kept confidential.

The Omnia Technologies Group Supervisory Board and the Compliance Function of the Equal Opportunities Policy Group are responsible for receiving and handling reports governed by this document (if the Company has an Organization, Management and Control Model pursuant to Legislative Decree 231/01) and to the Group Compliance Function alone in other cases.

Reporting inappropriate behavior is an act of **courage and integrity**

The **Whistleblowing** procedure provides a secure and confidential system through which you can report behavior in conflict with our corporate values and/or applicable laws

The procedure ensures that all reports are treated **confidentially and impartially** and are handled in a timely and responsible manner

Equal Opportunities Policy

In 2022, in conjunction with the Human resources function, the Sustainability team worked to set the guidelines for ensuring diversity and inclusion, which then merged into the Group's **Equal Opportunities Policy**.
The policy is useful for providing guidance on measures to be taken to **ensure equal opportunities** safeguarding diversity, which all members of the Group must comply with.

A further aim of this document is to create a **corporate culture geared toward recognition of diversity and inclusion**, and prevent any discriminatory act on daily basis.

The policy not only clarifies and **defines conduct considered to be discrimination, but it also defines the guidelines for diversity and inclusion management**:

- in recruitment and employment policies
- in education and growth
- in establishing salaries

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

During the reporting period, there was no discrimination against the guidelines and monitoring and control system provided for in the Code of Ethics and Equal Opportunities Policy.

Supplier conduct code

To read the document frame or click here

According to the Code of Ethics, suppliers and other external parties that collaborate with the Omnia Technologies Group are **required to comply with applicable laws and regulations and to share the principles and purposes** of the Code.

In particular, the Group requires that suppliers of goods and/or services pay the utmost attention to the observance of high-quality standards of production processes, requirements, certifications and current regulations, as well as best practices in ethics, the protection of health and safety and respect for the environment.

The Code is therefore an integral part of all agreements with **consultants, suppliers, contractors, subcontractors, business partners** and more generally with anyone who works with the Group, who are compelled to comply with applicable laws and regulations and share the principles and purposes of the Code.

The methods of implementation and control, aimed at ensuring, with appropriate preventive measures, compliance with the ethical principles and the rules of conduct set out therein are indicated in the document **Organisation and Management Model pursuant** to the Legislative Decree. 231/01.

The Group's Procurement and Legal Management is responsible for monitoring the actual implementation of the principles contained therein and to examine reports of possible breaches and to carry out the most appropriate checks.

No supplier contracts have been terminated for misconduct in the last three years.

Competition and merger control policy

The competition is expressly recognized as the **core value of our business.** Therefore, **competition compliance is an integral part of our corporate culture and policy** and is supported by top management through their actual involvement in implementing and monitoring this policy.

The CEOs and legal representatives of each Company, the Sales Management and anyone who holds a role in the responsibility of sales (central or peripheral) are required to annually to sign a statement confirming that their Legal entity and/or Management/Function has complied with competition legislation guidelines.

Our competition guidelines are an expression of our actual and ongoing commitment to promoting a culture of competition that is widespread in the corporate fabric of the Group and it is instrumental in preventing breach of competition. It shall be **developed and updated in accordance with our characteristics** (such as for example: nature of the business carried out, market position, internal organisational structure, decision-making processes) **and the market environment**.
Our guidelines refer to:

- Regulation of antitrust practices, agreements and abuse of dominant position;
- Competition Compliance Guidelines adopted on 25 September 2018 by the Competition and Market Authority.

Non-compliance with these attracts **severe penalties for the group and individuals involved in any breach of the rules** (including both fines and imprisonment).
If there is any doubt that a particular conduct or agreement, whether ongoing or potential, within the Legal Entity of the group could breach any antitrust law, the matter should be promptly reported to the Group's Legal Department and requesting clarification on the particular issue. As a matter of fact, this could allow to promptly identify and prevent any conduct that could breach the rules of competition. Moreover, the same misconducts identified can be a useful guide for refining competition risk analysis and improving the related prevention and management processes.

In general, competition law **prohibits two categories of conduct**:

- **Anticompetitive agreements** in formal agreements and informal practices or arrangements between competitors falling within this category (such as for example the practice of agreeing on announcements or other forms of price communication);
- **Abuse of dominant position**. Prohibition that applies to holdings which, alone or together with another leading operator, have circumscribed a particular market in such a way that they can be defined as "dominant" in that market (for example limiting production, technical development or market evolution to the detriment of consumers).

In the appendix, we have included a practical guide on conduct **to be adopted or not adopted** in certain common situations.
The guidelines are regularly updated also downstream of **specific information and training sessions dedicated to competition, which represent an opportunity for discussion and exchange of ideas** among those responsible for the most at risk business processes, in relation to the red flags of competitive concerns that may be found in the daily work experience.

During the reporting period considered, **no cases of anti-competitive conduct, competition breaches or monopoly practices** in which Omnia Technologies was identified as a participant were found.

Integrated management systems Quality Environment Safety

To read the document frame or click here

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

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

In October 2023, we obtained the certification of the Integrated Management System in accordance with the UNI EN ISO 9001 (Quality), UNI EN ISO 14001 (Environment) and UNI ISO 45001 (Occupational safety standards) for all the Group's member companies at the end of 2022. The implementation of the management system to all other companies acquired to date was started in 2023 and continues in the current year 2024.

UNI EN ISO 9001 for quality

UNI EN ISO 14001 for environment

UNI ISO 45001 for safety in the workplace

Cybersecurity and privacy

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

- **Protect the privacy and confidentiality of strategic or otherwise confidential information.** Anyone who processes personal data and information that is strategic or otherwise confidential must do so within the limits of the law and as stated to the persons to whom the data relates.
- **Ensuring transparency** in information provided externally. Anyone who, in the proper performance of his business functions, is required to disclose or disseminate information must ensure that it is true and complete regarding its purposes and taking into account the rights to confidentiality. The information must be provided ensuring that the recipients are not misled.
- **Safeguarding the integrity systems and documents** in computer and paper format.

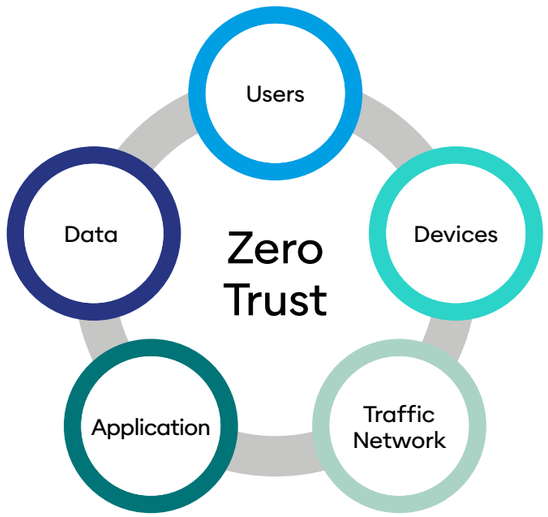
In our case, protecting privacy and promoting cybersecurity does not just mean activating an organisational model for the correct management of the network, computer systems, or even personal data, pursuant to **EU Regulation No 2016/679, GDPR**, but also, above all, implementing a consolidated and lean process for the **protection and supplementation of the process data** of our customers and suppliers (also in light of the general → Digitalisation process that is affecting the whole Group).

Cybersecurity is **necessary to protect the company's computer system from damage and failures caused by external attacks or voluntary incidents**.
Through the implementation of an efficient Cybersecurity system (understood as technologies and processes) it is possible to guarantee the security of different parts of the company's IT infrastructure (data, applications and networks) to protect the business operations.
Cybersecurity also empowers the company **to respond to the unexpected and implement swift and effective disaster recovery operations**.

Cyber security activities are managed centrally by the Group Information Technologies function, which deals with data backup, infrastructure and network activities, disaster recovery procedures, business continuity, and staff training; **the integrated management of personal data are instead entrusted** to the **Group's Compliance** function.

To report any violations of organisational and technical security measures, a dedicated e-mail address has been provided, overseen by the Compliance and IT functions.

In 2023, we have not recorded any cyber incidents involving sensitive and personal data of our customers and stakeholders.



2 Pillar People

Progress status of our plan

GOALS PEOPLE

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
6 Implementing a **safety culture** based on a zero-accidents mindset	Group HSE Manager	▪ ISO 45001 Certification	▪ Implementing ISO 45001 in newly acquired companies
7 Creating a work environment that is focused on the **well-being of people**	Group HSE Manager	▪ Group welfare for 800 people (Italy) ▪ Renovation of the canteen and office spaces in DT Spa ▪ Smart working policy	▪ New Omnia Technologies headquarters in Signoressa, new offices in Tuscany and Verona ▪ Integrated welfare system ▪ "Performance bonus " conversion campaign on flexible benefits services and "On-top" bonus program ▪ Healthier food supplier for our group's canteen ▪ New employee handbook including flexible working policies for white-collar employees and extending the remote working policy ▪ Policy in support of parents with young childern, more supportive of what required by low ▪ Updating contractual agreements with trade unions, focusing on work-life balance, training and well-being
8 Creating an organisation based on the **values of gender equity and diversity**	Chief People and Organisation Officer***	▪ Appointment of D&I (diversity and inclusion) manager ▪ Contract with consultants to achieve ISO30415 and UNIPdr125 certificates	▪ Defining recruitment guidelines for inclusion of DEI (Diversity, Equity and Inclusion) ▪ ISO 30415 and UNI/PdR 125 certificate

To find out about activities in previous years frame or click here

* The list considers also the activities carried out in the first six months of 2024
** The activities already completed at the date of publication of this Report are highlighted in green
*** In the 2022 Sustainability Report the responsible function "Human Resources Director" was called "Chief People & Organisation Officer"

GOALS PEOPLE

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
9 Investing in the **personal and professional development** of all employees	Chief People and Organisation Officer***	▪ Provided ~11.000 hours of training (+542% compared to 2021 - 1,400 hours) ▪ Expansion training programme (languages, leadership, management systems, compliance courses) to 40% of the corporate population (+10% compared to 2021) ▪ Launch of the performance management system (PMS)	▪ Launch of Omnia Technologies Academia ▪ Launch of the digital group learning platform ▪ Focus on networking: relationships with universities, business schools, technical training centres, institutions
10 Becoming **active players in the area**	Marketing | Sustainability Manager	▪ Strengthening of partnership and support for Imoco and Villorba women's football team ▪ Confirmation of existing partnerships with Assoenologi, Infinite Area, Civiltà del bere, Strategy Innovation and SMACT ▪ Partnership with Università Cattolica (selector 4.0), Agrifood Lab of Ca' Foscari University and UniVr ▪ Participation in Assindustria Sustainability Group and Sustainability Week	▪ Continued partnership with Imoco and Villorba women's football team ▪ Development of projects with universities and industry association ▪ Action plan with SMACT - various events and BRIDGE project to develop AI software for brewing beer ▪ Partnership with Schneider Electrics for smart wineries ▪ Continued Participation in Confibndustria Sustainability Group
11 Becoming a highly **attractive enterprise for new talents**	Chief People and Organisation Officer***	▪ Contacts for career days with the Universities of Venice, Padua, Parma, Udine, Verona and the Polytechnic University of Milan ▪ Participation in career days in Verona and Udine ▪ Open days in DT with Einaudi and in Bertolaso with UniVR ▪ Mapping ITS (Institutions of Higher Learning) near our companies - initial contacts and initiatives ▪ Activation of professional courses in DT and Bertolaso ▪ Activation of the Academy program in Bertolaso and Omnia Della Toffola	▪ Enhancing employer branding strategy using digital channels ▪ Participation in events organised by universities and professional schools close to our production sites: career days and open days ▪ Talent development and compensation programs ▪ Pursuing great place to work certification ▪ Mapping potential new partners to support young women in STEM careers

Focus on people

Omnia Technologies Group **values people as their most valuable asset** and therefore we are always committed to:

- **Ensuring health and safety in our workplaces** and in all other areas where we do business, by implementing all necessary measures as required by law (→ Safety culture).
- **Ensuring fairness and equity in the vetting and management of staff**. Our approach is to choose people based on their **expertise, skill set, experience and ability to grow in the role**. We are committed to maintaining an impartial attitude toward our workforce, ensuring that they have **equal opportunities and favourable working environments**. We are committed to developing **training programs aimed at continuous improvement** and nurturing the professional development of each employee (→ Safety culture).
- **No form of discrimination or action that violates human dignity should ever be permitted**. We unequivocally condemn all manifestations of intolerance, violence, harassment and discrimination. **It is the responsibility of every individual to denounce any form of abusive, discriminatory or defamatory conduct**, both in professional and external spheres, if it seriously infringes the values underlying our work (→ Whistleblowing).
- **Ensuring the right to freedom of association**. We are committed to dialog with political and trade Union bodies, as well as with the RSUs within our organisations, to foster healthy dialog and cooperation, without prejudice or differentiated treatment. This should be based on respect for legitimate interests, irrespective of discrimination, and uphold the principles of transparency, confidentiality, independence and integrity in all relations.

In this regard, **in 2023, the social climate was good and trade Union relations were conducted in a mindset of mutual cooperation**.

In the companies in which they are present (Omnia Della Toffola, TMCI Padovan, Ave Technologies, Bertolaso and Gimar), the **trade unions continue to support the company**, both in the management of political-economic emergencies with effects on the business, and on the policies of continuous improvement and development proposed by the management.

- **Giving priority to work/personal life balance**. We promote this balance between personal and professional life through flexible working hours to meet individual needs, **while promoting the search for collective social, emotional and cultural solutions among our employees**, aware of the different geopolitical contexts in which we operate (→ Welfare and well-being).
- **Teamwork is essential in any work environment**. We value the loyalty and collaboration of our colleagues who are actively involved in the team's tasks by sharing ideas and suggesting solutions that can help improve the quality of everyone's performance. **We support any initiative that promotes the exchange of information and the spirit of cooperation**, even if it is carried out remotely and by any means, be it traditional or innovative instruments. **We maintain an informal environment where communication is open without strict appointment protocols**. Our culture aims to be welcoming, inclusive, non-judgmental and highly collaborative where mistakes are seen as part of continuous learning and improvement.

Digitisation in the human resources department

TECHNOLOGIES	VALUES	BENEFITS
▪ **Human Resources Management Systems (HRMS)**: Integrated platforms for management of people ▪ **Data analysis HR**: Advanced analytics tools to monitor people's performance and needs ▪ **E-learning and Online Training**: Digital platforms for lifelong learning and skills development	▪ **Efficiency**: Automation of management processes ▪ **Improvement of expertise**: Access to training and professional development programs ▪ **Engagement**: Engaging and motivating people through interactive digital tools	▪ **Reducing operating costs**: Automated HR processes reduce management workload ▪ **Improvement of productivity**: Better trained and motivated people contribute to higher productivity ▪ **Talent Retention**: Training and development programs increase satisfaction and loyalty

Safety culture

In our manufacturing plants, the **main activities** are the **assembly of electrical, electronic, mechanical and pneumatic components**.

In some cases, different types of machines are used such as: lathe, drill, bending machines, shears, welding machines etc. The handling of products within warehouses are carried out **using electric forklifts, pallet trucks and overhead cranes**. In addition, part of the activity is carried out at customers' premises for the assembly and servicing of machines and installations. As a result, the main tasks are **carpenter, welder, assembly worker, warehouse worker and travel technicians**. Besides these, category of display screen technician, which applies to all office personnel, must be considered.

The main risks faced by our employees is related to the use of machinery and/or instrumentation and moving equipment.

To identify the presence of any hazards and to **quantify the risks**, we carry out the assessment as the **Legislative Decree 81/08 et seq**. The analysis shall be carried out by the **Internal Prevention and Protection Service** in collaboration with external consultancy firms, especially in the case of instrumental assessments. Continuous monitoring allows for corrective actions and continuous improvement plans. In addition, we have implemented, in all our plants, an integrated management system that includes **working procedures, data management systems** and integrated reporting according to the UNI EN ISO 45001 certified standard (2018).

The protection of health and safety in the workplace is our material issue. Before being acquired, each company undergoes due diligence and auditing and post-merge activities, starting with health and safety issues. Anyone working in Omnia Technologies Group member-companies must comply with the health and safety needs of all stakeholders.

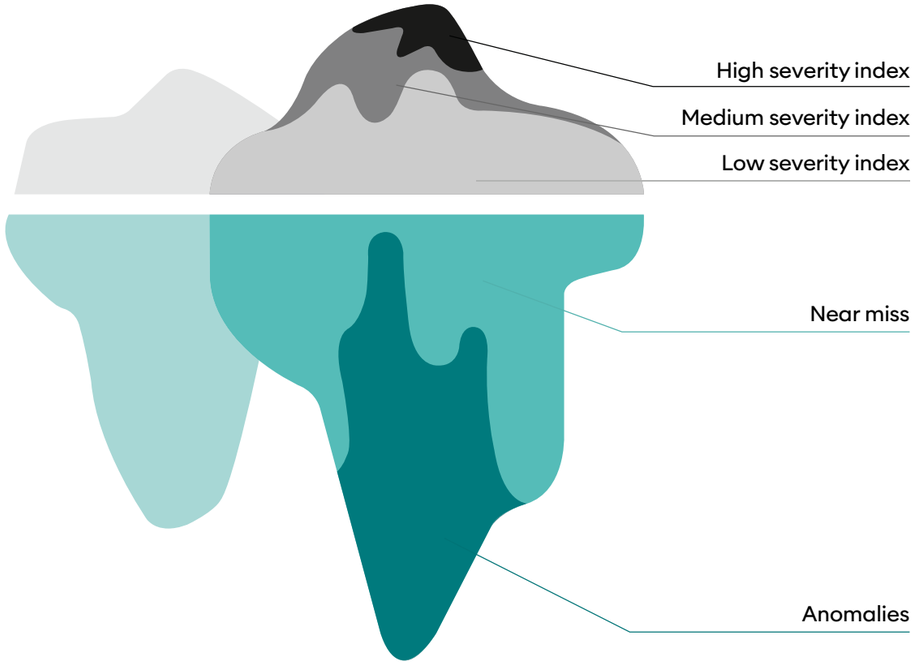
That's why:

- We have included a group-level function for the management of safety and environment issues **(Group HSE Manager)** and for the organisation of a uniform and coordinated data management and reporting service at all levels.
- **We arrange regular meetings**. Every year, in all plants, the following meet: Employers (DL), Prevention And Protection Service Manager (RSPP), Safety workers Representative (RLS) and Physician in Charge (MC). Meetings between management and the RSU are promoted at shared intervals in order to communicate in a transparent manner, data and actions, related to the area of environmental safety and business performance.
- An employee **health surveillance management system** and consulting physicians in charge have been put into place. The health protocol consists of medical examinations and specialist examinations which help to define a suitability for the job. Every company has a **physician in charge** appointed by the employer thereof. The management of health surveillance is assisted by **specialized Occupational Medical Centres** that take care of the planning of check-ups and perform any specialist examinations.
- All new employees are provided with information about the Metasalute category fund **as a tool of welfare and supplementary health care (as provided for by the National Labour Collective Agreement)**. The fund provides direct or indirect healthcare, including any type of medical examination and specialist assessment for physically dependent family members.
- We are committed to spreading a **safety culture** and a mindset geared toward prevention, so that all operators are aware of the risks involved, promoting the use of personal protective equipment (PPE) and of the fundamental importance of compliance with work procedures and company rules to fight accidents. The ultimate goal is to spread a zero-injury management mindset for all companies – both production and commercial. This process is also facilitated **by the training activity** involving all workers depending on their job role.
- Workers are required to report dangerous events or situations, accidents or near misses for analysis and corrective action. The company **promotes the reporting** of events of any kind to promote improvement actions (→ Near Miss).

During the reporting period, there were **21 accidents** (+10.5% compared to 2022), **all at a minor/ medium level: excoriations, bruises, small cuts or foreign bodies in the eye. Although the figure has increased compared to the previous year, it should be noted that the ratio between the number of accidents and the number of employees has decreased by 37%, due to the increase in the number of people who joined the group**. The cases are relate to our Italian factories. **For each individual accident, a report was drawn up (together with the supervisor) containing the details of the accident, the causes that led to it and evidence of how the company trained its staff following the accident** (workers training report at the end of the activity). **In 2023, we recorded 8 near miss cases**.

In general, **when an accident or near miss occurs**, a report (called "Safety Bulletin") is issued, together with the injured person, describing the context in which the accident occurred and the causes that led to it. The report is signed by the person in charge of the department where the incident occurred. Corrective actions are then put in place to avoid the recurrence of the injury or the occurrence of the same (in the case of near miss). The process ends with the improvement actions being implemented and the injured worker - and other colleagues if directly involved - being trained on the correct work procedures to be adopted (e.g. manual handling of loads, welding etc.).

Security pyramid



Heinrich's theory depicted in the iceberg shows that severe incidents are just the visible tip of the safety problem, while the submerged part includes a much larger number of less severe incidents, near misses, and anomalies. The safety pyramid highlights that for every serious incident, there are many more minor incidents and unreported hazardous situations that could lead to accidents if not properly managed.

Employee accident rate

	2021	2022	2023	Change from previous year
Number of recordable accidents	21	19	21	+10.5%
including fatal/serious consequences	-	-	-	
including in progress	-	-	-	
Total number of working hours	1,336,240	1,688,888	2,517,050	+49%
Rate of recordable occupational accidents*	3.14	2.25	1.67	-26%

All data on the Group's accident are updated as of 31.12.

* The rate is calculated by multiplying the number of recordable accidents by 200,000 divided by the total number of hours worked.

Contractor accident rates*

	2021	2022	2023	Change from previous year
Number of recordable accidents	2	2	0	0%
including fatal/serious consequences	-	-	-	
including in progress	-	-	-	
Total number of working hours	21,065	82,087	137,600	+68%
Rate of recordable occupational accidents**	19	4.46	0	NA

All data on the Group's accident are updated as of 31.12.

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

Accident absenteeism rate*

	2021	2022	2023	Change from previous year
Days lost due to injury*	279	562	764	+36%
Accident severity Rate**	0.2	0.33	0.30	-9%
Absenteeism Rate***	3.2	4.0	3.5	+13%

All data on the Group's accidents are updated as of 31.12.

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

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

The health and safety data, finalized at the end of the year, are reported within the **annual safety meeting, carried out for each company**, (as per by the Legislative Decree 81/08), and - from 2023 - as part of the **management review** (as per by the ISO 45001 standard) where we also share the necessary improvement actions.

All the companies in the group that are the subject of this financial statements have been subject to internal audit activities according to the reference standard UNI EN ISO 45001. The activity did not reveal any outstanding critical issues.

Engagement and development

The People & Organisation Department (direct reporting to the CEO) was created with the aim of **centralizing and standardizing the management model** of our people, both for the administrative aspects, **and for the development and acquisition of talent**. **The training and continuous care of skills** are fundamental requirements to ensure maximum personal achievement and the highest production standards of the Group. To achieve these goals, we are engaged in the activities of:

- **onboarding**, we take the time to explain the business model of the company and its processes and business relationships **to all new hires, regardless of role, job function**, etc. We are very attentive to sustainability, as well as conveying our corporate culture. The first day of onboarding is also an opportunity to raise awareness of the company's management;
- engaging all staff – operational and managerial – in **training activities and moments of constant updating**;
- sharing updates on **sector-specific legislation** through internal communication channels (→ Sustainability culture).

Onboarding

In 2023, we adopted a personalized and digital approach to create a modern and accessible onboarding experience for all. The aim is to **enable new hires to immediately feel part of the group**, introducing them to the business environment and providing them with the key information to self-navigate within the organisation

The process begins the day before the first day of work, with communication from the People & Organisation team that provides all the information necessary for the insertion and organisation of the entry into the company. On the first day, the People & Organisation department organises a **"welcome on board" moment** during which new colleagues are welcomed and introduced to the group through a presentation and first stage of accompanying.

Next, the onboarding digital journey begins. Thanks to our **company intranet** and the training content available on our e-learning platform, new hires receive detailed information and digital **tips to learn about the Omnia Technologies Group** (called "Get to Know Omnia Technologies"). This approach facilitates the entry of new people, by involving them and by facilitating integration orientation into teams.

Training

Almost 11.000 hours of training were provided in 2023 (+ 18% from the previous year).

In particular, **non-compulsory training is 4,726** hours**, focusing on the **development of technical** (using new HR tool and ERP SAP), **linguistic and managerial skills**; the QHSE compulsory training has reached a total of 6254 hours covering the following specific topics: First aid, firefighting, work at height, confined spaces and Specialised Staff, Instructed Staff, Appropriate Staff (electrical workers).

The training hours have been divided as follows:

	2022	2023	% variance
Employee training (total hours)	9,267.5	10,980.5	18%
Employee training (average hours per FTE)	9.8	7.5	-23%
Percentage of mandatory training provided to employees	65%	55.4%	-15%*
Percentage of training provided to employees that is not mandatory	35%	41.7%	19%

* Percentage of mandatory training has decreased as it was already provided to a large part of the workforce in the previous year.
** Of which 3,218 are Unindustria Servizi & Formazione Treviso Pordenone (UNIS&F) certify.

People recruitment

Omnia Technologies employs more than 1,400 highly qualified people, equally divided between production and administrative roles, with a predominantly technical-scientific background.

To achieve the desired growth results, in addition to cultivating and developing existing staff, our Group recognizes the importance of investing in the active search for qualified resources. In particular, **engineers with expertise in the fields of environment, health and safety, and research and development. These profiles are highly sought after and therefore difficult to find in the labour market**.

The issue of the shortage of suitable profiles and qualified professionals has been under discussion for a long time and the situation has been further aggravated by the pandemic.

Relying on traditional wage components and working conditions as a way of attracting talent is anachronistic or at least insufficient. The significant spread of flexible and agile working hours - which we have already adopted - is an example of this. This is why we are committed **to establishing administrative, production and logistical procedures that simplify and make more efficient our work processes and methods**.

In order to select and integrate the most suitable people, we have also established strategic partnerships **with Universities and Professional Institutes – in the territories where we operate with our corporate offices**. These collaborations with organisations such as ITS and the Universities of Veneto, Piedmont and Tuscany, have already allowed us to find significant employment opportunities and greater connections in the regions in which we operate.

While **education can provide a solid foundation, practical experience in the company is irreplaceable. With that in mind, we developed *Omnia Academia***, a school designed to provide people with the skills they need to excel in the industry, facing evolving challenges and keeping pace with future trends.

Omnia Technologies
Academia

Focus on

Omnia Academia

At the beginning of 2024 we launched the Omnia Academia, the Omnia Technologies Group internal school. We decided to launch our own Academy to ensure that we can develop, in-house, all the skills that are increasingly difficult to find on the market, especially for the specific technical skills of our sector.

The Omnia Academia is structured around the key expertise of the business, covering first and foremost Omnia's critical trades - the commercial, technical, and operational areas - as well as the management expertise modules over time.

With the Academia, we intend to consolidate the critical skills that will guide us in the next fifty years of evolution and to enhance the relationship with the local communities and the areas in which we operate. The Omnia Academia will enable us to overcome the current difficulties of the labour market and to bring the charm and passion of our professions to work closer to the youths in schools. In fact, we believe that dialogue and systematic confrontation with the main educational institutions of the territory are fundamental levers for strengthening the company's knowledge capital and strengthening its competitive leadership edge in the world.

We have already established strategic partnerships with the main institutions of higher learning in the areas where we operate, with ITS Mechatronics Veneto and the Universities of Venice, Padua, Udine, Pisa, Parma and Catholic University of Milan. Since 2023, we have been working with agencies specialized in training and placement in the work of welders, carpenters and electromechanical installation technicians.

In addition, we have launched technical-commercial training courses on the technologies in our portfolio and planned a full calendar of training events for 2024 – both face-to-face and remotely, through the new digital training platform.

Our Omnia Academy is called Academia, consistent with the Latin name of Omnia ("All things") Technologies and reflects our commitment to comprehensive and interdisciplinary training in professional development -a unique opportunity to enhance Italy's manufacturing and industrial leadership in the world.

Andrea Stolfa (CEO Omnia Technologies)

How an Academia cycle works:

Projects have been organised in a consistent and similar manner:

1. A project **sponsorship phase** lasting 3 to 4 weeks;
2. A **pre-selection phase** of candidates in close collaboration with the Agency;
3. A **full day of selection assessment**, during which shortlisted candidates participate in group activities in the morning and have individual interviews with HR representatives and the Production Manager of the location where the training will take place in the afternoon;
4. Those selected at the end of the day will begin a **theoretical and practical training course of 80 hours** aimed at developing the professional skills targeted by the academy.

It is structured on three pillars:

1. **Trades Academia**

2. **Management Academia**

3. **Product Academia**

Trades Academia

In collaboration with specialized agencies and recognized training institutes, we are committed to enhancing our "know-how". Focusing on our ability to create and build, enhancing the craftsmanship of our production process and promoting the continuous improvement of our industrial processes.

Current projects

For the Omnia Academia Mestieri project, three training Academies started at the beginning of 2024 in collaboration with Employment Agencies:

- One for the **Life Sciences Division**, aimed at training mechanical assemblers;
- One for **Omnia Della Toffola and F2 Favotto** locations, aimed at the recruitment of welders;
- One for the **Sirio Aliberti** location, aimed at the recruitment of welders.

Welder Academy in Collaboration with Local Social Organisations

For the Academia dei Maestri project for Welders, an internally managed course has begun at the **TMCI Padovan** facility in Mareno di Piave. Unlike other Academies, this one has been organised **in collaboration with ENGIM of Oderzo**, an institute that offers advanced or specialized training courses, with the amateur football association Dinamis. Dinamis brings together foreign young people to play football and simultaneously aims to provide them with job training as an alternative to sports.

In this context, we have started collaborating by offering ourselves as a Group to promote the training of these young people. Specifically, we have organised a **160-hour Academy**, through which 6 young people from the Dinamis association, under the guidance of an internal Group member, are learning the basics of welding. At the end of the course, scheduled for August 6th, they will have the opportunity to start an internship and potentially continue with a job at TMCI.

In the first months of 2024, the selections have led to the inclusion of:

- **4 people** in the Life Sciences Division;
- **4 people** at Omnia Della Toffola;
- **3 people** at F2 Favotto;
- **4 people** at Sirio Aliberti.

These types of projects represent significant opportunities for integrating resources that are difficult to find in the market, and they create synergies among the various companies within the Group.

Management Academia

This academy ensures efficient supervision and promotes the development of the corporate culture, involving the Group's managers in leadership development programs. Through training in three dimensions - knowledge, know-how and self-being - we aim to strengthen the skills necessary for the success of our Group and all our people.

Product Academia

From the union of the engineering and technological know-how of our companies, we aim to create a system for the transfer of knowledge. Through this program, we aim to disseminate best practices within the relevant industries and to optimize the application of our products and technologies.

Current projects

Through the integration of internal know-how, engineering expertise, and technology from the people working within our companies, we have organised classes to share and update the entire commercial team on the new technologies our Group offers.

Classes completed in the first months of 2024:

- **7 classes in Italian**, focused on the wine processing industry
- **7 classes in English**, focused on the wine processing industry

Training days completed:

- **1 day** dedicated to the alcoholic beverages industry

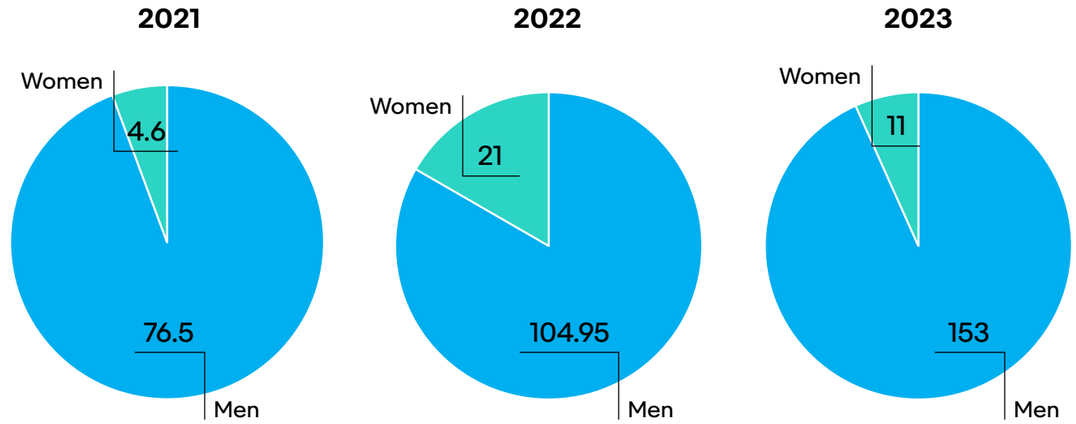
The Group's relationships with schools and participation in career orientation days involve several institutions near our locations:

04.24 I **IS Einaudi Montebelluna**
05.24 I **IS Galilei Conegliano**
06.24 I **Università di Udine**
06.24 I **Università di Pisa**
06.24 I **ITS Meccatronico Veneto**

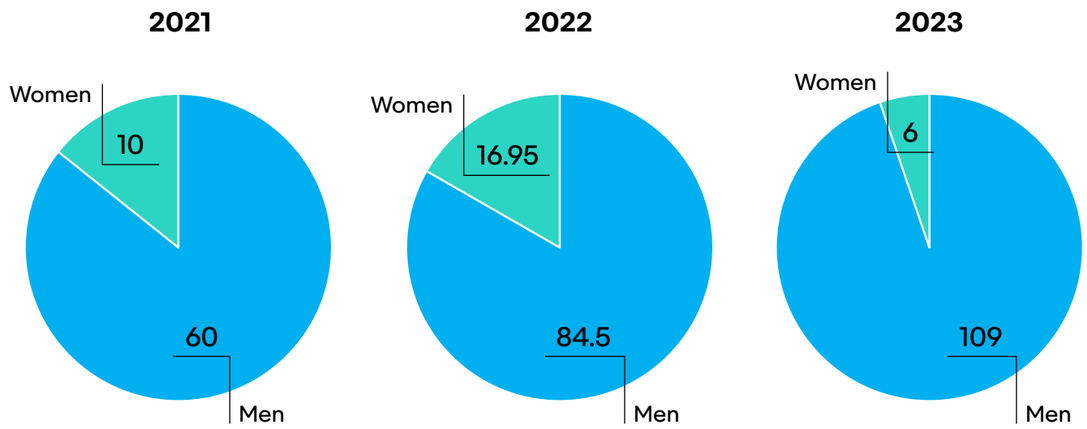
In the last 3 years, staff turnover has been substantially aligned and the ratio of revenue to expenditure remains positive.

Compared to 2023, new entrants refer to roles related to engineering, project management, as well as strengthening staff functions such as Administration, Finance and Control, ICT, People & Organisation, HSE & Compliance, Marketing and Sales. In the case of terminations, these are voluntary resignations, and in most cases in different positions and levels.

Hires - Open-ended contract FTE employees



Terminations* - Open-ended contract FTE employees



All Group hiring and termination data are as of 31.12.

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

Inclusion

In the metalworking industry there is a marked prevalence of male presence for various historical and structural reasons. This phenomenon is due to the nature of the most sought-after positions that require engineering or technical-scientific skills, areas for which, in Italy, the number of women graduates per year does not exceed 20% of the total.

This indicates that **the pool of female talent available for our specific needs is relatively limited and has contributed, in recent decades, to a particularly significant gender gap**.

Understanding the importance of diversifying our team, we have recognized that a predominantly male population can limit our potential, while **integrating different sensitivities and perspectives contributes to business progress**.

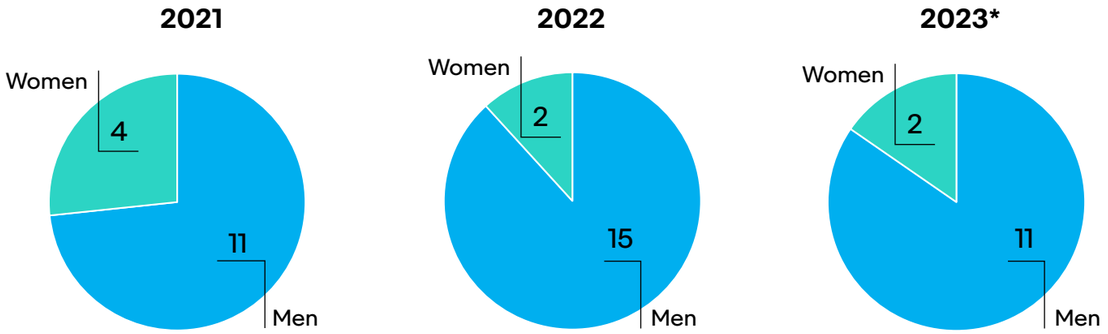
This issue has been addressed in a rigorous and structured way in our 2030 Action Plan, with a strong commitment from the company management. **In 2022, we set progressive and ambitious targets to improve our inclusiveness and are progressively approaching these targets**.

In 2023, there were 15 **women in corporate staff positions**, representing an **increase in hires** compared to 2022, when there were 7. Today, in addition to corporate functions, the functions coordinated and managed by female management include: Marketing and Sustainability, Service and After Sales, People & Organisation, Commercial Backoffice, Continuous Improvement of production facilities, and Area Managers.

C-Suite - FTE Employees

All data are current as of 31.12.

* From 2023 we are considering only Corporate Chief positions

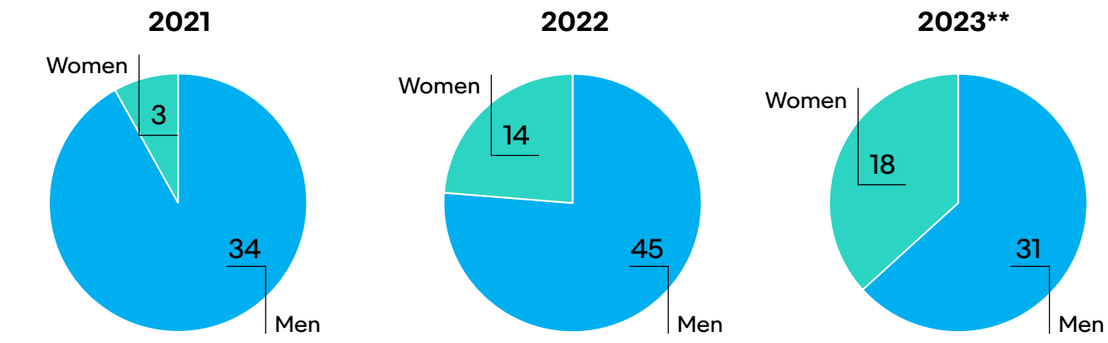


Senior management* - FTE Employees

All data are current as of 31.12.

* Corrisponding to C-Suite and one reporting level below

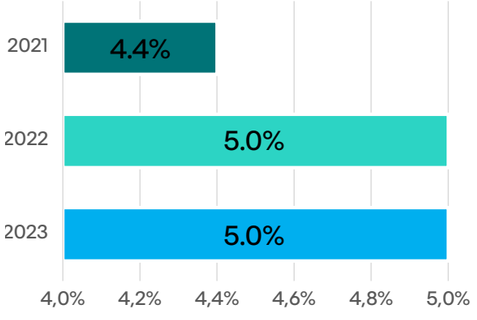
** The 2023 data shows a negative variation compared to 2022 due to the adoption of a new calculation method



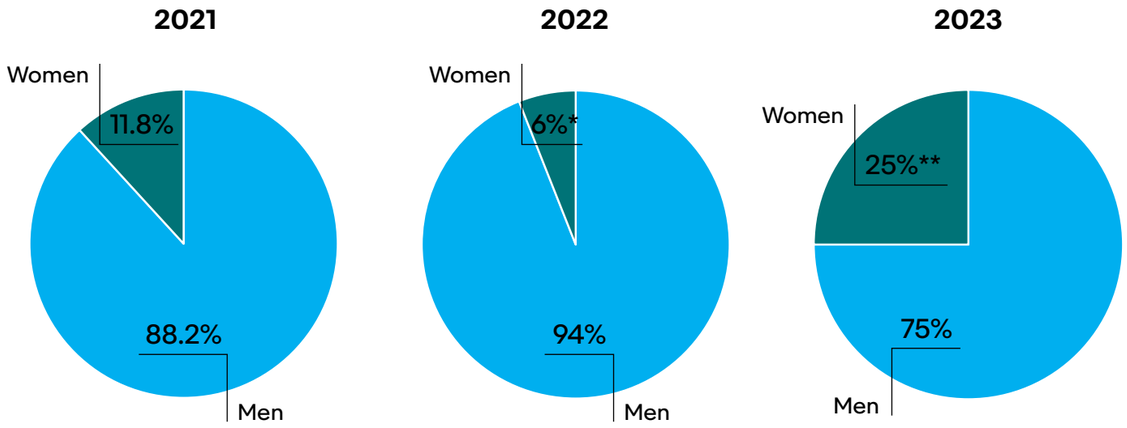
Employees with disabilities*

All data are current as of 31.12.

* The data is calculated in terms of full-time equivalent FTE employees and it refers to protected categories. The trend is proportional to the change in the number of employees and reflects the limits required by law. In 2023, there were 23 people (in total), 4 of which were employed and 19 workers (5 of whom were women).

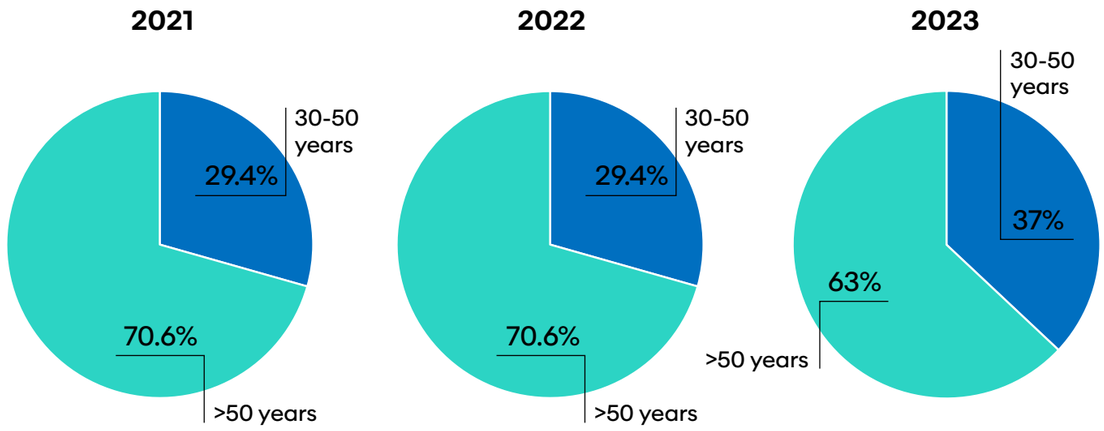


Composition of the Board of Directors by gender



* In 2022 a member of the Board of Directors resigned
** Introduction of a new member to the Board of Director

Composition of the Board of Directors by age



Parental leave

	2021		2022		2023	
	M	W	M	W	M	W
total number of employees	**772.6**	**111.9**	**828.16**	**119.82**	**1,316**	**217**
divided by:						
employees who were entitled to it	100%	100%	100%	100%	100%	100%
employees who used it	-	3	17	2	14	2
employees who returned to work after taking parental leave	-	3	17	2	14	2
employees who returned to work after taking parental leave and who were still employees of the organisation within 12 months of returning	-	3	17	2	14	2
return to work rate and retention rate of employees on parental leave*	**100%**	**100%**	**100%**	**100%**	**100%**	**100%**

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

Focus on

Our path towards certification

In the early months of 2024, we began the process to obtain the following certifications, codifying and formalizing our commitment:

- **UNIPdr:125 Reference Practice**

This certification focuses on promoting diversity, equity, and inclusion within a binary context. It includes policies, practices, and training programs designed to ensure fair treatment and opportunities for individuals, regardless of their gender identity (e.g., pay equity).

- **ISO 30415, Human Resource Management – Diversity, Equity, and Inclusion**

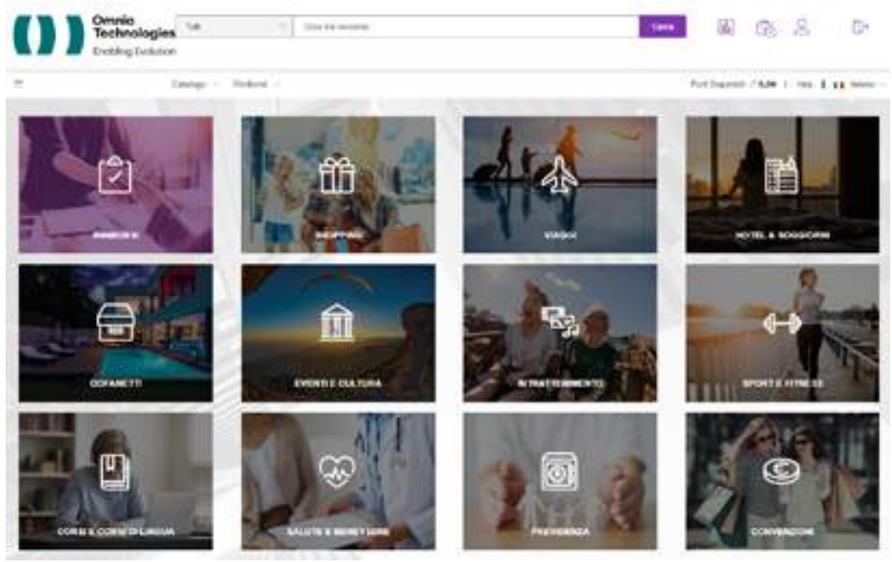
An international standard specifically focused on diversity, equity, and inclusion, with a particular emphasis on non-binary gender identities. It provides guidelines and best practices for organisations to create inclusive work environments that welcome individuals with gender identities beyond the traditional binary.

Our approach to the pathway

Through our Action Plan 2030 and commitment to these certifications, we are working to break down the historical and structural barriers that have limited diversification in our sector. We recognize that a diverse team not only better reflects the society in which we operate but is also a key factor for innovation and competitiveness. By continuing this path, we are committed to building an inclusive work environment that values the skills and perspectives of everyone involved in our organisation.

Welfare and well-being

At the end of 2023, the project of "flexible benefits" (goods and services offered by the employer and exempt from contributions and taxes) was launched and is provided through the platform. From 2024, each employee will have the opportunity to choose between different types of expense reimbursement (assistance, mobility, health and education), forms of supplementary insurance, vouchers or contributions for leisure activities. The purchase vouchers provided for all employees in the previous two years have been placed on the platform.



Smart working

While considering work in person as a strength, Omnia Technologies also believes in the **opportunities and potential of the new organisational flexibility dynamics** that promote the increase of competitiveness and productivity through the adoption of models of reconciliation of life and work times such as Agile Work.
This implies the adoption of a **work culture based on trust and a sense of responsibility, autonomy and performance orientation** of its employees, both regarding the choice of workspaces outside the company, and the use of time and the work tools allocated.

Smart working (according to L. 81/2017) has been in force since 1st April 2023, with a regulation common to the various Italian offices and companies of the Group for those who, by role, skills and tasks assigned, are compatible with agile working within the limit of 1 day a week.

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

Our community

We pay particular **attention to the social, cultural, economic and ecological development of the communities in which we operate**.

We welcome requests for participation in projects that can enhance the territory, culture and well-being of our neighbours, as we consider it important to take an active role within the associations of reference to amplify the positive effects of our work.

In 2023 we reconfirmed some projects and partnerships already started during the previous two years, adding new ways to create value on the area.

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

Ongoing activities* with schools, Universities and research institutions

	Stakeholders	Focus
Curricular Internships (PCTO and University)	With high schools and various Italian universities	Production and mechanical assembly R&D (R&D, engineering, manufacturing, assembly). Administration , sales and shipping department, PM office. (Accounting, finance, control; ICT, HSE, compliance). Most of these internships do not provide job placements within the companies of the Group.
Career day	With high schools and various Italian universities	Employer branding and talent attraction in the main Italian universities.
Open day in the company	With high schools and various Italian universities	Group presentation, plants visit, technical interaction between students and Omnia Technologies collaborators.
Multi-year partnership	Università Cattolica of Milan - Food Technology, Oenology and Environment section of the DiSTAS Department	Experimentation and subsequent validation and implementation of control systems, detection and monitoring of parameters to conduct targeted winemaking (for more information → Digiwine 4.0).
Lectures and lectures during lessons and seminars	Italian and foreign universities (Edinburgh)	Topics covered: international marketing and management; innovation and sustainability in the wine sector; distillation plants with low carbon footprint.
	SMACT: Relevant Industry 4.0 Centre	Dissemination and sharing of best practices, training and networking between managers and entrepreneurs of the Veneto region. In 2023, we collaborated on an automation project to use AI (Artificial Intelligence) in beer fermentation processes.
	Infinite Area – a platform to promote innovation and new ideas in the heart of Montebelluna (TV)	Participation in initiatives organised with their network of local partners for discussion on different issues: from design to consulting, from finance to training.

* All activities are continuous from the year 2022 with the exception of SMACT, Assoenologi and Infinite Area from 2021

Organisations

	Reason
Assoenologi (Association of Italian Oenologists)	Every year, it organises a reference Congress for the Italian wine industry and our group decided to support this initiative and sponsor it. We believe that the culture of Italian wine and enabling technologies are fundamental to continue to be perceived as points of reference in the international scene.
Confindustria Veneto Est	Joining the internal working group on sustainability.

Sport sponsorship

	Reason
IMOCO Volley (women's professional team)	Teamwork, internationality, dedication and performance orientation bind our Group to the Imoco Volley team.
Villorba Calcio (women's amateur team)	The football club is the reference point at local level for children, youths and adults, a true training and aggregation centre. The intention of Villorba Calcio is to create a true women's football youth academy, which will allow to train players from an early age, giving them the opportunity to grow technically to prepare them for the first teams.

At the level of individual companies there are some minor sponsorships (e.g. with amateur teams or minor leagues) that are not reported in this Report because they are not coordinated at the group level..

3 Pillar Environmental impacts reduction

To find out about activities in previous years frame or click here

Progress status of our plan

GOALS ENVIRONMENTAL IMPACTS REDUCTION

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
12 Aspiring to Achieve **Group's Net Zero Emission**	Group HSE Manager	▪ Carbon neutrality (scope 1 and 2 compensation on 2021 and 2022) ▪ Science Based Targets initiative (SBTi) commitment ▪ Scope 1, 2 and 3 calculation Italy ▪ Decarbonization plan approved by the board	▪ Developing an sustainability management platform (Salesforce Net ZeroCloud) ▪ SBTi Target validation ▪ Scope 1, 2 and 3 calculation, compensation of scopes 1, 2
13 Building a **green and circular energy model**	Group HSE Manager	▪ Installation of photovoltaic system in 5 plants ▪ Supply of green electricity in 70% of Group companies ▪ Renewal of the company fleet toward hybrid | electric models has begun ▪ Energy diagnosis for Omnia Della Toffola and Ave Technologies	▪ Increasing the supply of green electricity in newly acquired companies ▪ Photovoltaic system in the new headquarters ▪ Green fleet action plan ▪ Installation of energy sensors and their digital platform
14 Developing a **circular material management model**	Group HSE Manager	▪ Implemented in all workshops waste recycling program (procurement of bins) ▪ Analysis of data on packaging materials used in Omnia Della Toffola	▪ Broader availability of waste guidelines ▪ Defining goals and action plans on packaging materials to reduce impact ▪ Sustainability questionnaire for suppliers ▪ Installation of sensors of energy
15 Minimising **water consumption**	Group HSE Manager	▪ Identified installation area and design parameters for machine wash process system	▪ New machines washing process system ▪ Trial tests and implementation for water recovery systems

* The list considers also the activities carried out in the first six months of 2024
** The activities already completed at the date of publication of this Report are highlighted in green

GOALS IMPACTS REDUCTION

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
16 Implementing an **environmental Management System**	Group HSE Manager	▪ SGI ISO 14001 certificate obtained ▪ Implementation of Integrated Management System - ISO 9001 | Quality, ISO 14001 | Environment, ISO 45001 | Safety, in newly acquired companies	▪ Maintaining all certificates and certifying in new businesses
17 Making **work environments eco-friendly**	Group HSE Manager	▪ Renovation of offices and canteen in Omnia Della Toffola Spa	▪ LEED and WellBuilding certification for the new headquarters

Reducing environmental impacts is a strategic priority for the Group. We **are actively engaged in reducing energy consumption, limiting emissions, minimizing water consumption and improving waste management with a view to circular economy**. Optimising our production cycles and machinery is a key pillar of our sustainability strategy, which is why we work to continuously improve our environmental performance.

Compliance with current regulations is ensured through a strict system of control and supervision. Designated parties conduct regular audits to ensure that all activities comply with environmental laws and regulations. These functions include a Health, Safety and Environment Manager **(HSE Manager), who deal not only with the supervision of environmental practices, but also with the promotion of a corporate culture oriented toward sustainability**. Through training and awareness programs, the HSE Management Team ensures that employees are aware of their environmental responsibilities and actively contribute to the Group's sustainability goals (training related to ISO 14001, environmental management).

Implementing an Environmental Management System is an essential component of our Group Sustainability Plan, enabling us to systematically and consistently integrate our environmental strategies across the organisation. With this structured approach, we can continuously monitor our performance, identify areas for improvement and take preventative measures to reduce the impact of our activities.

Energy

Our energy consumption, we are implementing innovative and sustainable solutions that reduce the environmental impact of our operations. **By adopting the best available technologies and optimizing processes, we aim to reduce our overall energy consumption**. At the same time, we are committed to significantly increase **the use of energy from renewable sources**, thereby contributing to a more sustainable future and a greener and responsible business model.

Total energy consumption 2021 - 2022 - 2023

	unit of measurement	2021	2022	2023
Total energy consumption*	kWh	7,646,140	8,868,882	10,087,265
	MJ	27,526,104	31,927,975	36,314,154

* The data is processed based on our periodic progress reports

The main energy sources used by the Group are electricity and natural gas (methane). These energies are closely associated not only with heating, but also numerous manufacturing activities within the Group. These activities include plasma/laser cutting, which requires high electrical energy consumption to operate with precision and efficiency, welding, which uses both electricity and gas to ensure strong and secure joints, and the mechanical processing division where the machinery they use needs constant and reliable energy.

In addition, machine tools and computer numerical control (CNC) machines depend heavily on electrical energy to operate with the accuracy and speed required by modern manufacturing processes.

Compared to the previous year, energy consumption increased by 13%, mainly due to the expansion of reporting boundaries. The newly acquired entities contributed to an increase in the group's overall energy consumption.

Total natural gas consumption 2021 - 2022 - 2023

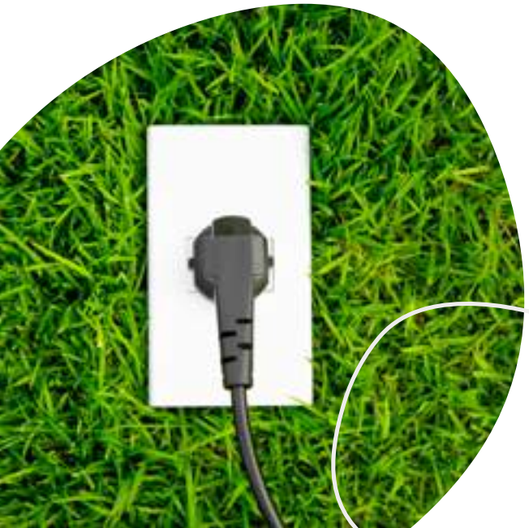
	unit of measurement	2021	2022**	2023
Total consumption natural gas*	kWh	3,626,267	4,520,234	4,256,910
	MJ	13,054,561	16,272,844	15,324,876

* The data is processed based on our periodic progress reports.
** In the previous year's budget, due to a data classification error, a percentage of gas consumption from renewable sources was incorrectly calculated a percentage of gas consumption from renewable sources. This error was mainly due to the implementation of a new monitoring system, which has now been fully optimized.

Total electricity 2021 - 2022 - 2023

	unit of measurement	2021	2022	2023
Total purchased energy	kWh	**3,214,283**	**4,348,648**	**5,830,355**
	MJ	**11,571,419**	**15,655,133**	**20,989,277**

* The data is processed based on our periodic progress reports

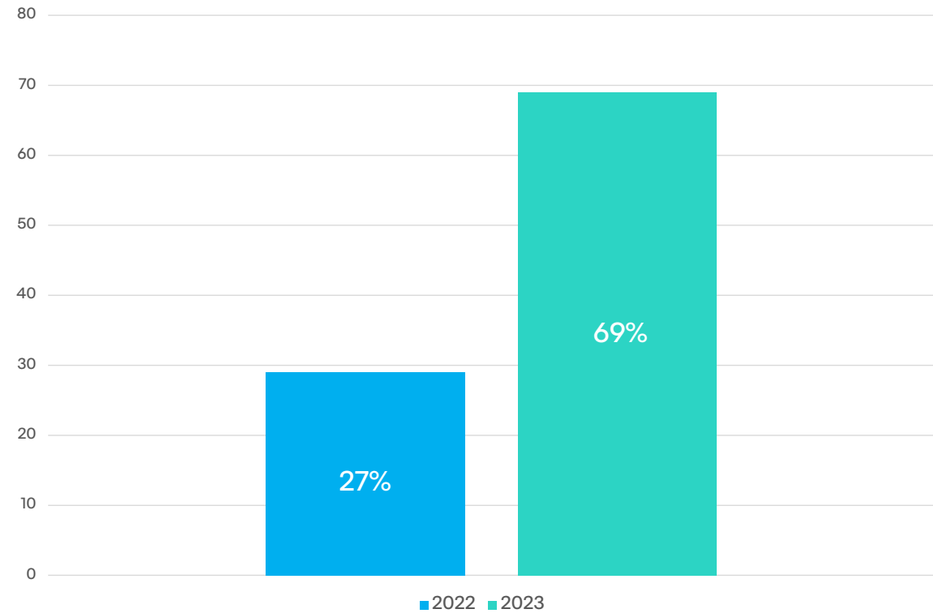


In 2023, in line with our development plan and the goal of adopting a green and circular energy model, **we installed 5 photovoltaic systems at the production sites of Omnia Della Toffola, Bertolaso 1 and 2, Ave Technologies and Sirio Aliberti for a total of 1646 kWp, plus a further plant planned at Omnia Technologies Headquarters.**

The installation of these plants **will allow to cover an average of 60% of the electricity needs of the above-mentioned plants, while reducing CO2 emissions by around 1300 tCO2e per year**.

We have also increased our share of renewable energy by entering new contracts with green suppliers. This has enabled us to achieve a **share of renewable electricity of around 70%** of which 50% presents certifiicates of origin.

Renewable electricity consumption*



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

Source: Group's 2023 GHG report

Lastly, with a view to optimizing energy and improving the quality of work, we have launched a project involving a lighting design study of the rooms of Omnia Della Toffola. This project has an aim of improving energy efficiency by adopting advanced lighting solutions while creating a more comfortable and productive working environment for our employees.

Emissions

Measuring our emissions is the first step in reducing them, which is why this year we have **produced a Group Carbon Footprint Report (according to the GHG Protocol standard), covering scope 1, 2 and 3 of our companies.** This activity has enabled us to identify our emissions performance and fully understand the impact of our activities.

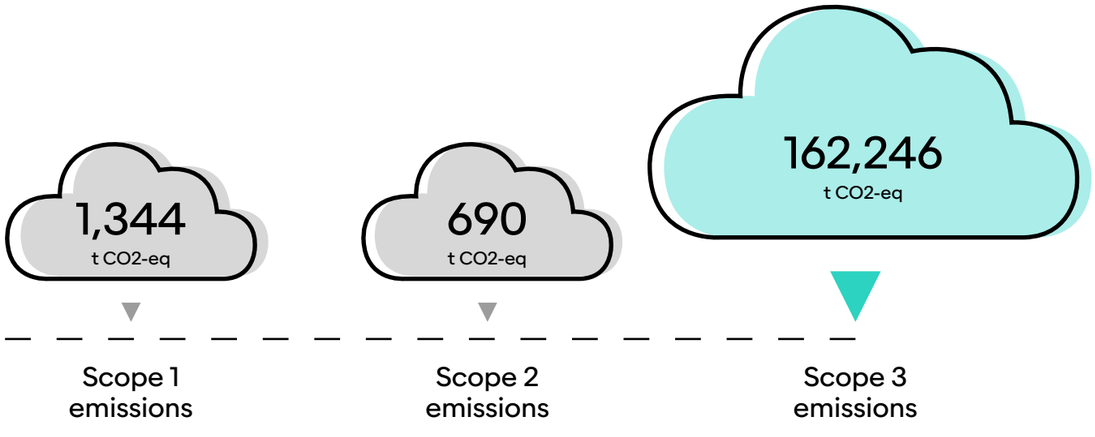
The financial auditing approach has been applied to the accounting of all Scopes, that is all issues arising from transactions that fall under our economic and management control have been taken into account.

For emissions from companies for which reliable data could not be collected, they were estimated based on turnover.

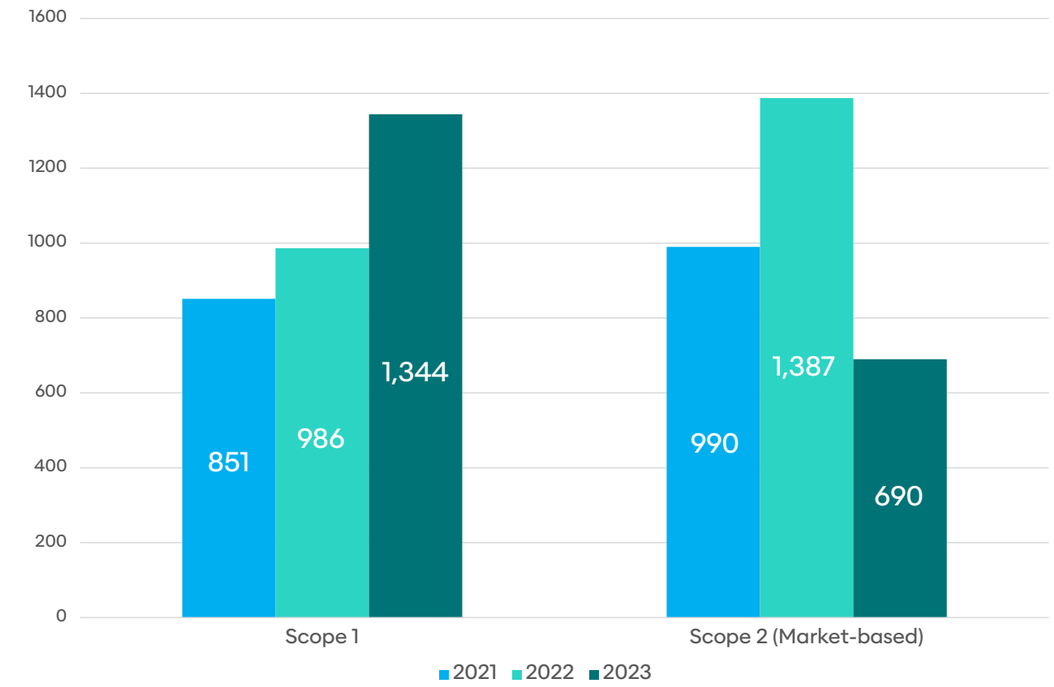
The following are the emission sources considered, broken down by scope:

- **Scope 1** emissions include all direct emissions from our operations, such as those generated by the combustion of fuels in our plants and vehicles in our fleet.
- **Scope 2** emissions are the indirect emissions associated with the electrical energy purchased and consumed.
- **Scope 3** emissions cover all other indirect emissions along the value chain, including transportation and operation of our sold machines, business travel, material procurement, waste and wastewater management, employee transportation and consumption of leased/rented company vehicles.

With this detailed emissions mapping, we can identify key areas to take action to reduce our environmental impact. We are investing in advanced technologies and more sustainable operating practices, actively raising awareness and training of our employees and partners to ensure a shared understanding of the importance of reducing emissions.



Scope 1 - 2: Emissions (t CO2-eq) 2021 - 2022 - 2023*



* The data is processed based on our organisation GHG report

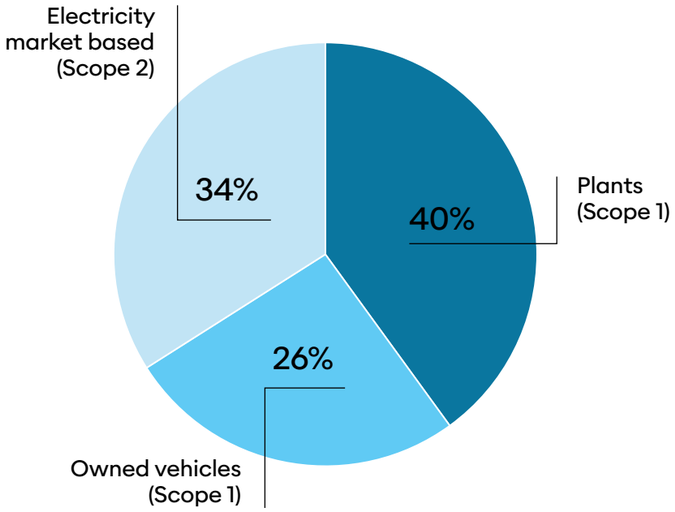
In 2023, there was a significant increase in Scope 1 emissions, mainly due to the expansion of reporting boundaries due to new acquisitions.

Despite this, there has been a **significant reduction in Scope 2 emissions relating to electricity consumption**, calculated according to the market-based approach. "Market-based" emissions refer to a method of calculating greenhouse gas (GHG) emissions based on a company's specific energy supply choices. Basically, this approach considers the actual emissions associated with the electricity purchased, based on the energy supply contracts or agreements that each Group member-company has chosen.

This significant reduction is closely related to the actions implemented by the Group in the last year, such as the installation of 5 new photovoltaic systems and the increase in electricity purchased from green suppliers of about 70%, as shown in the chart below.

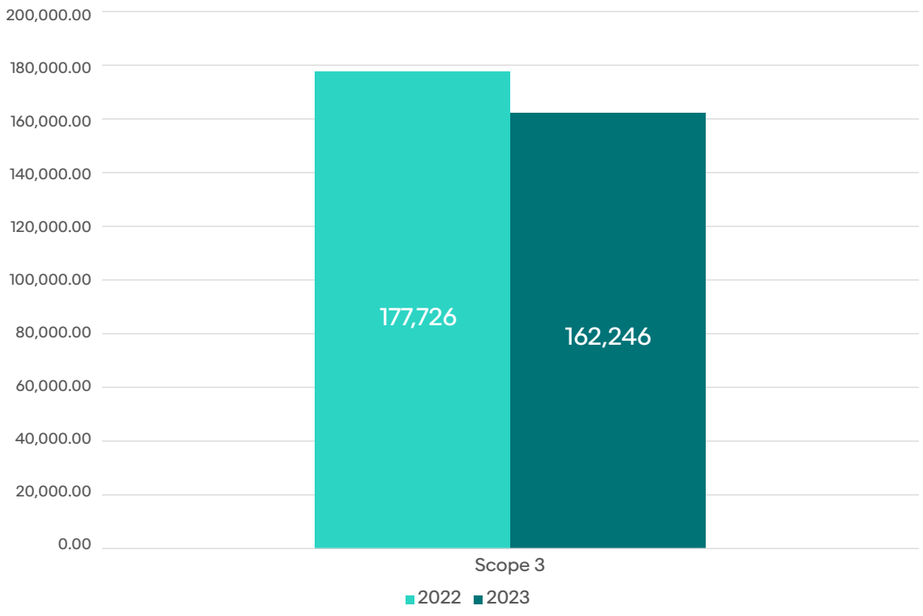
Analysing Scope 1 and 2 (2023), the most impactful emission source is natural gas consumption for plant heating (40%) followed by purchased electricity consumption (34%). The remaining percentage relates to the fuels used to power the vehicles owned by the Group.

Scope 1 - 2: percentage 2023



Source: Group's 2023 GHG report

Scope 3: Emissions (t CO2-eq) 2022 - 2023*

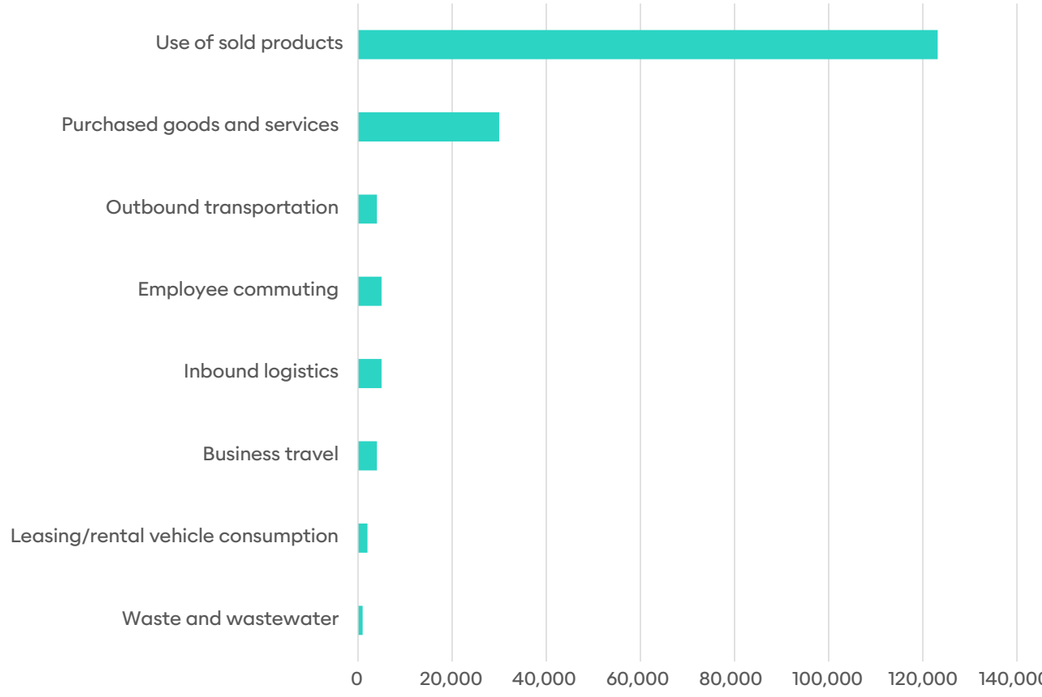


* The data is processed based on our organisation GHG report

Source: Group's 2023 GHG report

For Scope 3, the different indirect sources of emissions considered allow us to have a complete and detailed view of emissions throughout the value chain, identifying key areas to take action to improve the overall sustainability of our operations.

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



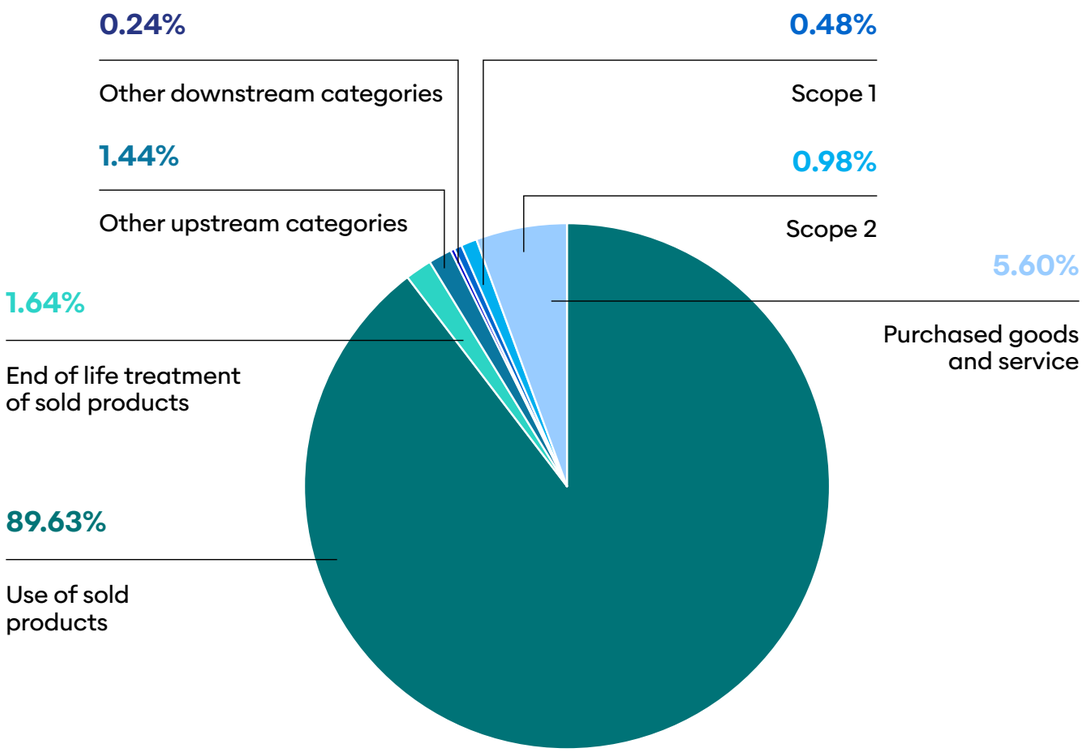
Source: Group's 2023 GHG report

Following the Scope 3 emissions analysis, it was found that the main sources of emissions were the goods and service we purchased and the customer use phase of our machinery (94%).

Our performance is fully in line with the Scope 3 relevance report published by CDP in 2022. This report highlights how the environmental impact of capital goods sold accounts for the largest share of total emissions.

We understand the importance of this data and are constantly striving to improve our manufacturing practices and the efficiency of our machinery to reduce the ecological footprint of our products. This is also why we presented our first Low Emissions Distillery at the University of Edinburgh in October 2023 (→ Innovation).

Scope 3: Impact % on total emissions - Manufacturing sector / capital goods



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

Focus on

Carbon compensation

As a complement to Omnia Technologies' efforts to manage and reduce its absolute greenhouse gas ("GHG") emissions, the company has been purchasing **carbon credits since 2022 to neutralize** ("offset") **the residual Scope 1 and 2 operational emissions**. The company's primary approach to climate mitigation is to reduce its absolute carbon emissions over time. By purchasing carbon credits, Omnia Technologies also provides funding for climate mitigation projects outside its value chain. Since each credit corresponds to the removal of one ton of CO2 equivalent (CO2e), the company can – according to voluntary carbon market standards and guidelines – declare that it has **achieved carbon neutrality** (Scope 1 and 2) each year by purchasing credits to offset its residual emissions.

From the beginning, the two projects from which the group purchased carbon credits are the "Great Bear Forest Carbon" and "Guatemalan Conservation Coast" projects. These two projects were chosen for their strong credentials in environmental and biodiversity issues, as well as for their social initiatives.

Great Bear Forest Carbon [7] **- Canada**

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

Guatemalan Conservation Coast [8] **- Central America**

The **Guatemalan Conservation Coast** program works to address the causes of deforestation through effective law enforcement, land use planning, education, economic opportunities, and sustainable agroforestation initiatives. Some of the project's most important achievements to date include the protection of 30 endangered tree species, including Baird's tapir and the West Indian Manatee, the protection of 54,157 hectares of endangered forest in the Mesoamerican Biological Corridor and the creation or support of 487 jobs for indigenous and local communities.

7 The Great Bear Forest Carbon project is registered in the British Columbia Registry under three different projects: Great Bear (South Central Coast) 1040000000111319, Great Bear (Haida Gwaii) 104000000011559 and Great Bear (North and Central-Mid Coast) 104000000012798. These projects aim to generate carbon credits based on improved forest management and reforestation.

8 The Guatemalan Conservation Coast project is registered in the Verra, REDD+ Project for Caribbean Guatemala register: The Conservation Coast 1622, applies the Verra's Verified Carbon Standard (VCS Standard v4.3 Vm0015) and the Climate, Community and Biodiversity Standards v.3.1, and it will generate carbon credits from avoided unplanned deforestation, accounting for about 22 million tons of CO2e.

Focus on

SBTi

We continue our commitment to **reducing climate change gases by joining Science-Based Targets (SBTi)** to define shared goals. This commitment reflects our willingness to actively contribute to the fight against climate change and to align ourselves with the objectives of the European Green Deal. Joining Science-Based Targets provides us with a rigorous and scientifically founded guide to setting and achieving emission reduction targets that are in line with international best practice, strengthening our environmental responsibility, and helping to improve our competitiveness and reputation in the global marketplace.

In 2023, we set and internally approved our emissions reduction targets which have been than validated by the Science Based Target initiative in July 2024. Our targets are a **42% reduction in Scope 1 and 2 emissions and a 25% reduction in Scope 3 emissions by 2030** compared to the 2022 reference year, to be achieved through intermediate annual reduction targets. In 2024, we set out our targets to achieve a **-5.25% reduction for Scope 1 and 2 and a -3.13% reduction for scope 3**, respectively.

To achieve these goals, our strategy is to minimize natural gas consumption, apply the best available technologies (BAT), maximize the use of self-produced electricity, and optimize the consumption and durability/reparability of our products.
In support of the SBTi we finally decided to **implement the NET ZERO CLOUD platform**, a useful tool to monitor emissions and to improve the reliability of our data.

A step-by-step process

COMMITMENT

Submit a letter stating the intention to set a goal based on scientific data

DEVELOPMENT

Work on an emissions reduction target in line with SBTi criteria

SEND

Submit target to SBTi for official validation

COMMUNICATE

Announce goals and inform stakeholders

REVEAL

Report the emissions and progress against targets annually

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Circularity

We understand that responsible waste management is essential to conserve natural resources and reduce pollution, which is why **we carefully analyse each stage of the production cycle to identify critical areas and implement effective solutions to minimize waste generation**.
The internal processes and activities leading to the generation of the largest waste-related impacts are laser cutting for the production of semi-finished products, steel processing for the finishing of materials, washing of components for the preparation for final assembly and discarding packaging of incoming products/semi-finished products and outgoing finished products (→ The value chain).
In response to these processes, **the most generated wastes include hazardous materials such as aqueous washing solutions and non-hazardous acids such as iron, steel and ferrous material chips**. Our recovery processes **allow 100% of this waste to be recycled, thus reducing waste to zero for disposal**.

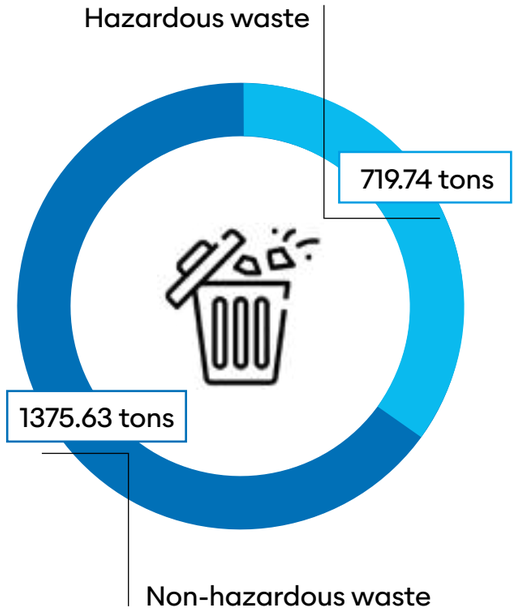
In 2023, to further optimize the management of our waste, we placed new waste recycling box at the strategic points of the plants, enabling more efficient waste management and fostering a corporate culture geared toward sustainability.
All waste data collected come from the loading/unloading records, managed by specific software or paper record and then extrapolated from software for each group company on a quarterly basis on a quarterly and annual basis.

Waste production and destination*

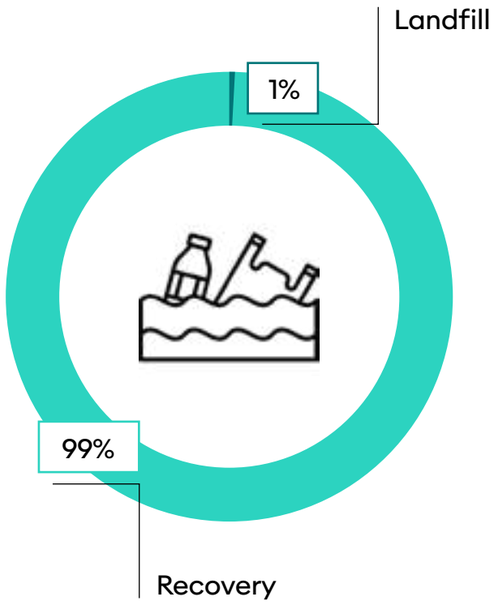
	2022 (ton)		2023 (ton)	
Tot waste produced	**1346.43**		**2095.37**	
	Recovered	Disposed	Recovered	Disposed
	99.8%	0.2%	98%	2%
Hazardous waste	**403.80**		**719.74**	
	Recovered	Disposed	Recovered	Disposed
	99.0%	1.0%	99.0%	1.0%
Non-hazardous waste	**942.63**		**1375.63**	
	Recovered	Disposed	Recovered	Disposed
	99.7%	0.3%	97.0%	3.0%

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

Type of waste



Hazardous waste destination



In 2023, we recorded a significant increase in waste generation (+55%), mainly due to new acquisitions and the consequent expansion of reporting boundaries. Despite this increase, it is noteworthy **that the efficiency in the recovery of waste (mainly for recycling) remains exceptionally high, with a percentage exceeding 98%** (waste recovery also includes incineration practices and all waste valorisation).

This underlines the continued commitment to sustainable practices and the effectiveness of the waste management systems adopted, including the implementation of **a waste classification and standardization activity**. This process includes an in-depth analysis of the characteristics and components of waste, to identify the most appropriate methods for waste disposal and recovery. This reflects a real desire to achieve zero waste by adopting science-based strategies to maximize recycling and eliminate the need for landfill disposal completely, reducing the overall environmental impact of our business.

In the previous year, a specific packaging management project was launched in our headquarters. We have started to implement an innovative database that allows us to record all packaging used, specifying the type and percentage of recycled material contained within them. This tracking system provides precise and detailed monitoring of packaging, enabling us to accurately identify each type of packaging used in our production processes.

The project is currently on hold to prioritize other strategic initiatives, but we are committed to resuming it as soon as possible. We believe that sustainable packaging management is key to our long-term environmental commitment and to maintaining the trust of our stakeholders.

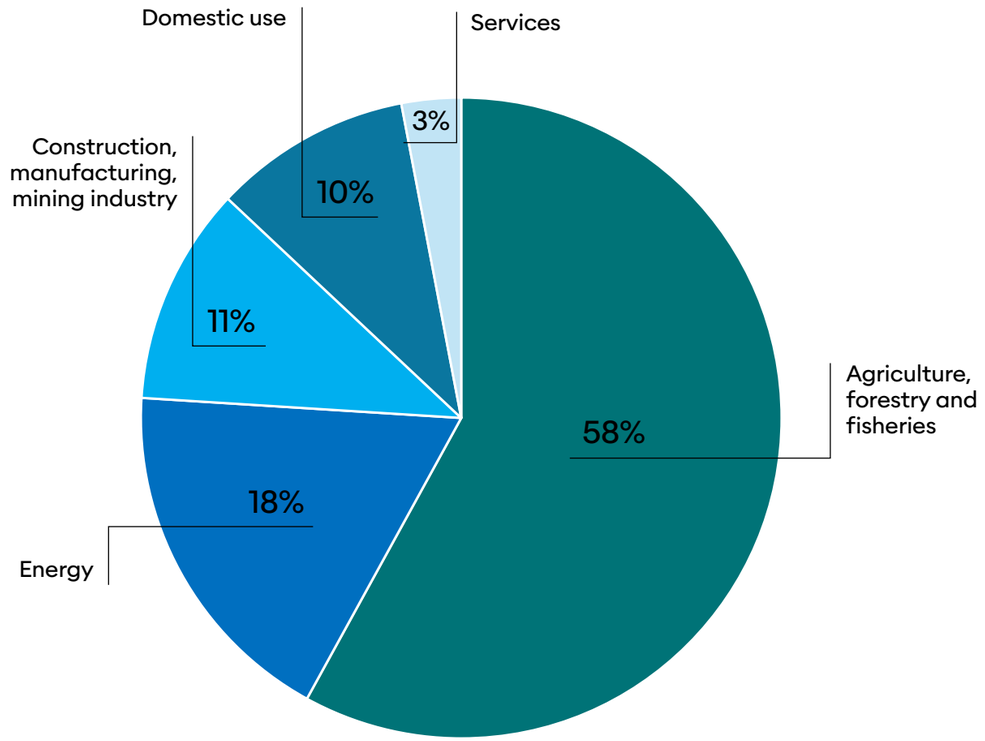
Waste resource management

Reducing water consumption is an important pillar of our Sustainability plan.

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

The manufacturing sector emerges as the third most impactful for water resources, contributing 10% of the total impact compared to other sectors. These facts underline the urgency to adopt more sustainable industrial practices and to actively pursue strategies to mitigate environmental impact in our ongoing efforts to conserve crucial natural resources.

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



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

As part of our Sustainability Plan, **we fully map the Group's water consumption, identifying key areas of use and critical points where action can be taken to improve efficiency**.

The main activities that impact the **water resource are the washing of machines and machine soundness tests and trials. These operations are essential to ensure the high quality and safety of our products**.

Water for our production processes is generally taken from waterworks. Once used in the various processes, the water undergoes purification treatments to remove any contaminants and ensure compliance with environmental regulations. The water used in the production processes, which needs purification, is taken **to specialized plants for disposal.**

In 2023, it was decided to outsource the water purification of production processes, entrusting it to specialized companies. This strategic choice has been made with the aim of ensuring that treated water meets the highest standards of quality and sustainability by working with companies with expertise in the field of water treatment.

Regarding consumption, in 2023, due to the expansion of the reporting boundaries for recent acquisitions, water consumption increased by 62% compared to the previous year. All data are derived from the bills and the meter reading.

Water consumption*

	2021	2022	2023
Amount of water consumed (m^3)	11,431	18,798	30,599

* The data is processed based on our periodic progress reports

In 2023, the first projects for the **rationalization of water consumption** were defined and implemented, with the aim of **reducing the use of water in the production process of machine testing and in washing/pickling**, where necessary for the specific process. We have launched initiatives to recover the water used in testing, so that it can be reused as much as possible without waste.

An analysis has also been initiated to identify the installation areas and design parameters for new machine-washing systems, designed to minimize water consumption without compromising washing effectiveness, at the same time, ensuring that the machines are maintained in excellent production condition.

Finally, one of our main goals to our customers is to **develop innovative machines that significantly reduce the consumption of water resources in our production processes**.

We firmly believe that protecting our water resources is a shared responsibility and are dedicated to designing solutions that not only improve operational efficiency, but also have a positive impact on the environment. We continually invest in research and development to ensure that our technologies are at the forefront of the changing world and contribute to a more sustainable future for all.

4

Pillar Innovation

To find out about activities in previous years frame or click here

Progress status of our plan

GOALS INNOVATION

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
18 Directing all product development to **generate sustainability benefits**	R&D | Engineering Processing e Bottling	▪ Next McKinsey project to optimize costs and promote brushless motor solution in 100% of compatible machines ▪ Low emissions distillery ▪ R&D processes to reduce energy consumption by 70%, water and chemical consumption by 50% in filtration solutions by 2025 (new CFK 85 filter), and to reduce the energy consumption of filtration solutions by 30% (new OMNIA 85 filter) by 2025 ▪ Recovery of polyphenols from the wastewater of olive oil treatment - Permeare technology	▪ Implementation of next McKinsey project and commercial push for brushless solutions ▪ R&D for CFK filtration systems and the new OMNIA 85 ▪ Increased permawine technology implementation ▪ Life cycle assessment of ceramic VS diatomic earth filtration for beverage application ▪ Alcohol removal systems – Wine | Libero Beverage, Reduco ▪ Development of a Dealcoholization solution for Beer ▪ SmartLine fully developed by our R&D team in B&P Division, to increase production efficiency and integration ▪ Development of AI-based technology for fermentation control ▪ New washing system for presses – implementable on both existing and new ones ▪ Improvement of washing processes with automatic CIP integration to enhance consumption and certify the sterility of machines/ products ▪ APE automatic carton feeder solution ▪ New self-adhesive labelling units from Zitalia with speeds of 60m/min, 100m/ min, 150m/min – versatile machine to vary the number of plates, output in bottles/hour, and labelling units

* The list considers also the activities carried out in the first six months of 2024
** The activities already completed at the date of publication of this Report are highlighted in green

GOALS INNOVATION

MACRO GOALS	RESPONSIBILITY	ACTIVITIES 2023*	GOALS 2024**
19 Offering a **complete and innovative service** to customers with **integrated and smart products**	Chief Digital Officer	▪ Digital platform for machine connection and data collection ▪ Interconnection of 4.0 machines in all the companies of the Group ▪ Launch of the unified HMI project for the entire group ▪ Customer experience Portal on the Salesforce platform	▪ Definition and implementation of the digital platform ▪ Continuous implementation of machine interconnection 4.0 ▪ Implementation of the unified HMI project
20 Redefining product offer with an **increasing focus on services**	Operations & Engineering Directors	▪ Designing the Servitisation Vision Plan ▪ CRM Launch Assessment and preparation - Key element for Servitisation	▪ Implementation of the Servitisation Vision Plan, with a focus on preventive maintenance contracts and proactive upgrade campaigns ▪ Go Live from Salesforce

Research and development

Overview of R&D Function

225
R&D Engineers

240
Active Patents

10%
R&D Spend as a % of Revenue

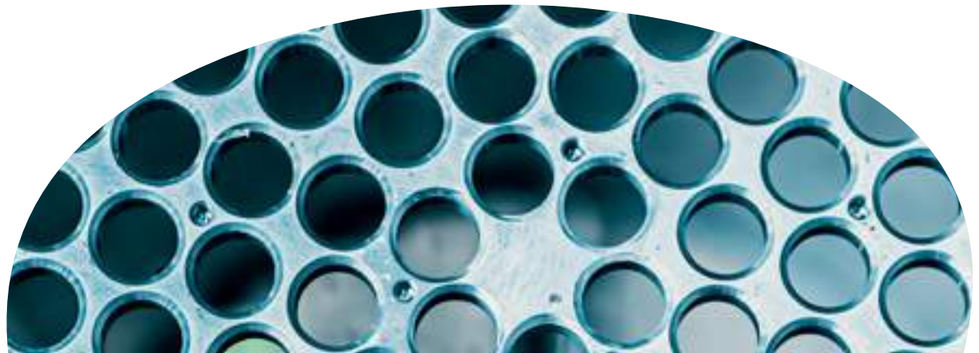
We want to contribute to the sustainable development of our Group, through products and services that reduce the impacts of our customers while increasing their competitiveness.

Our R&D team **consists of 225 professionals**, mainly distributed in our production sites and in some of our commercial and service branches. The management of the team is **divisional and is accountable to the Director of R&D | Engineering**, who is coordinated by the divisional Managing Director → Corporate governance. The selection of products to invest in is driven by market trend analysis, competitor studies and direct requests from our customers.

Our research activity is **enhanced by strong partnerships with national and international research centres**, such as the Catholic University of the Sacred heart in Piacenza and the University of Padua. These academic bodies contribute to projects with dedicated work teams that are specifically created to the needs of the project.

These partnerships allow us to supervise our target markets while maintaining innovation and technology, presenting state-of-the-art solutions that meet the needs of our customers.

Our financial commitment to research and development is significant, **with a dedicated budget of approximately 10% of our annual revenue**. This integrated approach enables us to advance our sustainability journey, promoting innovative and competitive solutions for our customers.



We **are developing our idea of research and development in three areas**: technology, digitisation and servitisation.

1 - Technology

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

Digitisation in Engineering

TECHNOLOGIES	VALUES	BENEFITS
▪ **Product Lifecycle Management (PLM)**: Product lifecycle management ▪ **Computer-Aided Design (CAD) and Computer-Aided Engineering (CAE)**: Design and simulation tools FUTURE ▪ **Digital Twin**: Digital replication of products and processes for simulations and optimizations	▪ **Innovation**: Facilitating the development of new products and technologies ▪ **Efficiency**: Improving design and manufacturing processes ▪ **Quality**: Continuous monitoring and simulations to improve product quality	▪ **Reducing Development Times**: Faster, more efficient design processes ▪ **Product quality improvement**: Digital simulations and tests reduce errors and improve quality FUTURE ▪ **Reducing Prototyping Costs**: Digital Twins enable to virtually test prototypes, reducing physical costs

2 - Digitalisation

The ability to reduce fuel consumption and emissions also comes through the ability **to manage large amounts of data to constantly monitor** performance and impacts **to correct errors and prevent malfunctions**, and to act promptly and effectively.

Currently, we do not have a constant remote control of our machines: we connect remotely or intervene directly only in the event of a breakdown or service.

Relying solely on subjective and statistical data from customers, sales representatives and technicians, we hinder our ability to objectively and effectively assess the performance of the machine and its components over time, this impeded our improvement process and impeded our design and business decisions.

The digitalisation process, which began in 2022 and which took place in 2023, has enabled us **to acquire a significant and relevant database, enabling us to make conscious and data-driven (objective) decisions**.

The data collected from machine-connected IoT platforms, once processed, will enable possibilities such as:

- Deciding which **level of servitisation to activate** for that product/customer → Servitisation;
- **Evaluating and designing the machine for the future:** It is essential to identify the key performance indicators (KPIs) related to sustainability;
- Developing **applications that reduce downtime** or provide **predictive visibility of potential failures**.

Alternatively, applications that offer a less-impacting way of using or operating the machine, while ensuring the highest level of quality and productivity. This is one reason **digital platforms are becoming essential**: the platform and the data are the fundamentals on which **scalable and customer-friendly solutions and applications are developed**.

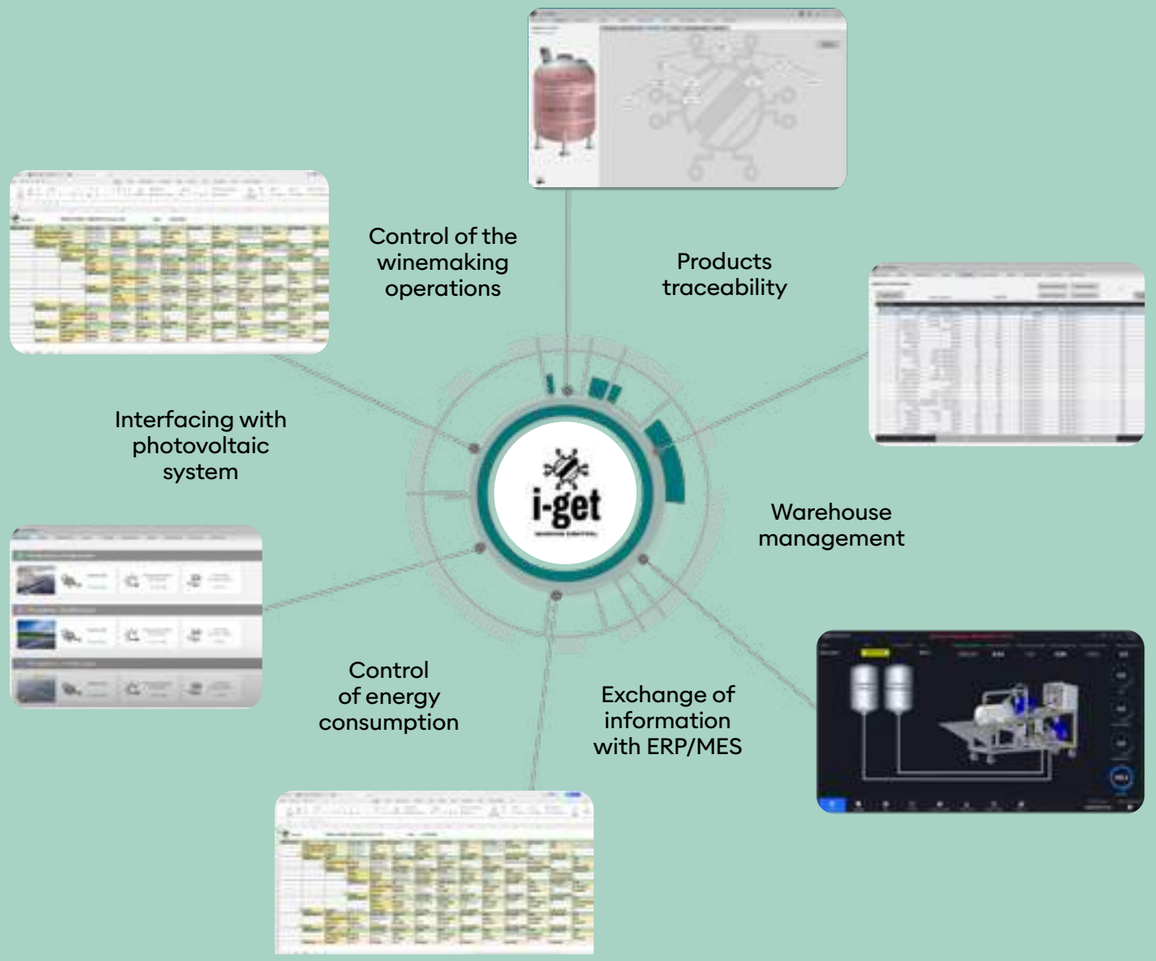
3 - Servitisation

From a circular economy perspective, we believe that it is increasingly necessary to extend the service life of products and push toward **servitisation, understood as the ability to support the customer throughout the product service life, whether it is the possibility of selling services without necessarily giving up ownership of the products**.

Focus on

Group HMI

The human-machine interface (HMI) is crucial in industrial automation, especially in the food & beverage industry. Omnia Technologies has developed **i-get**, an **innovative software solution that optimizes efficiency and productivity**. i-get features an advanced design with touch interfaces capable of adapting to harsh environments and the use of protective equipment. The interface is user-friendly, facilitating access to information and interaction with machines, reducing language barriers and training time through graphical elements. Security is ensured by advanced encryption and authentication protocols, minimizing errors and protecting data. Ergonomics is central, with a **user-centric design approach** that adapts interfaces to environmental conditions and user needs. In line with Industry 4.0 and 5.0 requirements, i-get integrates advanced automation and communication systems, improving overall equipment effectiveness (OEE) and energy efficiency, thanks to Artificial Intelligence. Operators can easily control and customize production processes, viewing complex data in an understandable way and making rapid adjustments through the interface.



Total patents (UE/NON-UE perimeter)

this reduces electrical consumption, processing time and improves process traceability.

N° patents granted

75 ▶

- 37 ▶ bertolaso
- 16 ▶ DELLA TOFFOLA
- 10 ▶ TMCI PADOVAN Food & Beverage Technologies
- 3 ▶ Zitalia
- 3 ▶ APE
- 3 ▶ COMAS
- 2 ▶ GIMAR
- 1 ▶ AVE

For more in-depth frame or click here (Ministero delle imprese e del Made in Italy)

For more in-depth frame or click here (European Parlament)

All data on the Group's patents are updated as of 31.12.2023

Research and development innovations 2021 - 2023

Sustainable Product Innovation Track Record 2022

	Energy reduction	Water saving	Waste decrease
Ceramic ultrafiltration system 	Ceramic membrane for beverage filtering	30-40%	>50%	Reduction of filter cartridge usage
Smart automatic pressing system 	System to separate water from contaminants to re-use it multiple times in washing cycles	>40%	75%	Minimize usage of chemical products for cleaning the system
Labeller/de-labeller for returnable bottles 	Plastic wrapped labels without any glue between the label and bottles	30%	30%	Use of labelling technology to allow full recycling of bottle Minimize use of glue and soda

Latest innovations 2023

	Technology description
Dealcoholisation machine 	Low temperature de-alcoholization unit with water recycling
Low Emissions Distillery 	Low Emissions Distillery, using MVR (Mechanical Vapor Recompression) for complete green and sustainable production
Smart corking 	Smart corking, allowing single cap monitoring and predictive maintenance

The reduction percentages were calculated internally considering the performance of Omnia Technologies machines sold in the last years and the date of calculation in operation.

For further information on our most important product development in the reporting period, reference shall be made to → Some research and process engineering projects 2023

Some research and process engineering projects 2023

1 First industrial single malt whiskey distillery with low GHG footprint

Frame or click here to watch the case history video

Frilli, active since 1912, is a leading company in the design and construction of distillation plants for the production of neutral alcohol, absolute alcohol, and spirits. The company stands out for its experience in manufacturing industrial equipment, supplying plants, and revamping existing installations, offering comprehensive services in assembly, commissioning, and training.
In the context of current climate challenges, Frilli has developed an innovative solution for whiskey production, focusing on reducing energy consumption and CO_2 emissions.

The proposed technology introduces an advanced steam generator that uses low-pressure and low-temperature heat sources, recovering heat from alcoholic vapors for heating the stills, significantly reducing the environmental impact of the distillation process.

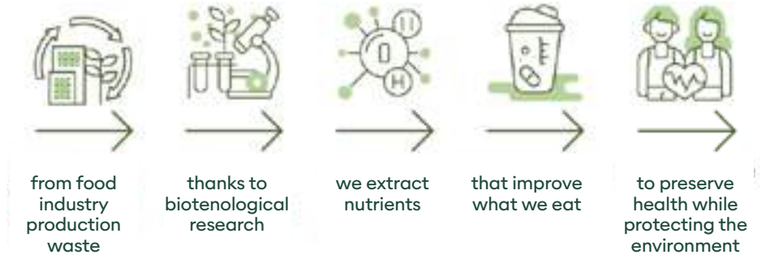
The main technology used is mechanical vapor compression (MVC), applied with an innovative concept to discontinuous distillation processes. The system uses the heat from alcoholic vapors to generate low-pressure steam (LPS), which is then compressed to medium pressure (MPS) using a mechanical compressor, allowing for the reuse of heat in the production process. This approach drastically reduces the need for fresh steam from traditional boilers, cutting fossil fuel consumption and CO_2 emissions by about 70%. The innovation extends beyond heat recovery. The MVC technology also reduces the use of cooling towers, lowering electricity and water consumption. The coefficient of performance (COP) of the distillery, considering these optimizations, exceeds a value of 7, highlighting high energy efficiency. The technology has been successfully implemented at the Midleton Distillery in Ireland, with a production capacity of 70 million liters per year.

Results show a 62% overall reduction in energy consumption and a decrease in CO_2 emissions by 20,000 tons annually for Midleton Distillery. Additionally, a Scottish distillery, Brave New Spirits, is adopting this technology for an annual production of 2 million liters of alcohol, aiming for total elimination of CO_2 emissions using an electric boiler.

Frilli's innovation represents a significant step forward towards a possibile carbon neutral distillery. The adoption of MVC technology not only reduces environmental impact but also enhances energy efficiency and sustainability in distillation operations, addressing global needs for CO_2 emission reduction and promoting the use of renewable energy sources.

2 Production plant for soluble fiber JAXplus®

Heallo is dedicated to enhancing by-products from the food industry, promoting a circular economy, and contributing to the nutritional improvement of modern diets. Its mission focuses on research in functional nutrition, considering food not only as nourishment and pleasure but also as beneficial for the body's functions. The startup extracts ingredients and super nutrients from natural matrices and production residues, addressing issues related to improper nutrition. Through natural biotechnology, Heallo makes available substances, fibers, and molecules already present in nature, creating innovative foods and supplements with high nutraceutical value. Nature is seen as a mine of essential nutrients for health, often lost in transformation and production processes. Thanks to research, Heallo extracts these valuable elements to improve the quality of nutrition and promote people's well-being.



How did the collaboration between Heallo and Omnia Technologies?

The collaboration between Heallo and Omnia Technologies started in 2019, with TMCI Padovan, part of the Omnia Technologies group. That year, Heallo began exploring the possibility of applying its patented technology at an industrial level, designing a plant that could serve as a model for the production of its fibers. The design and commissioning of the pilot plant were enabled by TMCI's established experience in the beer and beverage production process, adapting the technology to the food industry. This synergy allowed Heallo to benefit from TMCI's technical expertise and innovation, promoting sustainable and technologically advanced development.

Raw materials

The raw materials used by Heallo come from by-products of other food processing, such as cereal bran, exhausted beet pulp, and brewery grains. Suppliers are selected based on product quality, continuous availability, and certifications that ensure rigorous food safety controls. Heallo operates with transparency, choosing suppliers who work with traceable agricultural supply chains and certain origins. About 30% of the raw material is transformed into fibrous extracts, while the residual by-product is destined for livestock feed or biogas production.

Technology

Heallo's technology is based on experience in the milling industry and an in-depth knowledge of cereal grains and their fibers. The founders have developed natural methods to release soluble fibers from the complex matrices of cereal cortical parts, making them bioavailable. The molar mass of pentosans (arabinoxylans or AX) is an indicator of the chemical-physical properties and thickening capacity of arabinoxylan. Soluble AX, obtained through enzymatic extraction, has a lower molar mass than insoluble AX but retains ferulic acid, which is crucial for reducing postprandial glycemic and insulinemic responses and for antioxidant functions

Advanced production plant

Heallo has an advanced and interconnected production plant according to the Industry 4.0 paradigm, located in the province of Lodi. The plant's functionalities include:

- Vegetable matrix loading station: reception and preparation of vegetable matrices for soluble fiber extraction
- Hydrolysis station: soluble fiber extraction process
- Filtering station: separation of the liquid containing soluble fibers from the vegetable matrix
- Cooling station: rest and cooling of the filtrate in preparation for concentration treatment
- Concentration station: the liquid hydrolysate is concentrated for the final atomization phase, which is currently outsourced.

The atomization phase is entrusted to a third-party company, which uses advanced technology to transform the concentrated product into powder, ensuring very high solubility performance.

Plant consumption and reduction strategies

- Estimated energy consumption of the plant: 130,000 KWh/year
- Estimated water usage: Water withdrawn 2653 m^3/year

Heallo has already applied strategies to reduce internal water consumption, to lessen the burden on the water supply network. Specifically, the recovery phases are two:

- **Rest and cooling**: The filtered product after the first hydrolysis is reused for a second hydrolytic cycle. This leads to a reduction in water consumption and allows for a reduction in enzyme use, as a large percentage remains functional even after the first cycle and is not lost during the filtration phase.

- **Concentration**: During evaporation, the product is separated into two streams, the concentrate and the separated water, i.e., pure distilled water that is microbiologically safe. This water is reintroduced into the production cycle for subsequent hydrolysis cycles.

The estimated annual water withdrawal is 2653 m^3, while Heallo records 1950 m^3 of discharged water annually. The data shows a recovery of nearly 30% of the withdrawn water..

3 Photobioreactor for producing edible oils from microalgae

The Photobioreactor is an innovative technology developed and produced by TMCI Padovan, part of Omnia Technologies, in collaboration with the University of Padua's Department of Biology and the molecular biology and genetics laboratory of Professor Tomas Morosinotto. This solution - the first implementation on a pilot scale for mass cultivation of microalgae - allows for the recovery of food industry waste (such as whey, CO2 emissions from plants, etc.) and transforms them into valuable substances for the food and pharmaceutical industries using microalgae.

Born from TMCI Padovan's experience, the microalgae cultivation plant - fully automated - aims to release and make bioavailable functional and antioxidant fibers already present in nature, creating innovative foods and supplements with high nutraceutical value.

The reactor can be coupled with a membrane filtration/concentration system: this way, it is possible to produce a pre-concentrated biomass ready for subsequent processing stages. The water used in the production process, once filtered, is recirculated in the Photobioreactor, ensuring total circularity.

The main advantages offered by the Photobioreactor are:

- **Technical**

Compact and complete system for microalgae growth, production capacity not influenced by seasonality, level of ambient lighting - greater efficiency thanks to the use of artificial light.

- **Environmental**

Using microalgae for biomass production helps mitigate carbon emissions and reduce reliance on fossil fuels. Moreover, implementing water recycling processes minimizes water consumption and helps preserve valuable freshwater resources. Overall, these efforts support environmental conservation and promote a more sustainable approach to biomass production.

- **Social**

The genetic modification of microalgae to produce palm oil substitutes has far-reaching social implications beyond deforestation mitigation. Offering a renewable and sustainable alternative to traditional palm oil production addresses ethical concerns related to deforestation, habitat destruction, and biodiversity loss. Furthermore, promoting the adoption of environmentally friendly alternatives contributes to achieving sustainable development goals and fosters a more socially responsible approach to industrial practices.

At the beginning of 2024, the invention patent was granted.

4 Libero Beverage & Libero Wine, new technology for the dealcoholized drinks

The market for dealcoholized wines and wine-based beverages is experiencing rapid growth, with an annual growth rate of 11%. This trend is driven by various factors: changes in consumer preferences, more restrictive policies on alcohol consumption, and increasing awareness of the potential health effects of alcohol itself.

Current dealcoholization systems struggle to preserve the aromatic characteristics of wine, necessitating costly post-process corrections. Invasive processes lead to a significant loss of original aromas and a deterioration of taste, often resulting in "cooked must" notes. Consequently, producers are forced to resort to expensive aroma recovery techniques and artificial corrections to improve the final product.

To address these challenges, Omnia Technologies has developed an innovative solution through a collaboration between two of the Group's historic brands: Permeare, specializing in tangential filtration and separation technologies, and Frilli, specializing in the design and construction of distilleries and distillation plants. This partnership has led to the creation of two distinct systems:

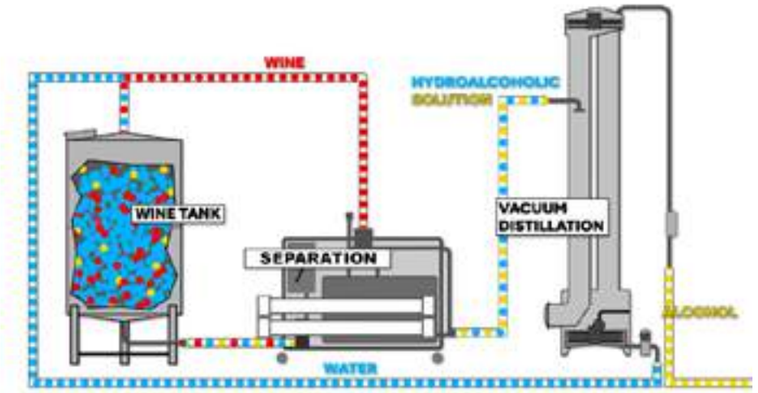
Libero Beverage	***Libero Wine***
For the production of beverages wine-based dealcolates	For the production of dealcolate wine

Both use the same state-of-the-art technology with highly selective semipermeable membranes that allow the separation of alcohol from wine at room temperature, avoiding any thermal stress and preserving aromas to the maximum.

The process occurs in two stages:

1. **First Stage**: Using osmotic membranes with low alcohol rejection, the wine and its aromas are separated from the alcohol.

2. **Second Stage**: Through high rejection osmotic membranes (for Libero Beverage) or a vacuum distillation system (for Libero Wine), the hydroalcoholic solution is concentrated, and the recovered water is reintegrated into the wine to restore, partially or completely, the original volume. These stages operate in a continuous and synchronized cycle.



The innovative aspects of this technology are:

1. **Aroma Preservation**: The use of highly selective semipermeable membranes allows the wine's aromas to be preserved, performing the separation at room temperature.

2. **Dual Stage**: The recovery of vegetative water allows for significant savings in consumption; in the case of Libero Wine, this is achieved in full compliance with regulations on the use of exogenous water: the water recovery is complete.

3. **Process Optimization**: The technology leverages the increased solubility of solutes as a function of alcohol content, which is continuously measured. This reduces the volumes of diafiltration, saving time and energy.

This solution represents a synergy between Permeare's expertise in selecting and testing the osmotic membranes and Frilli's development of the vacuum evaporation system design. The optimization of the entire process has resulted in the creation of fully integrated systems, validated through various field tests. Our system stands out for the optimal preservation of aromas, achieved thanks to the highly selective membranes and the room-temperature filtration process. Additionally, the recovery of vegetative water is a further distinguishing element. Blind tasting tests have confirmed that the varietal characteristics of each treated wine are respected, achieving excellent results.

5 Digiwine 4.0

Winemaking, like all food production, can benefit greatly from the inclusion of in-continuous monitoring of winemaking, especially when one thinks of stages where the processing speed of grapes, must, or wine is very high. These include pressing, fining, maceration of lees, alcoholic fermentation, maceration and filtration.

This approach, the last frontier of quality control, allows the collection of output information from machines and plants, which transforms raw materials into semi-finished products, and semi-finished products into finished products, not only in real time, but continuously. This will create a database of information for future production, the so-called 'data cloud'.
This information, which is in fact a traceability element, allows to strengthen the quality of the production over time, given that it stems from a precise and detailed control of each step of the process.

Therefore, and to enhance its expertise in machine learning and Industry 4.0, Omnia Technologies has started a research partnership with the Catholic University of the Sacred heart – Department of Food Science and Technology for a sustainable agri-food supply chain (DiSTAS) under the technical-scientific responsibility of Dr. Milena Lambri.

The agreement is part of the increasing need for every food and beverage company to digitize processes by continuously monitoring critical parameters to be able to act in real time and correct any deviations from the recommended values, deviations which could affect the quality of the final product. The aim is to monitor the critical parameters related to the maceration/fermentation phase to manage and thus optimize wine-making operations by implementing in-continuous must-wine control systems. The winemaking machines to be implemented are the Selector System, manufactured and developed by Gimar, a historic company that has been in the winemaking and storage technologies market for almost 50 years. It is a member of Omnia Technologies.

The maceration-fermentation monitoring and digitalisation project installed on Selector Digiwine 4.0 allows to collect preliminary data for the research activity, which is gradually built thanks to the exchange of ideas between technicians and oenologists. The concept is based on the ability to define the key parameters of the maceration-fermentation phase, the "target" values or the optimal ranges of the key parameters depending on the type of vinification and wine and the actions to be taken when the key parameters fall outside the recommended ranges.

The project therefore creates complete, specific "winemaking recipes" that can be adapted to criteria set by the oenologist, such as the level of technological and phenolic maturity of the grapes, the health condition, the phenolic endowment, the type of wine desired and the level of redox potential to be maintained during fermentation to ensure greater or lesser "opening" of the wine.

As it was conceived, the Digiwine 4.0 system operates also in the sensitive world of AI (Artificial Intelligence), today subject of debate for some potential negative ethical implications. However, artificial intelligence is unquestionably necessary and, therefore, very useful in the management of transformation processes that are still established and defined by the responsible technician, the oenologist in this case, who always maintains the possibility of modifying, intervening, changing what the system proposes and activating the 'manual mode'.

The Digiwine 4.0 project, whose contents were claimed through a patent and presented in July 2023 at the Symposium of Oenology of the University of Bordeaux, covers a period of at least 3 years and has already seen experimental trials carried out at prestigious wineries producing noble red wines both in Italy and in France.

6 Bertolaso | Gas Recovery for Isobaric Fillers

Bertolaso has always been attentive to the needs of the winemaking industry, and in recent years, the focus has been on energy savings and climate protection.

One of the latest innovations developed by Bertolaso focuses on sustainability and innovation in the winemaking sector. The advanced technology developed by Bertolaso has been designed to optimize resource use during the bottling process of sparkling and semi-sparkling wines, significantly reducing the consumption of inert gas and CO_2 emissions.

Sparkling and semi-sparkling wine bottles require pressurization with inert gas (typically nitrogen or CO_2) during bottling to prevent oxidation and maintain product quality. However, the traditional process involves high energy consumption and the dispersion of gas into the environment, resulting in waste and a negative impact on the atmosphere.

The new solution introduces a system for recovering the inert gas used during the bottling stages. Through a series of internal channels in the machine and non-return valves, the return gas is directed into an external tank, where it is filtered and recompressed for reuse. This approach significantly reduces the need to produce new inert gas, lowering energy costs and CO_2 emissions.

The advanced filling system allows for the recovery and reuse of inert gas, creating a virtuous cycle that improves energy efficiency and contributes to environmental sustainability. Our data indicates that the new system can reduce inert gas consumption by approximately 5 liters per 750 ml bottle, maintaining minimal oxygen absorption and preserving wine quality.
In line with the Group's sustainable development goals, this innovation represents a significant step forward for the winemaking industry.

7 Application of AI to tangential filter washing system with ceramic membranes

The tangential filter with ceramic membranes applies artificial intelligence to calibrate not only the number of washes, but also the specific use of chemicals, reducing them to the minimum.

This results in an innovative - and not standardized - approach to the washing of tangential filters that supplements an interpretation of filtration data and an optimization of consumables (water and chemicals) and processing times (energy savings and machine sizing).

These filters were last installed in the largest European social winery in Spain.

8 Smart corking system

Unveiled for the first time at the last edition of SIMEI – where Lucio Mastroberardino scooped the "New Technology" award in the Innovation Challenge – "the Smart Corking System" is based on a sophisticated network of sensors able to monitor the quality of the cork caps introduced in the machine, therefore automatically optimising the settings according to the data collected. This activity, linked to the use of high-performance hardware and software, guarantees the overall quality of the capping process and allows to optimise the machine settings exploiting its features in relation to the characteristics of the caps used.

The new application also provides statistical and predictive information that is essential in modern maintenance and business management, meeting and satisfying customer needs in terms of efficiency, fuel economy and sustainability.

04

Methodological note

Methodological note

Omnia Technologies' *Sustainability Report* (hereinafter also referred to as "Report") was presented to the Omnia Technologies' Leadership Team on **September 16th 2024 and it refers to the financial year ended on 31 December 2023**.

Unless otherwise specified, the **reporting perimeter** of the data and information contained in the document **is limited to Italy**.

Excluding the data reported in the sections below
→ Economic performance
→ People
→ Emissions
which feature the consolidated Group data.

Furthermore, it should be observed that as regards the chapters "Company Profile" and "Progress status of our plan", the data is up to date
→ Company profile at the date of publication of this report
→ Progress status of our plan at 31.03.2024

Below is a summary of the reporting perimeter used.

NR OFFICES	NR COMPANIES	COMPANIES	HEADQUARTERS	SUSTAINABILITY REPORT 2023	SUSTAINABILITY REPORT 2023
HOLDING					
1	1	Omnia Technologies Spa	Milano		
PARENT COMPANY					
2	2	Omnia Della Toffola Spa Trevignano	Trevignano (TV)		
SUBSIDIARIES ITALY					
3	2	Omnia Della Toffola Spa Uffici Parma	Parma		
4	2	Omnia Della Toffola Spa Monteriggioni	Monteriggioni (SI)		
5	2	Omnia Della Toffola Spa Andorno	Andorno (BI)		
6	2	Omnia Della Toffola Spa Uffici Milano	Milano		
7	3	Progema Engineering Srl	Borgo Virgilio (MN)		
8	4	Ave Technologies Srl	Spinea (VE)		
9	5	Z-italia Srl	Castellucchio (MN)		
10	6	Sirio Aliberti Srl Sede	Calamandrana (AT)		
11	6	Sirio Aliberti Srl Plant 1	Calamandrana (AT)		
12	7	Gimar Srl	Occimiano (AL)		
13	8	Gruppo Bertolaso Spa Sede	Zimella (VR)		
14	8	Gruppo Bertolaso Spa - Meccanica	Zimella (VR)		
15	9	Ape Officine Italia Srl	Zevio (VR)		
16	8	Mar.Co. Srl	Calamandrana (AT)		
17	11	F2 Srl - Sede	Paese (TV)		
18	11	F2 Srl - Plant	Paese (TV)		

19	12	Comas Srl - Sede	Poggibonsi (SI)		
20	12	Comas Srl - Pianoro	Pianoro (BO)		
21	13	TMCI Padovan Spa Sede	Mareno di Piave (TV)		
22	13	TMCI Padovan Spa Plant 1	Nervesa della Battaglia (TV)		
23	13	TMCI Padovan Spa Plant 2	Sarcedo (VI)		
24	14	SAP ITALIA Srl	Melegnano (MI)		
25	15	INNOTEC srl	Verona		
26	16	COMES Srl	Poggibonsi (SI)		
27	17	Giuseppe Desirò Srl	Sesto Fiorentino (FI)		
28	18	Alfatre Srl	Cormano (MI)		
29	19	MasterLaser Srl	Cormano (MI)		
30	20	Win&Tech	Negrar di Valpolicella (VR)		
FOREIGN SUBSIDIARIES					
31	21	Omnia Technologies France SAS	Servian - Francia		
32	22	Omnia Technologies Iberica	Navarrete Rioja - Spagna		
33	23	Omnia Technologies UK	Farnham - UK		
34	24	S.C. AVE ROM SRL	Bucartes - Romania		
35	25	Omnia Technologies USA LTD	Santa Rosa - California USA		
36	26	Della Toffola Sud America SA	San Bernardo - Cile		
37	27	Della Toffola Argentina SA	Mendoza - Argentina		
38	28	DT Inox SA	Mendoza - Argentina		
39	29	Della Toffola Pacific LTD	Melbourne - Australia		
40	30	Della Toffola Mexico SA DE C.V.	Città del Messico - Messico		
41	31	Omnia Omega Packing SAS	Meddelin - Colombia		
42	32	Omnia Technologies - Omega Packing S. DE R.L. DE C.V.	Città del Messico - Messico		

LEGEND

- Entity reported as of the reference date
- Entity not reported as of the reference date
- Entity not present as of the reference date
- Entities reported for numerical data comparison

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

The reporting data **refers to impacts generated within the group perimeter only** and do not consider those generated (or can be generated) through our value chain (except Scope 3 calculations → Environmental impacts reduction).

The document was **optionally drawn up with reference to GRI standards** as required by **Universal Standard GRI 1: 2021 Key principles**, paragraph 3.

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

Where possible, **data shall be presented in a comparative form with the 2021 and 2022 performance to allow an assessment of performance trends over time.**
Where not specified in the footnote, the source of the information shall be in-house.

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

For further information, please contact us at: **esg@dellatoffola.it**

05

GRI content index

GRI contents index

Notes for reading:

- Reporting is with reference to GRI standards for the period 01.01 - 31.12.2023
- Adopted GRI 1 - Fundamental Principles - version 2021

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
GRI 2: General Disclosures 2021	**2-1**	**Organisation details**					
	2-1 a	Legal name			1.1 THE COMPANY PROFILE		Omnia Technologies Group
	2-1 b	Ownership and legal form			1.1 THE COMPANY PROFILE		Omnia Technologies Group
	2-1 c	Headquarters			1.1 THE COMPANY PROFILE		Della Toffola Group - Signoressa di Trevignano (TV)
	2-1 d	Countries in which we operate			1.1 THE COMPANY PROFILE		Omnia Technologies Group
	2-2	**Entities included in sustainability reporting**					
	2-2 b	Differences between listed financial entities and those in this sustainability report			CHAPTER METHODOLOGICAL NOTE		
	2-3	**Reporting period, frequency, and contact point**					
	2-3 a	Reporting period and frequency			CHAPTER METHODOLOGICAL NOTE		1 January - 31 December 2023; annual report
	2-3 c	Publication date of this document			CHAPTER METHODOLOGICAL NOTE		
	2-3 d	Contact email			CHAPTER METHODOLOGICAL NOTE		esg@dellatoffola.it
	2-6	**Activities, value chain, and other business relationships**					
	2-6 a	Sectors we operate in			1.1 THE COMPANY PROFILE		
	2-6 b	Our value chain (activities, products, services, markets, suppliers, customers)			1.7 THE VALUE CHAIN		
	2-7	**Employees**		8, 10	1.9 OUR PEOPLE - APPENDIX		
	2-9	**Governance structure and composition**		5, 16			
	2-9 a	Description of the governance model			1.8 CORPORATE GOVERNANCE		
	2-9 b	List of committees and other control bodies			1.8 CORPORATE GOVERNANCE		
	2-12	**Role of the highest governance body in overseeing impact management**		16			
	2-12 a	Role of the highest governance body and executives in developing, approving, and updating sustainability statements and strategies			2.4 SUSTAINABILITY GOVERNANCE		

* The column UNGC shows the link with the 10 principles of the United Nations Global Compact
** The column SDGs indicates the link with the 17 Agenda 2030 Sustainable Development Goals as identified by the materiality analysis

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
GRI 2: General Disclosures 2021	**2-13**	**Delegation of responsibility for impact management**					
	2-13 a	How the highest governance body delegates responsibility for managing sustainability impacts			2.4 SUSTAINABILITY GOVERNANCE		
	2-13 b	Reporting process and frequency			2.4 SUSTAINABILITY GOVERNANCE		
	2-14	**Role of the highest governance body in sustainability reporting**					
	2-14 a	Responsibility of the highest governance body in reviewing and approving sustainability reports			2.4 SUSTAINABILITY GOVERNANCE - CHAPTER: IN-DEPTH ANALYSES		
	2-16	**Communication of critical issues**					
	2-16 a	How the highest governance body is informed			1.8 CORPORATE GOVERNANCE - 3.1 CORPORATE: SUPPORTING TOOLS		
	2-22	**Statement on sustainable development strategy**			LETTER TO STAKEHOLDERS		
	2-23	**Commitments made through policy**	1, 6, 10	16	3.1 CORPORATE: SUPPORTING TOOLS		
	2-24	**Integration of policy commitments**			3.1 CORPORATE: SUPPORTING TOOLS		
	2-26	**Mechanisms for seeking advice and raising concerns**	10	16	3.1 CORPORATE: SUPPORTING TOOLS		Whistleblowing Policy
	2-27	**Compliance with laws and regulations**	1, 7, 8, 10	16			
	2-27 a	Significant cases of non-compliance and related sanctions					During the reporting period considered, no cases of non-compliance were found and no penalties were paid
	2-29	**Approach to stakeholder engagement**			1.10 RELEVANT STAKEHOLDERS - CHAPTER: IN-DEPTH ANALYSES		
	2-30	**Collective bargaining agreements**	3,6	8			
	2-30 a	% of total employees covered by collective bargaining agreements			1.9 OUR PEOPLE		100% Italian employees contracted according to National Collective Labor Agreement (CCNL) metalworking sector
GRI 3: Materail topics 2021	3-1	Process to determine material topics		5, 16	CHAPTER: IN-DEPTH ANALYSES: PROCESS ADOPTED FOR MATERIALITY ANALYSIS		
	3-2	List of material topics			2.6 IMPACT MATERIALITY		

Material themes

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
1 - Health and safety in the workplace							
GRI 3: Materail topics 2021	**3-3**	**Management of the material topic**		8, 10	3.2 PEOPLE: SAFETY CULTURE - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 403: Health and occupational safety 2018	**403-1**	**Occupational health and safety management system**	3	8			
	403-1 a	Statement of the health and safety management system			3.2 PEOPLE: SAFETY CULTURE		
	403-2	**Hazard identification, risk assessment, and incident investigation**	3	8			
	403-2 a	Processes used to identify hazards and risks			3.2 PEOPLE: SAFETY CULTURE		
	403-2 b	Hazard reporting process			3.2 PEOPLE: SAFETY CULTURE		
	403-2 d	Risk assessments and corrective actions			3.2 PEOPLE: SAFETY CULTURE		
	403-3	**Occupational health services**	3	8	3.2 PEOPLE: SAFETY CULTURE		
	403-6	**Promotion of worker health**	3	8	3.2 PEOPLE: SAFETY CULTURE		
	403-6 a	Non-work-related health and medical services			3.2 PEOPLE: SAFETY CULTURE		
	403-9	**Work-related injuries**	3	8	3.2 PEOPLE: SAFETY CULTURE		
2 - Research and Development							
GRI 3: Materail topics 2021	**3-3**	**Management of the material topic**		9, 12	3.4 INNOVATION - CHAPTER: SUMMARY TABLES GRI 3.3		
3 - Business Ethics, Integrity, and Anti-corruption							
GRI 3: Materail topics 2021	**3-3**	**Management of the material topic**		8, 10	3.1 CORPORATE: SUPPORTING TOOLS - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 205: Anti-corruption 2016	**205-1**	**Operations assessed for corruption-related risks**	10	5, 8, 10, 12	3.1 CORPORATE: SUPPORTING TOOLS		All locations are involved; risks include those covered by Model 231 - adopted across all companies - including those related to extortion and fraud
	205-2	**Communication and training on anti-corruption policies and procedures**	10	5, 8, 10, 12	3.1 CORPORATE: SUPPORTING TOOLS		
	205-3	**Confirmed corruption incidents and actions taken**	10	5, 8, 10, 12	3.1 CORPORATE: SUPPORTING TOOLS		No confirmed cases of corruption

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
4 - Involvement and development of human resources							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	3.2 PEOPLE: ENGAGEMENT AND DEVELOPMENT - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 404: Trainings and professional developement 2016	**404-2**	**Programmes for upgrading employee skills and transition assistance programmes**	6	5, 8, 10			
	404-2 a	Type and scope of programmes			3.2 PEOPLE: ENGAGEMENT AND DEVELOPMENT		
5 - Economic Performance							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	1.5 ECONOMIC PERFORMANCE - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 201: Economic Performance 2016	**201-1**	**Direct economic value generated and distributed**	10	8			
	201-1 a	Direct economic value generated and distributed (EVG&D) based on economic performance criteria			1.5 ECONOMIC PERFORMANCE		
6 - Energy consumption and sourcing							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: ENERGY - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 302: Energy 2016	**302-1**	**Energy consumption within the organisation**	7, 8, 9	9, 12			
	302-1 a	Total consumption of fuels from non-renewable sources			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: ENERGY		
	302-1 c	Energy consumption for electricity, heating, cooling, and steam			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: ENERGY		Only electricity consumption disclosed
	302-1 e	Total energy consumption within the organisation			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: ENERGY		
	302-1 f	Standards, methodologies, assumptions, and/or tools used for calculation			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: ENERGY		
	302-1 g	Source of conversion factors used			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: ENERGY		1 kWh = 3,6 MJ

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
7 - GHG Emissions							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: EMISSIONS - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 305: Emissions 2016	**305-1**	**Direct GHG emissions (Scope 1)**	7, 8, 9	9, 12, 13			
	305-1 a	Gross value of direct GHG emissions (Scope 1) in tonnes of CO2 equivalent			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-1 b	Gases included in the calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-1 d	Base year for calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-1 f	Consolidation approach for emissions – equity share, financial control, operational control			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-1 g	Standards, methodologies, assumptions, and/or tools used for calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-2	**Indirect GHG emissions from energy consumption (Scope 2)**	7, 8, 9	9, 12, 13			
	305-2 b	Gross value of indirect GHG emissions from indirect energy consumption (Scope 2 market-based) in tonnes of CO2 equivalent (Scope 2) based on the market in tonnes of CO2 equivalent			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-2 c	Gases included in the calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-2 d	Base year for calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-2 f	Consolidation approach for emissions – equity share, financial control, operational control			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-2 g	Standards, methodologies, assumptions, and/or tools used for calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-3	**Other indirect GHG emissions (Scope 3)**	7, 8, 9	9, 12, 13			
	305-3 a	Gross value of other indirect GHG emissions (Scope 3) in tonnes of CO2 equivalent			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-3 b	Gases included in the calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-3 e	Base year for calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-3 f	Consolidation approach for emissions – equity share, financial control, operational control			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
	305-3 g	Standards, methodologies, assumptions, and/or tools used for calculation			3.3 REDUCTION ENVIRONMENTAL IMPACTS: EMISSIONS		
8 - Quality and safety of products							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	1.12 QUALITY AND PRODUCT SAFETY - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 416: Customer health and safety 2016	**416-1**	**Assessment of health and safety impacts for product and service categories**		9, 12	1.12 QUALITY AND PRODUCT SAFETY		100% products validated
	416-2	**Incidents of non-compliance concerning the health and safety impacts of products and services**			1.12 QUALITY AND PRODUCT SAFETY		No incidents of discrimination recorded

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
9 - Regulatory compliance							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	3.1 CORPORATE: SUPPORTING TOOLS - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 2: General Disclosures 2021	**2-27**	**Compliance with laws and regulations**		9, 12			
	2-27 a	Significant cases of non-compliance and related sanctions			3.1 CORPORATE: SUPPORTING TOOLS		During the reporting period considered, no cases of non-compliance were found and no penalties were paid
10 - Inclusion, non-discrimination, and equality							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	3.2 PEOPLE: INCLUSION - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 405: Diversity and equal opportunity 2016	**405-1**	**Diversity in governance bodies and among employees**	6	5, 10	1.9 OUR PEOPLE - 3.2 PEOPLE: INCLUSION		
GRI 406: Non-discrimination 2016	**406-1**	**Incidents of discrimination and corrective measures adopted**	6	5, 10	3.1 CORPORATE: SUPPORTING TOOLS		No incidents of discrimination recorded
11 - Circularity							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 306: Waste 2020	**306-1**	**Waste generation and significant impacts related to waste**	7, 8, 9	12	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY		
	306-2	**Management of significant impacts related to waste**	7, 8, 9	12			
	306-2 a	Circularity measures			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY		
	306-2 c	Data collection and monitoring processes			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY		
	306-3	**Waste generated**	7, 8, 9	12	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY		
	306-4	**Waste not intended for disposal**	7, 8, 9	12	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY		The predominant form of recovery is recycling off-site
	306-5	**Waste destined for disposal**	7, 8, 9	12			
	306-5 a	Tonnes of waste sent to landfill, and breakdown based on their composition	7, 8, 9	12	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: CIRCULARITY		
12 - Clients and Partners satisfaction							
GRI 3: Material Topics 2021	**3-3**	**Management of the material topic**		8, 10	1.12 QUALITY AND PRODUCT SAFETY - CHAPTER: SUMMARY TABLES GRI 3.3		

Standard		Disclosure	UNGC*	SDGs**	Location	Omissions	Notes
GRI 417: Marketing and labelling 2016	417-1	Requirements regarding information and labeling of products and services		9	1.12 QUALITY AND PRODUCT SAFETY		100% of products compliant with the "Machinery Directive" and specific safety and quality standards
	417-2	Episodes of non-compliance regarding information and labeling of products and services		9	1.12 QUALITY AND PRODUCT SAFETY		No incidents of non-compliance recorded
	417-3	Cases of non-compliance regarding marketing communications		9	1.12 QUALITY AND PRODUCT SAFETY		No incidents of non-compliance recorded
13 - Cybersecurity and privacy							
GRI 3: Material Topics 2021	3-3	Management of the material topic		8, 10	3.1 CORPORATE: CYBERSECURITY AND PRIVACY - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 418: Clients Privacy 2016	418-1	Verified complaints regarding customer privacy violations and loss of customer data		8, 10	3.1 CORPORATE: CYBERSECURITY AND PRIVACY		No substantiated complaints identified in the reporting period
14 - Welfare							
GRI 3: Material Topics 2021	3-3	Management of the material topic		8, 10	3.2 PEOPLE - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 401: Ocupation 2016	401-1	New hires and turnover			3.2 PEOPLE: ENGAGEMENT AND DEVELOPMENT	rate, age, and specific geographic area	
	401-2	Benefits provided for full-time employees, but not for part-time employees or those with fixed-term contracts	6	8, 10	3.2 PEOPLE: WELFARE AND WELL-BEING		
	401-3	Parental leave	6	8, 10	3.2 PEOPLE - INCLUSION		
15 - Water resource management							
GRI 3: Material Topics 2021	3-3	Management of the material topic		8, 10	33.3 REDUCTION OF ENVIRONMENTAL IMPACTS: WATER RESOURCE MANAGEMENT - CHAPTER: SUMMARY TABLES GRI 3.3		
GRI 303: Water and effluent 2018	303-5	Water consumption	7, 8, 9	9, 12	3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: WATER RESOURCE MANAGEMENT		
	303-5 a	Total water consumption in megalitres			3.3 REDUCTION OF ENVIRONMENTAL IMPACTS: WATER RESOURCE MANAGEMENT		Measurement unit in m^3
16 - Involvement of local communities							
GRI 3: Material Topics 2021	3-3	Management of the material topic		8, 10	3.2 PEOPLE: BEING A COMMUNITY - CHAPTER: SUMMARY TABLES GRI 3.3		

Other indicators

GRI 204: Procurement Practices 2016	204-1	Proportion of cost spent on local suppliers			1.7 THE VALUE CHAIN		

06

Material themes correlation table - GRI standards

Material themes correlation table - GRI standards

Pillar	Priority	Material topic	GRI indicators
People	1	**Health and safety in the workplace** Ensuring safe and healthy workspaces through workplace safety practices, employee health and wellbeing programs, and promoting a company-wide health and safety culture.	403-1; 403-2; 403-3; 403-6; 403-9
Impact reduction	2	**Research and development** Highly innovative products, designed and developed to reduce energy, water, and material consumption as much as possible.	/
Corporate	3	**Business ethics, integrity, and anti-corruption** The way we manage risks and opportunities in conducting our business; the ability to provide services that meet the highest standards beyond legal requirements.	205-1; 205-2; 205-3
People	4	**Employee engagement and development** Engagement and development of human capital through training programs, skills development, moments of active dialogue.	404-2
Corporate	5	**Economic performance** Economic results in terms of revenue and EBITDA achieved in a compliant, legal, and ethical manner.	201-1
Impact reduction	6	**Energy consumption and sourcing** Sourcing from renewable energy and reducing energy consumption (using the best available technologies in terms of efficiency).	302-1
Impact reduction	7	**GHG emissions** Reduction and mitigation activities of direct and indirect greenhouse gas emissions based on scientific models.	305-1; 305-2; 305-3
Innovation	8	**Product quality and safety** Ensuring the quality and safety of the final product through design, production, and customer-specific information.	416-1; 416-2
Corporate	9	**Regulatory compliance** The Group's approach to ensuring the knowledge and adoption of implementation measures that comply with laws, regulations, and current policies.	2-27
People	10	**Inclusion, non-discrimination, and equality** Promoting and ensuring an inclusive and open company culture that values diversity; adopting suitable practices to achieve this goal by valuing the contribution of all employees.	405-1; 406-1
Impact reduction	11	**Circularity** Designing products with a circular approach, limiting the use of natural resources and materials, and adopting reuse and recycling practices at the end of the product's life cycle.	306-1; 306-2; 306-3; 306-4; 306-5
Corporate	12	**Customer and partner satisfaction** Ensuring the satisfaction of the expectations and needs of our customers and partners by facilitating a privileged communication channel to express opinions/suggestions/complaints.	417-1; 417-2; 417-3
Corporate	13	**Cybersecurity and privacy** Developing appropriate governance, infrastructure, and awareness to prevent and mitigate risks related to the collection, storage, and use of sensitive or confidential data.	418-1
People	14	**Welfare** Corporate welfare activities and programs in addition to what is already provided by regulations.	401-1; 401-2; 401-3
Impact reduction	15	**Water resource management** Improving processes and technologies in use to limit water resource consumption and minimise negative environmental externalities.	303-5
People	16	**Local community engagement** Building lasting relationships with reference communities, promoting open and continuous dialogue, and establishing new partnerships in educational/training areas.	/

07

Learn more

7.1 Our stakeholders

Below is the list of our main stakeholders – and how they are to be engaged – presented at the Group's first Sustainability Report: **the list was revised in early 2024 and no changes or additions were identified**.

The list was shared and validated by the Sustainability Committee → Sustainability governance.

The table below lists our stakeholders in order of relevance according to the following criteria:

- Type and level of **liability** applicable (legal, financial or operational);
- **Influence incurred**: ability to influence our performance and to affect the actual possibility of achieving the sustainability goals that we have set ourselves;
- **Influence generated**: the level of influence that we generate outwards, thanks to our activities and operations.

Category	Sub-group	Familiar engagement tools	Debate topics
EMPLOYEES	Office	▪ Training ▪ Internal communication	▪ Tasks ▪ Product / Process ▪ Code of Ethics and corporate policies
	Operation	▪ Safety Training ▪ Internal Communication ▪ Periodic internal meetings	▪ Safety ▪ Safety Bulletin ▪ Production
	Interns and new hires	▪ Specific training (face-to-face lesson) ▪ Insertion Plane ▪ Welcome Kit ▪ Onboarding fact in the e-learning platform	▪ Induction Plan / Tasks / Product / Process ▪ Code of Ethics and corporate policies
CUSTOMERS	Large organisations	▪ Meetings and calls ▪ Technical assistance ▪ Product catalogues ▪ Events	▪ Technical Development and Business ▪ Delivery ▪ Product quality and safety
	Small organisations	▪ Meetings and calls ▪ Technical assistance ▪ Product catalogues ▪ Events	▪ Technical Development and Business ▪ Delivery ▪ Product quality and safety
SUPPLIERS	Suppliers of raw materials	▪ Questionnaires ▪ Inspections/ audits ▪ Development proposals ▪ Non-Disclosure Agreement (NDA)	▪ Environmental compliance ▪ Product / process compliance ▪ Quotation ▪ Innovation
	Technology suppliers	▪ Product training depending on service	
	Services (consultants)	▪ Specific training	
INVESTORS		▪ Reports ▪ Company visits ▪ Calls	▪ Financial and operational performance ▪ Sustainability plan
BANKS AND FINANCIAL INSTITUTIONS		▪ Compulsory communication ▪ Reporting	▪ Economic performance
GOVERNMENT - INSTITUTIONS AND REGULATORY BODIES	Institutions	▪ Compulsory ▪ communication ▪ Directives ▪ Industry update	▪ Forms ▪ Regulations
	Certifying bodies	▪ Certificates ▪ Audit ▪ Standards update ▪ Training courses	▪ Reporting ▪ Non-compliance ▪ Continuous improvement
	Statutory auditors	▪ Periodic meetings	▪ Production performance ▪ Safety ▪ Welfare
	Universities and research	▪ Joint communication plan ▪ Collateral activities ▪ Co-participation in events ▪ Internships and training programs	▪ Innovation ▪ Training ▪ Human capital
COMPETITORS		▪ Best practices analysis and reports	▪ Sustainability
LOCAL COMMUNITY	Families	▪ Worker mediation	▪ Welfare
	Organisations	▪ Donations	▪ Charity
STRATEGIC PARTNERS	Strategic suppliers	▪ Strategic partnerships	▪ innovation ▪ Research ▪ Sustainability

In 2023, there were no specific requests to our contact point esg@dellatoffola.it through the whistleblowing channels.

7.2 Materiality analysis

For our first Sustainability Report, **between 2021 and 2022**, we launched an internal analysis process (with the support of Investindustrial) **to identify the materiality of sustainability issues that are most relevant** to our business and stakeholders according to international GRI reporting standards guidelines (ed.2021).

The following year, we reviewed the entire process to ensure that the content of the report adequately met the **information needs** of our stakeholders, both internal and external, and that the **sustainability development plan was consistent with the sustainability issues that matter most to us**.

The steps of the materiality analysis review process were as follows (for more informations → Sustainability Report 2022):

1. Identification and involvement of relevant stakeholders to be involved in the process.

A total of 29 people were involved from the following stakeholder categories:

- **External (52% of the total): representatives of the categories** "strategic partners", "local community", "customers", and "suppliers"; the criterion adopted in the choice was that "most involved in the value chain of the Group";
- **Internal**: shareholders and employees; the latter understood as those who are not directly involved in the definition and management of the Group's strategic orientation.

For the description of the individual categories and the usual methods of involvement - and not exclusively aimed at reporting (reference shall be made to the chapter) → Our stakeholders.

2. Identification of potentially relevant sustainability issues

Considering the business profile (including risk analysis, policies, Group strategic plan, etc.), the reference context and the principles/standards adopted (such as GRI standards, sustainability legislation, Global Compact principles), the existing and emerging sustainability issues of the Omnia Technologies Group were **mapped based on their associated severity and probability of impact, positive or negative**.

This activity, **carried out by the Sustainability Committee** during a workshop led by external consultants, has **led to a substantial confirmation of the material themes identified in the evaluation 2021**. For further information, reference shall be made to the → Sustainability report 2022.

3. Evaluation of the materiality of the impact and the priority of action

The list of potential material themes has been validated by our stakeholders through an online questionnaire asking to assign (according to 5-Linkert type metrics), for each material issue, a value between 1 (minimum value) and 5 (maximum value) for each of the following criteria:

- the level of impact, positive-negative, generated/which can be generated also indirectly by Omnia Technologies (**verifying the level of relevance of impact associated with the issue**);
- the level of management/intervention priority by Omnia Technologies (**level / degree of supervision required by the impact mitigation theme** - prioritization of issues).

All stakeholders were asked to **indicate any other issues or aspects that had not been considered before and should have been considered** in order to maximize Omnia Technologies' contribution to sustainable development (**verifying the level of listening and integrating stakeholder expectations/ needs**).

In this respect, no new areas have been highlighted for which Omnia Technologies contributes or hinders the achievement of the sustainable development goals.

4. Material impact matrix and final validation of results

By triangulating the information from context analysis and from internal and external points of view, the Sustainability Committee **reviewed the results (substantial alignment between the priorities of Omnia Technologies and its stakeholders) and reported the priority material topics** based on the most relevant impacts associated with them, **grouping them into four main focus areas, namely the pillars of our action plan: corporate, people, impact reduction and innovation**.

At the beginning of 2024, the materiality of impact analysis was reviewed again in light of organisational changes and the expansion of the business's operating perimeter.

The Sustainability Internal Committee **assessed the adequacy and relevance of the impacts already identified in the previous two years** and assessed their appropriate correlation with the material issues already reported in previous reports, **in the light of the processes and business relations launched in 2023**.

The analysis confirmed the findings of the previous two-year evaluations, **considering that the new companies acquired are part of the same value chain and that the main business relationships have not changed** → Impact materiality.

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

The next review is scheduled for the next sustainability report.

7.3 GRI summary tables 3.3

The following tables, inspired by the universal GRI 3 standard, contain the following information:

- Material issue and description (that is how we view it)
- Impact related to the issue and its type
- Action plan goals in 2030 to which it is linked
- The main focus of responsibility for the issue and related impacts
- Main management modes, including procedures, policies, etc.
- GRI standards used to tell the issue. Also see → Material themes correlation table – GRI standards
- The UN's Agenda 2030 sustainable Development goal (SDGs) to which we can make a real contribution or have a greater chance of impact, considering the material issue. Also see → GRI content index

Material issue 1: Occupational health and safety
Ensure **safe and healthy workplaces and workspaces** through **occupational safety practices, employee health and well-being programs** and the promotion of a **corporate culture of health and safety**.
Related impact: potential negative impact, generated directly by Omnia Technologies and indirectly through its business partnerships
Part of the goals of the plan include number: 6 - 7
Responsibility centre: HSE Manager
Management methods: ▪ **Periodic meetings** ▪ **Specific committees** ▪ **Safety report** in ExCo weekly ▪ **ISO 45001** management system
GRI Referenced: ▪ **GRI 403-1**: Occupational health and safety 2018 ▪ **GRI 403-2 (a -d)**: Occupational health and safety 2018 ▪ **GRI 403-3**: Occupational health and safety 2018 ▪ **GRI 403-6 (a)**: Occupational health and safety 2018 ▪ **GRI 403-9**: Occupational health and safety 2018
SDGs Related: 8

Material issue 2: Research and development
High-innovation products designed and developed to **reduce energy, water and material consumption as much as possible**.
Related impact: potential positive impact, generated directly by Omnia Technologies and indirectly through the value chain
Part of the goals of the plan include number: 13 and 14
Responsibility centre: Engineering Managers of Processing, Bottling & Packaging and Service Departments
Management methods: ▪ Internal tests ▪ **ISO 9001-14001-45001** integrated system
GRI Referenced: /
SDGs Related: 9 and 12

Material issue 3: Business ethics, integrity and anti-corruption

How **we manage risks and opportunities** in conducting our business; the ability to provide services that meet the highest level of standards expected by going **beyond the limit set by law**.

Related impact: potential negative impact directly generated by Omnia Technologies

Part of the goals of the plan include number: 1, 2, 4, 5

Responsibility centre: Legal & Compliance Function

Management methods:

- Model 231
- Code of Ethics
- Whistleblowing
- Supplier Conduct Code
- Antitrust Code and concentrations
- **ISO 9001-14001-45001** integrated system
- Employee training

GRI Referenced:

- **GRI 205-1**: Anti-Corruption 2016
- **GRI 205-2**: Anti-Corruption 2016
- **GRI 205-3**: Anti-Corruption 2016

SDGs Related: 5, 8, 10 and 12

Material issue 4: Human resources engagement and development

Engagement and enhancement of human capital through training programs, skills development and moments of **active debate**.

Related impact: actual negative impact, directly generated by Omnia Technologies

Part of the goals of the plan include number: 7, 8, 9 and 11

Responsibility centre: People & Organisation Manager

Management methods:

- **Unified personal management platform**
- Unified training delivery platform
- **Intranet and internal communication plan**

GRI Referenced:

- **GRI 404-2 (a)**: Training and education 2016

SDGs Related: 5, 8 and 10

Material issue 5: Economic performance

Revenue and EBITDA results achieved in a compliant, legal and ethical manner.

Related impact: actual positive impact, directly generated by Omnia Technologies

Part of the goals of the plan include number: 1 - 5

Responsibility centre: Finance Departmen

Management methods:

- **Planning and monitoring** of economic and financial objectives and targets (IV Management systems-Directive) in line with the business plan and annual budgets
- Economic and financial planning and management through SAP **(ERP)**
- **Relations with investors**
- Transparent performance reporting with **periodic monthly reporting**
- **Code of Ethics**
- **Model 231**

GRI Referenced:

- **GRI 201-1 (a)**: Economic performance 2016

SDGs Related: 8

Material issue 6: Energy consumption and procurement

Supply from renewable sources and reduction of energy consumption (by adopting the best available technologies in terms of efficiency).

Related impact: actual positive impact, generated directly by Omnia Technologies and indirectly through external relations

Part of the goals of the plan include number: 13 and 16

Responsibility centre: HSE Manager

Management methods:

- Planning and monitoring the **Sustainability Plan**
- **MbO system**
- **Energy diagnosis**
- New renewable energy production plants
- **Upgrading plants**
- Analysis and **monitoring energy consumption** (including those according to the SBTi standards)
- **Good business practices**

GRI Referenced:

- **GRI 302-1:** Energy 2016

SDGs Related: 9 and 12

Material issue 7: GHG emissions

Direct and indirect greenhouse gas emission reduction and mitigation activities based on scientific models.

Related impact: actual negative impact, generated directly by Omnia Technologies and indirectly through business partnerships

Part of the goals of the plan include number: 12, 13 and 16, 17

Responsibility centre: HSE Manager

Management methods:

- Planning and monitoring the **Sustainability Plan**
- **MbO system**
- Monitoring according to the **SBTi criteria**
- **Environmental analysis**
- **Plant emissions management**
- Fleet management and maintenance
- Technological upgrading
- Environmental permits
- **Regular audits** by the auditing bodies

GRI Referenced:

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

SDGs Related: 9, 12 and 13

Material issue 8: Product quality and safety

Ensure the quality and safety of the end product through design, manufacturing and customer-focused information.

Related impact: potential positive impact, directly generated by Omnia Technologies

Part of the goals of the plan include number: 18, 19, 20

Responsibility centre: Quality Department

Management methods:

- **ISO 9001**
- **Customer satisfaction questionnaire (NPS)**

GRI Referenced:

- **GRI 416-1**: Customer Health and Safety 2016
- **GRI 416-2**: Customer Health and Safety 2016

SDGs Related: 9 and 12

Material issue 9: Regulatory compliance

The Group's approach to ensuring knowledge and enforcement in accordance with applicable **laws, regulations and policies**.

Related impact: potential negative impact, directly generated by Omnia Technologies

Part of the goals of the plan include number: 1 - 4

Responsibility centre: Corporate and Legal & Compliance functions

Management methods:

- **Model 231**
- **Code of Ethics**
- **Employee training** on Model 231 and Code of Ethics
- Internal audit system
- Planning and monitoring **Sustainability Plan goals**

GRI Referenced:

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

SDGs Related: 8

Material issue 10: Inclusion, non-discrimination and equality

Promote and ensure an inclusive and diversity-friendly corporate culture; adopt appropriate practices to do so, valuing the contributions of all employees.

Related impact: potential positive impact, generated directly by Omnia Technologies and indirectly through the network of relationships and partnerships

Part of the goals of the plan include number: 7 - 11

Responsibility centre: People & Organisation Manager

Management methods:

- Planning and monitoring the **Sustainability Plan**
- **Code of Ethics**
- **Diversity and inclusion policy**
- **Staff recruitment and vetting**
- **Training**
- **Internal communication**
- **Whistleblowing**

GRI Referenced:

- **GRI 405-1**: Diversity and equal opportunities 2016
- **GRI 406-1**: Non-discrimination 2016

SDGs Related: 5 and 10

Material issue 11: Circularity

Design circular products by limiting the use of natural resources and materials, and adopting **end-of-life reuse and recycling practices**.

Related impact: actual negative impact, generated directly by Omnia Technologies and indirectly through the value chain

Part of the goals of the plan include number: 13, 14, 17

Responsibility centre: HSE Manager

Management methods:

- Planning and monitoring the **Sustainability Plan**
- **MbO system**
- **Model 231**
- **Waste Management**
- **Environmental permits**

GRI Referenced:

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

SDGs Related: 12

Material issue 12: Customer and partner satisfaction

Ensure that **the expectations and needs of our customers and partners are met**, promoting a **privileged channel of communication** where people can express their opinions/suggestions/complaints.

Related impact: actual positive impact directly generated by Omnia Technologies

Part of the goals of the plan include number: 2 - 3

Responsibility centre: Service

Management methods:

- **ISO 9001**
- Customer satisfaction **(NPS)** and identification of improvement actions
- Code of Ethics
- **Privacy Management**
- **Whistleblowing**
- Supplier Conduct Code
- Acquisition of contracts-billing- credit management

GRI Referenced:

- **GRI 417-1**: Marketing and labelling 2016
- **GRI 417-2**: Marketing and labelling 2016
- **GRI 417-3**: Marketing and labelling 2016

SDGs Related: 9

Material issue 13: Cybersecurity and Privacy

Development of **appropriate governance, infrastructure, and awareness-raising to prevent and mitigate risks** related to the collection, **storage and use of sensitive or confidential data or information**.

Related impact: potential negative impact, generated directly by Omnia Technologies and indirectly through its value chain

Part of the goals of the plan include number: 1 - 4

Responsibility centre: Information Technologies and Legal & Compliance

Management methods:

- **Privacy Policy** pursuant to EU Regulation No 2016/679, GDPR
- **Code of Ethics**
- **Supplier Conduct Code**
- **Personal training**

GRI Referenced:

- **GRI 418-1 (c)**: Customer privacy 2016

SDGs Related: 8 and 10

Material issue 14: Welfare

Corporate welfare activities and programs, besides what is already required by the legislation.

Related impact: potential positive impact, directly generated by Omnia Technologies

Part of the goals of the plan include number: 7 - 9

Responsibility centre: People & Organisation Manager

Management methods:

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

GRI Referenced:

- **GRI 401-1**: Occupation 2016
- **GRI 401-2**: Occupation 2016
- **GRI 401-3**: Occupation 2016

SDGs Related: 8 and 10

Material issue 15: Water resource management
Improvement of processes and technologies in use to **limit water consumption** and minimize negative environmental externalities.
Related impact: actual negative impact directly generated by Omnia Technologied
Part of the goals of the plan include number: 15 and 16
Responsibility centre: HSE Manager
Management methods: ▪ Planning and monitoring the **Sustainability Plan** ▪ **Model 231** ▪ **MBO system** ▪ Environmental analysis ▪ Sampling control ▪ Accidental spill management ▪ Technology upgrade
GRI Referenced: ▪ **GRI 303-5 (a)**: Water and water drains 2018
SDGs Related: 9 and 12

Material issue 16: Engaging local communities
Creating lasting relationships with the relevant communities, promoting an **open and continuous dialogue**, and activating new **partnerships in the educational/training field**.
Related impact: potential positive impact, generated directly by Omnia Technologies and indirectly through partnerships and external relations
Part of the goals of the plan include number: 10
Responsibility centre: Marketing & ESG Manager
Management methods: ▪ Planning and monitoring the **Sustainability Plan** ▪ Structured communication plans ▪ **External relations and partnerships** ▪ **Membership fees** ▪ **Work negotiations**
GRI Referenced: /
SDGs Related: 8 and 10

08

Appendix

Employees by site, gender and type of contract*

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

2021	Italy	France	Romania	Spain	UK	United States	Mexico	Argentina and Chile	Australia	Group
	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT
Number of employees	749.25	30	2	39	9	12.2	11	77	6	**940.45**
Permanent employees	713.53	30	2	37	9		11	77	6	**902.55**
Fixed-term employees**	35.9	0	0	2	0		0	0	0	**37.9**
On-call employees	-	-	-	-	-	-	-	-	-	**-**
Full time employees	730	30	2	39	9		11	77	6	**920**
Part time employees***	19.25	0	0	0	0		0	0	0	**20.45**

* The data is calculated in Full-Time Equivalent employees FTE at 31.12.

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

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

Employees by site, gender and type of contract*

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

2022	Italy	France	Romania	Spain	UK	United States	Mexico	Argentina and Chile	Australia	Group
	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT
Number of employees	754.39	25	2	40.69	6.5	12.5	12	83	11.9	**947.98**
Permanent employees	731.765	24	1	39.69	6	12.5	12	83	9.9	**919.86**
Fixed-term employees**	22.625	1	1	1	0.5	0	0	0	2	**28.125**
On-call employees	-	-	-	-	-	-	-	-	-	**-**
Full time employees	737	25	2	38.51	6	12	12	83	8	**923.51**
Part time employees***	17.39	0	0	2.19	0.5	0.5	0	0	1.9	**22.48**

* The data is calculated in Full-Time Equivalent employees FTE at 31.12.

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

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Employees by site, gender and type of contract*

2023	Italy		France		Romania		Spain		UK		United States		Mexico		Argentina and Chile		Australia		Group	
	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W	M	W
Number of employees	1,112.7	148.3	27	7	1	1	32	3.5	4	2.5	11	4	10	6	93	12	10.5	8	**1,301.2**	**192.3**
Permanent employees	1,032.7	146.3	27	7	1	1	32	3.5	4	2.5	11	4	10	6	93	12	10.5	8	**1,221.2**	**190.3**
Fixed-term employees**	80	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	**80**	**2**
On-call employees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	**-**	**-**
Full time employees	1,107.75	128.07	27	7	1	1	32	2.5	4	1	11	4	10	6	93	10	9	7	**1,294.75**	**166.57**
Part time employees***	4.95	20.23	0	0	0	0	0	1	0	1.5	0	0	0	0	0	2	1.5	1	**6.45**	**25.73**

2023	Italy	France	Romania	Spain	UK	United States	Mexico	Argentina and Chile	Australia	Group
	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT	TOT
Number of employees	1,261.00	34	2	35.5	6.5	15	16	105	18.5	**1,493.5**
Permanent employees	1,179.00	34	2	35.5	6.5	15	16	105	18.5	**1,411.5**
Fixed-term employees**	82.00	0	0	0	0	0	0	0	0	**82**
On-call employees	-	-	-	-	-	-	-	-	-	**-**
Full time employees	1,235.82	34	2	34.5	5	15	16	103	16	**1,461.32**
Part time employees***	25.18	0	0	1	1.5	0	0	2	2.5	**32.18**

* The data is calculated in Full-Time Equivalent employees FTE at 31.12.

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

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

Acronyms legend → 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
ESG Coordinator	ESG Coordinator

SUSTAINABILITY COMMITTEE SHARED ROLES AND RESPONSIBILITIES

- Define strategies in the field of sustainability
- Decide on updates, modifications, and revisions to the sustainability strategic plan
- Oversee the execution of the sustainability strategic plan
- Validate, revise, and verify the targets
- Approve any other sustainability-related matters not included in the Plan
- Propose, evaluate, and approve the sustainability function's budget
- Approve the Sustainability Report
- Define any potential changes to sustainability governance

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