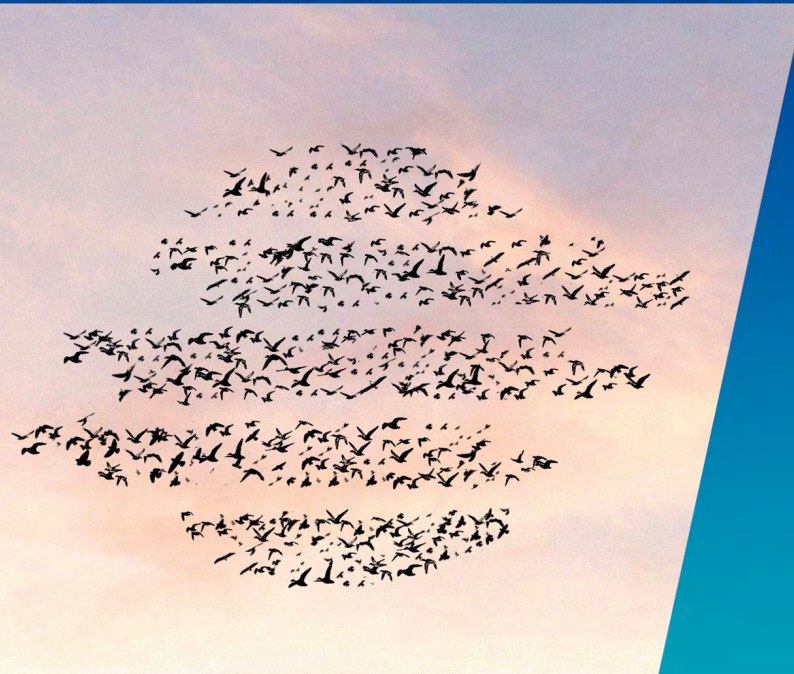




EMPOWERED PERFORMANCE

IMPACT REPORT 2023

OMAL S.p.A Società Benefit



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PREMISE: OUR CORE VISION

OMAL shares the view that, in the exercise of business, every company plays a social role with a significant impact on people and the environment. It is primarily through its ordinary activities that a company must seek and pursue the creation of value for direct stakeholders and society as a whole: this is the essence of true and substantial Corporate Social Responsibility.

As a *Benefit Corporation*, OMAL has also chosen to pursue through its economic activities specific purposes of Common Benefit, understood to mean “one or more positive effects, or the reduction of negative effects, on one or more categories of stakeholders.” For us, this vision is not merely about “adding” specific actions of social impact to the business, but instead about seeking positive impact at the very core of our activity of the very *raison d’être* of the business. Parallel to this and without exception, creating value must be founded on the responsible and sustainable management of all business impacts on the community, throughout the entire value chain, in compliance with the general commitment to respecting all the people involved, directly and indirectly, and the planet.

This document presents a transparent and comprehensive report on the company's ability to Create Value Sustainably.



LETTER TO STAKEHOLDERS

Dear Stakeholders,

This year, OMAL presents its third impact report, offering a narrative that goes beyond mere numbers and figures, presenting a vision of responsibility towards a path of constant commitment. As industry pioneers of this organisational approach, we face the stimulating challenge of guaranteeing for stakeholders the continuity of programmes and planning that is consistent with our company's history. All the more reason having embraced the legal status of Benefit Corporation, a choice that represents us not only as a company, but as a community of people working together for a better future.

As detailed in our latest sustainability report, we are strengthening a corporate culture that, through targeted processes and procedures, reflects our values and strategic goals of sustainability, always putting our employees, who are the beating heart of OMAL, first.

In its second year, the CSR & HR department has focused on the objective of supporting the company in creating an inclusive work environment in which everyone can reach their full potential. Initiatives such as the on-boarding process and the 'Stop&Go' programme aim to facilitate the integration of new hires, who perceive their role in the company story as significant. The 'Sustainability Tour' provides informal updates on our sustainability projects and gathers useful suggestions to strengthen our corporate identity in line with our strategic sustainability goals. Regular meetings with staff, both in groups and one-on-one, allow us to assess employee engagement, map out training and development needs, receive organisational input, and create a direct and effective communication channel.

We are dedicated at every level to echo a vision that extends beyond profit, embracing the notion of the well-being of people. The projects devised to support our entire workforce include the launch of a welfare platform providing each employee with a €2,000 annual credit and a valuable partnership with Cassa Salutissima, providing up to 97% reimbursement on medical expenses. These choices are more than just financial benefits; they are tangible expressions of our commitment to those who make our growth possible.

Furthermore, as we have always emphasised, our company is deeply rooted in the local community. This year, we continued our active collaboration with schools, providing career guidance opportunities for the young talent of the future. We welcome students on work placements, offering experience and opportunities for growth in the world of work. This synergy between education and business is an investment in our shared future.

Internationalisation is another fundamental pillar. Following the opening of OMAL USA, 2023 marked the establishment of OMAL APAC in Bangkok, Thailand, demonstration of our global intentions, without losing our identity. Sustainability is integral to this expansion; in these regions, we aim to penetrate niche markets related to environmentally conscious sectors.

We continue to explore the effective integration of artificial intelligence into our processes as a step towards the future. This will enable us to optimise resources, reduce waste and contribute to a more sustainable world. We strive to be a beacon of innovation, an example of how businesses can be drivers of positive change.

In conclusion, we reaffirm our unwavering commitment to excellence and responsible innovation.



Our sustainable strategy, like our commercial strategy, rejects any lack of accountability and embraces a vision open to change and continuous improvement. Therefore, we are committed to keeping the bar of our ambitions high, establishing goals that push us to overcome our limits but that reflect our values and represent a step, however small, towards collective progress.

Amedeo Bonomi
CEO OMAL S.p.A. Società Benefit

OMAL S.p.A. - SOCIETÀ BENEFIT

VALVE AND ACTUATOR MANUFACTURERS SINCE 1981

OMAL: A RELIABLE REFERENCE FOR OUR CUSTOMERS

Our expertise and professionalism are reflected in our custom valves and actuators, tailored customer service and robust ethical standards that ensure absolute quality and results in all the markets in which we operate: food, chemicals and pharmaceuticals, power and energy, shipbuilding and more. OMAL designs and manufactures valves and actuators with the aim of improving and developing the performance of production plants. This commitment guides us from initial design through to product installation. It is a process and it is a deliberate choice: from the very first creative spark right through to the actual in-plant operation of our products, we want every instant of the process to be empowered.

The concept of empowerment is clear in every area of the company: our internalised 100% Italian production process guarantees the very highest quality. Our high-tech processes ensure greater attention to detail in both design and production, and great flexibility in relation to customer demands and service. OMAL's vocation for continuous improvement is found in every link of our value chain. This value, which we offer to our customers and expect from our suppliers, is based on economic parameters but must also be focused on service, quality, innovation, safety and sustainability. The company is also committed to caring for the local area by investing in environmental sustainability and corporate social responsibility.

This is the sense of the company motto '**Empowered Performance**', which is completed with the OMAL values: respect, passion and sense of duty.

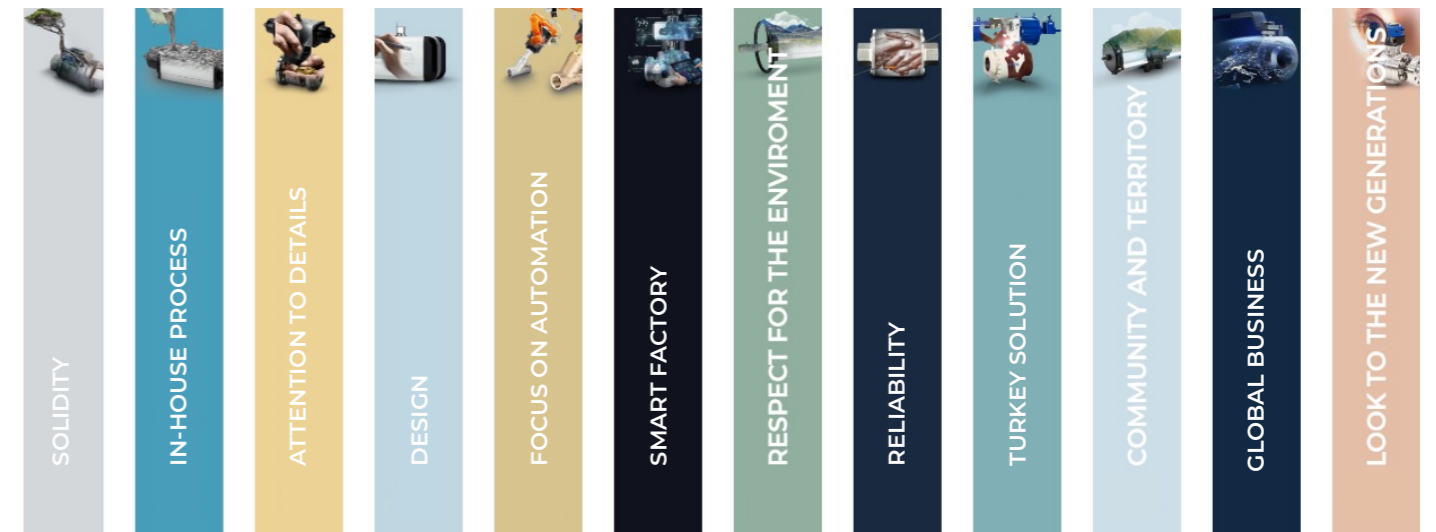
EMPOWERED PERFORMANCE

The corporate pay-off summarises the promise we make to our customers based on the value milestones that underpin our way of doing business. It is not enough to present a product on the market; it must be 'empowered' in relation to the competition.

STRATEGY AND MANAGEMENT: THE CONCRETE RESPONSE TO AUTOMATION DEMANDS

Like a solid building, OMAL has a firm foundation of values and strategic pillars capable of supporting its growth towards future objectives.

Respect, passion and sense of duty form the basis of our company philosophy supported by 12 pillars and projected towards new goals.



Based on these drivers, OMAL has built its **identity**:

TURNKEY PRODUCT: VALVE + ACTUATOR

Over 40 years of experience and know-how in designing and manufacturing the “valve + actuator” package enable OMAL to develop and manage product co-engineering partnerships in the pneumatic sector, industry and the process industry.

IN-HOUSE PROCESS & TESTING

OMAL was founded with a strong manufacturing vocation rooted in the Brescia region, particularly specialised in mechanical and industrial machining. We have the very highest level of expertise in mechanical processing and aluminium die-casting.

The company is also specialised in moulding strategic components from plastic, thanks to the installation of production lines with robotic presses.

The testing phase is also 100% in-house with a special test room and test benches exclusively for internal production.

SMART FACTORY

The company has begun the digitalisation process, starting with production and assembly lines and integrating smart automation to ensure process quality and precision. This digital transformation has since expanded to operational and administrative offices through the adoption of business intelligence and project management software.

OMAL is a smart factory: this is demonstrated by its multi-channel system, product configurator, e-commerce site, and sales app for Android and iOS.

WALKTHETALK

OMAL is guided by a strict ethical code that ensures that it ‘walks the talk’ on the market. Every statement, commitment, and expression from OMAL represents a promise to be upheld and must correspond to the absolute truth. This truth does not yield in the face of any market flattery.

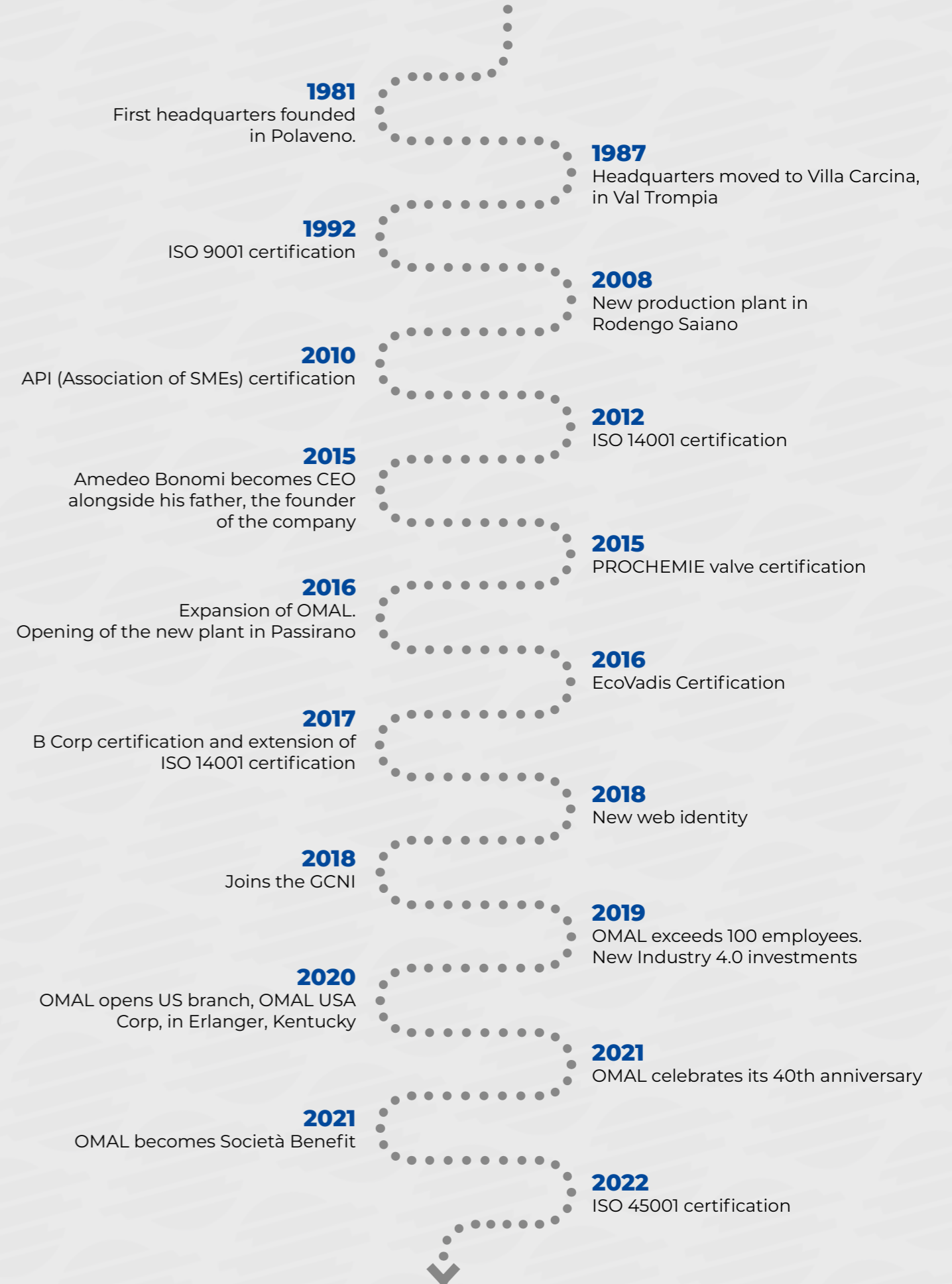


HISTORY AND GROWTH

OMAL was founded in 1981 by a family of entrepreneurs specialised in the manufacturing and production of ball valves. The founder, Mr Agostino Bonomi, started the business in Val Trompia, Polaveno. His extraordinary business acumen of the time meant he grasped the importance of automating and customising products for industrial use.

His unconventional decision and investment in teams of technicians and engineers specialized in designing valves for different applications and types of customers proved highly successful. The most effective response to more complex technical needs. An important guarantee of above-average performance. This business model differentiation strategy allowed OMAL to grow and expand into international markets, first and foremost Germany.

Thanks to its team of specialised technicians and engineers, in just a few years OMAL established itself on the domestic and foreign markets with an innovative and high-performance product able to effectively meet the most complex technical needs, suitable for various applications and customised for the specific needs of customers. Design, research, innovation, automation and customisation are the keys to the company's success.





MISSION AND VISION



VISION

The right balance between humans and the environment improves quality of life, guaranteeing a better world for future generations.



MISSION

We guarantee a better world for our children. Thanks to our products, we protect the environment that surrounds us and concretely improve quality of life by making plants more secure and reliable.

OUR VALUES



PASSION

We strive relentlessly to improve our performance through continuous advances in products and processes, without ever overlooking the growth of our people.



RESPECT

Respect is the ability to understand the needs and differences of our stakeholders, respecting everyone's requirements and continuously engaging to identify shared and effective solutions for the welfare of the company.



SENSE OF DUTY

Sense of duty primarily involves honouring agreements, promises and ambitious goals within the agreed times and according to the ways shared with our partners. Where necessary, the sense of duty requires the flexibility to find out-of-the-box, original and bold solutions.





ETHICS AND SOCIAL RESPONSIBILITY

At OMAL, ethics are a manifesto in which the company firmly believes and a code of conduct that has a positive impact on the entire organisation.

It is a choice and its adherence to clear and shared Guiding Principles impacts **individuals**, **partners** and the **community**. For every stakeholder, we apply a general principle and specific programmatic points. The company's awareness starts with a careful vision of corporate values, constantly updated and shared with the entire organisation, in which the Sustainability Report, Code of Ethics, Supplier Code of Conduct and Internal Policies all have one goal: responsible growth.

PEOPLE

At OMAL, we expect our employees to act with integrity and responsibility, respecting the opinions and beliefs of others. Likewise, we respect the freedom of employees to express their ideas and viewpoints, because it is only by sharing different opinions that we can truly work in an enriching environment where professionals can grow.

PARTNERS

At OMAL, we comply very strictly with the national and international laws governing products, production processes and business practices. As a global company, it is crucial that our choice of business partners aligns with our strategy.

Knowing the economic (and financial) market well and while recognising its complexity, we remain consistent with the credibility and reputation we have built in the market over all these years. Therefore, we take great care in choosing business partners and the relationship we build with them, whether they are customers, distributors, suppliers, agents, consultants or anyone acting on behalf of OMAL. Our code of ethics serves as a testament to this strategy.

COMMUNITY

We aim to live in a society where knowledge and best practices are shared among all the different actors, who perform their work with a focus on ethical values. This is why we are more than happy to communicate our behaviour transparently, in the hope that it will prove that combining fairness and business is not a slogan.



OMAL'S POLICIES

SOCIAL POLICIES

Our Social Policies represent a scenario of commitment and work in which the company seeks to measure its profile of responsibility and internal innovation. The numerous certifications and various projects we have supported and will support mark the pace of a concrete commitment to the most advanced social standards, an open and creative dialogue with all stakeholders, and the rigour of up-to-date reporting on all the initiatives promoted.

ENVIRONMENTAL POLICIES

In 2012, we implemented and certified our Environmental Management System according to the UNI EN ISO 14001 standard, a demonstration of our commitment to managing and minimising the environmental impacts of our production activities. Our goal is to prevent pollution in the areas in which we operate and from the use and disposal of our products. This commitment also supports sustainability efforts through the pursuit of energy efficiency and the reduction and/or optimisation of resource consumption. In 2017, OMAL successfully transitioned to the updated 2015 version of the UNI EN ISO 14001 standard.

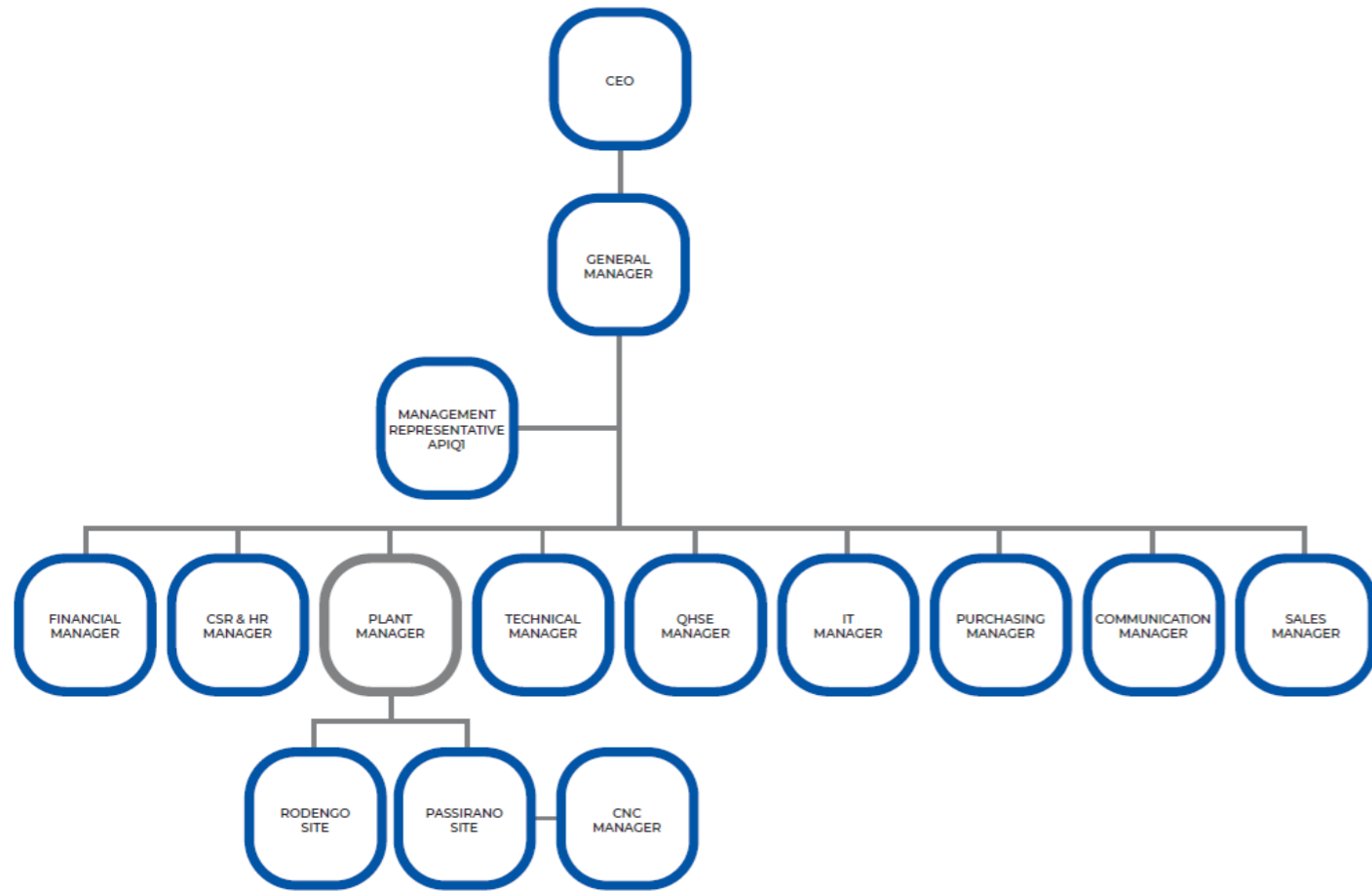
OUR COMMITMENT TO HEALTH AND SAFETY AT WORK

We want to help to build a healthy and sustainable society for future generations that guarantees equal opportunities for all. Investing in business process innovation to ensure the right balance between man and the environment and build a better world. Creating an inclusive and proactive workplace environment that ensures rights and responsibilities, protects health and safety by eliminating hazards and reducing risks, and supports corporate welfare measures. Promoting training and professional development, encouraging socialisation, and dialogue within the community by supporting socio-cultural recreational events, associative activities and sports.

“The right work-life balance promotes people’s personal and professional fulfilment.”

OMAL'S GOVERNANCE

ORGANIZATION CHART



Thanks to the work of all employees, to unity and team spirit, the organisation has successfully upheld the business values that have underpinned our growth. Our governance effectively supports an industrial approach geared towards creating short- and long-term value, enabling us to continue to grow significantly as a major player in the industry. The company adopts a tradition corporate governance model consisting of: a Board of Directors with full powers for managing the company, an external auditing firm, and a Board of Statutory Auditors responsible for monitoring compliance with laws and by-laws, adherence to principles of proper administration and, in particular, the adequacy of the internal control system.

THE MAIN RESPONSIBILITIES OF MANAGEMENT FOR RESPONSIBLE AND SUSTAINABLE GROWTH:

- **Commitment to common benefit:** through the three identified statutory purposes.
- **Transparency:** through the annual sustainability report and impact assessment.
- **Community:** supporting the local communities and territories in which the company operates, through the community care programme.
- **Institutional commitment:** managing institutional relationships within the different national and international trade associations.
- **Impact assessment:** assessing the environmental and social impact of the organisation and developing compensation mechanisms.
- **Value chain:** managing relationships with suppliers and customers together with the different business units, with reference to sustainability issues.
- **Sustainable innovation:** designing, managing and monitoring sustainability projects funded by the company

SUSTAINABLE GROWTH

In 2022, the supervision of our activities with a view to sustainability was renewed and strengthened with the appointment of a CSR Manager and, in 2023, with the consolidation of a department devoted to the pursuit of corporate sustainability goals. Thanks to collaboration across various functions, this new department enabled us to achieve our 2023 objectives and will monitor the implementation of future goals.



Our company has always collaborated with all stakeholders to combine economic growth, environmental protection and respect for society. Through corporate policies that pursue concrete governance, environment, and social objectives, and a systemic, inclusive and transparent approach, we are constantly seeking innovative solutions to meet market needs. All projects and actions undertaken for the purpose of achieving specific benefit corporation objectives are presented in this report.

OMAL'S MISSION

DOING BUSINESS FOR THE COMMON BENEFIT

OMAL has been recognised as a Benefit Corporation and has joined a network of companies pioneering the change in the concept of business, restoring value to humanity and the environment, developing markets and expressing the future's best and most profitable companies.

On 12 July 2021, before the Notary Dr Luigi Zampaglione, OMAL formally adopted in its corporate statute the Benefit Corporation regulations pursuant to Law No 208, paragraphs 376/384 of 28 December 2015 (Stability Law 2016). This substantially and legally formalised a *modus operandi* that has always been part of the company's DNA. For decades, the company has in fact spread a culture of quality by caring for the environment, the well-being of its employees, supporting the social fabric, sport, culture, and more generally the entire community in which it is rooted, driven by a strong sense of social responsibility that is inherent to its way of 'Doing Business'.

BC: DEFINITION, PURPOSE, ACCOUNTABILITY AND TRANSPARENCY

In order to provide a comprehensive definition of *Benefit Corporation* (Benefit Corporation), we refer specifically to the information available on the Assobenefit website, edited by B Lab and AssoBenefit: <https://www.societabenefit.net/english-information/>



A *Benefit Corporation* voluntarily combines in its business activities the goal of profit with one or more purposes of common benefit.

Common benefit is understood to mean the pursuit of one or more positive impacts (which may include mitigating negative impacts) on individuals, communities, territories, environment, cultural and social assets, organisations, associations and other stakeholders. A *Benefit Corporation* is a traditional company with amended obligations that hold management and shareholders to higher standards of purpose, responsibility and transparency.

- **Purpose:** it commits to creating a positive impact, or shared value, on society and the biosphere while also generating a profit. Sustainability is an integral part of their business model and it creates conditions favourable to social and environmental prosperity, both now and in the future.
- **Accountability:** it assesses the impact of its business on society and the environment in order to create sustainable value over the long term for all stakeholders.
- **Transparency:** it is required to produce an annual report, following third-party standards, on the results achieved, its progress, and future commitments towards achieving social and environmental impacts, with regard to both shareholders and the broader public.



ORIENTATION TOWARDS COMMON BENEFIT

Our Statute identifies three specific purposes of common benefit that we have decided to pursue in our economic activity. These purposes have been defined with the aim of ensuring profitability, creating profits, and generating wealth for individuals, the community and the local area in which we operate. Our aspiration is to incorporate consistently all aspects of sustainability we deem relevant into our daily activities, in line with the most virtuous and advanced companies in terms of Corporate Social Responsibility.

OMAL'S STATUTORY PURPOSES

OMAL continues to commit to integrating sustainability progressively into its daily operations across all internal activities, achieving **consistency** and alignment with the most virtuous and advanced companies in terms of Corporate Social Responsibility.

The following pages outline the specific common benefit **purposes** included in our statute and how we intend to pursue them, achieving profitability, creating profit, but also generating wealth for individuals, the community, and the territory in which we operate.

PURPOSE I

To invest in product and business process innovation to ensure the right balance between humans and the environment and to build a better world for future generations.

PURPOSE II

To promote training and professional development, encourage socialisation and dialogue within the community through support for socio-cultural recreational proposals, associative activities and sports.

PURPOSE III

Create an inclusive and proactive work environment that guarantees rights and duties, protects health and safety and supports corporate welfare measures.

To comply with the obligations set forth by Law No 208 of 28 December 2015 (Paragraphs 376-384) regarding *Benefit Corporation*, OMAL measures and reports on its impact through the Annual Impact Report, which consists of two parts:

- **"Part 1"** presents an assessment of the overall impact of OMAL S.p.A. SB using a third-party standard: BIA (Benefit Impact Assessment).
- **"Part 2"** presents the results achieved by OMAL in 2023 concerning the specific common benefit purposes included in the company's statute, along with the objectives for 2024.

Certified



Corporation

In 2017, OMAL decided to go beyond the national regulations governing a *Benefit Corporation* by adhering to the international external 'Benefit Impact Assessment (BIA)'. This standard, published by B CORP (the world's leading industry organisation) and recognised by paragraphs 376/384 of Law No 208 of 28 December 2015 ('2016 Stability Law'), includes the measurement of environmental, economic and social impact.



Network Italia

In 2018, we joined the UN Global Compact, the most important international initiative for promoting a culture of corporate citizenship. We thus joined, as founding members, the Global Compact Network Italia. The principles of the GCNI are inspired by:

- Universal Declaration of Human Rights;
- International Labour Organisation Declaration on Fundamental Principles and Rights at Work;
- Rio Declaration on Environment and Development;
- United Nations Convention against Corruption.

MEASURING IMPACT

PART 1

To achieve a more objective and authoritative impact measurement, OMAL, in compliance with the regulations in force, has deemed it necessary to align itself with the requirements of the B Corp® certification obtained in 2017, and has chosen to measure its impact using the **BIA (Benefit Impact Assessment)** published by B CORP, the world's leading industry organisation, including to measure its Environmental, Economic and Social impact, the details of which are given below.

WHAT IS BIA?

To measure its impact, a *Benefit Corporation* uses a measurement technology platform, the B Impact Assessment (BIA), issued by the non-profit organisation B Lab. This assessment tool, available for free online, enables a rigorous, comprehensive and transparent measurement of whether a company is regenerative - in other words, whether it creates more value than it destroys - by evaluating comprehensively all economic, social and environmental impacts. Companies that obtain at least 80 out of 200 points on the BIA can apply for certified B Corp® status.

IMPACT ASSESSMENT AREAS

To demonstrate its commitment to responsible, sustainable and transparent operations, as specified by paragraph 378 of Article 1 of Law 208/2015 (the law establishing Benefit Corporations in Italy), OMAL's impact assessment covered the following areas:

- **Governance:** assesses the degree of transparency and accountability of the company in pursuing common benefit purposes, with particular focus on the company's mission, ethics, stakeholder engagement, and the degree of transparency of policies and practices adopted by the company.
- **Workers:** assesses relationships with employees and collaborators in terms of wages and benefits, training and personal growth opportunities, quality of the work environment, satisfaction, internal communication, work flexibility and job security.
- **Community:** assesses the company's relationships with its suppliers, the local area, and local communities in which it operates, volunteering activity, donations, cultural and social activities, management of diversity and inclusion, job creation and every action supporting local development and the company's supply chain.
- **Environment:** assesses the company's overall impact on and management of the environment, with a view to the life-cycle of products and services, in terms of resource use, energy, raw materials, waste disposal, production processes, logistics and distribution processes, use and consumption and end of life.
- **Customers:** assesses the value the company creates for its direct customers and consumers, in terms of product and service quality assurance and guarantee, ethical and positive marketing, data privacy and data security.

2023 RESULTS: BIA

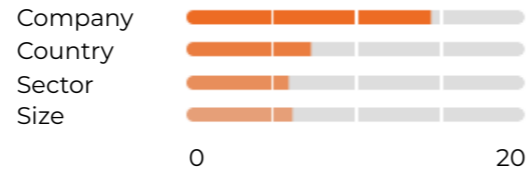
In 2020, OMAL decided to consolidate its presence abroad by setting up a sales branch in the US. The request to include data from the US hub in the BIA entailed the updating of the entire assessment process and a subsequent delay by the certifying body in validating the final report, which wasn't completed until early 2024.

The score achieved was 86.1, considering that the parameters used by the certification body to evaluate the quality of our actions in each of the areas described above changed during our recertification process.

This, along with the request to include additional data from different years, clearly made it hard for the certification body to assign the final score. For completeness, we provide below a detailed breakdown for each topic, including benchmarks with companies in the same cluster:

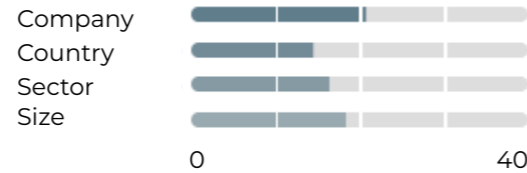
Governance

Score of operations: 4.4
 Question answered: 26/26
 IBM score: 10.0
 Overall score: 14.0
 N/A Score: 0.0



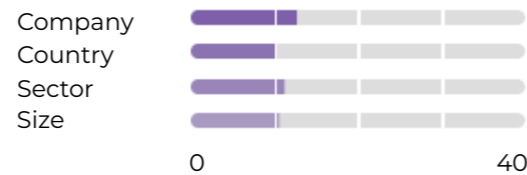
Workers

Score of operations: 17.8
 Question answered: 54/54
 IBM score: 0.0
 Overall score: 20.7
 N/A Score: 2.9



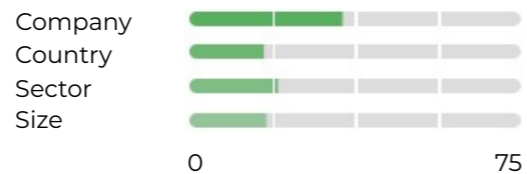
Community

Score of operations: 11.4
 Question answered: 43/43
 IBM score: 0.0
 Overall score: 12.6
 N/A Score: 1.2



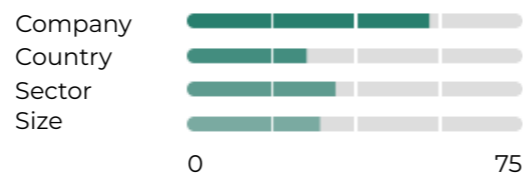
Environment

PScore of operations: 15.4
 Question answered: 77/77
 IBM score: 19.2
 Overall score: 34.6
 N/A Score: 0.00



Customers

Score of operations: 3.6
 Question answered: 12/12
 IBM score: 0.0
 Overall score: 3.6
 N/A Score: 0.00



For specific details, please refer to the B-Lab, the body in charge of verification and validation, at italy@bcorporation.eu



RISULTATI 2023: ECOVADIS

The measurement of our path to sustainable growth is also evaluated through the EcoVadis® rating.

The EcoVadis® rating is one of the most important international platforms of sustainability ratings and assigns a score. The evaluation model, which is based on globally recognised standards such as GRI (Global Reporting Initiative), UNGC (United Nations Global Compact), ISO 26000, and overseen by an international scientific committee, involves verifying the organization's performance through a questionnaire in relation to four macro-areas:

- Environment
- Work Practices and Human Rights
- Ethics
- Sustainable sourcing

Each area is evaluated with a score from 0 to 100. To complete the questionnaire, documents are required to support the statements made by our organisation for the aforementioned areas. The questionnaire consists of a more or less extensive set of questions, divided into the four aforementioned areas plus a general first part. The questions are created directly by the platform based on the company's size, industry and geographic location.

Below is our latest EcoVadis® Score Card:

OMAL SPA SOCIETA BENEFIT (GROUP)
 Rodengo Saiano - Italia | Fabbricazione di macchine di impiego generale
 EVID: SH424199

Data di pubblicazione: 4 Mar 2024 Valida fino al: 4 Mar 2025

Performance di sostenibilità: ● Insufficiente ● Parziale ● Buono ● Avanzato ● Eccezionale ■ Punteggio medio

PUNTEGGIO COMPLESSIVO → 77 / 100 98° percentile	AMBIENTE → 90 / 100 Ponderazione: ●●●●	PRATICHE LAVORATIVE E DIRITTI UMANI → 70 / 100 Ponderazione: ●●●●	ETICA → 70 / 100 Ponderazione: ●●●●	ACQUISTI SOSTENIBILI → 70 / 100 Ponderazione: ●●●●
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VALUE CREATION

SHARING AND TRANSPARENCY

Regarding the fundamental orientation of the company, as mentioned, OMAL was established with the aim of contributing to the development of a more responsible community, where everyone performs their social role in a conscious, effective and sustainable manner. This forms the basis for the overall evaluation of the company, which can be found in the concluding chapter of this report. This orientation is shared strongly by the company's top management, for whom it is the very sense of their investment. For this reason, committing firmly in this direction by including it in the statute and binding the directors to its pursuit was a natural, identifying choice: OMAL has been a *Benefit Corporation*, in essence, since day one.

The orientation towards transparency and sharing of purpose, as well as stakeholder engagement, are elements strongly characteristic of the company's identity. Therefore, respecting the commitment undertaken, all key information about the impact of projects and the company is also shared externally (for example, through this document).

PART 2

In the following pages, we will analyse OMAL's performance for the year 2023 in terms of value creation.

We present the three Common Benefit Purposes of OMAL, through which the company aims to contribute to the development of a more responsible community, in which everyone performs their social role in a conscious, effective and sustainable manner. Each chapter observes the creation of shared value and the ability to continue creating it in the long term.

IMPACT ON THE SDGs

On 25 September 2015, the United Nations approved the 2030 Agenda for Sustainable Development, a global action plan for people, the planet and prosperity. The agenda was signed by 193 UN countries, including Italy, to share the commitment to ensuring a better present and future for our planet and the people who live on it. The global agenda defines 17 Sustainable Development Goals (SDGs) to be achieved by 2030, divided into 169 targets, which serve as a compass to guide Italy and the world on the path to sustainability. The process of changing the development model is monitored through the Goals, Targets, and over 240 indicators: based on these parameters, each country is periodically evaluated by the UN and by national and international public opinion. Below, we summarise the SDGs on which the company has a positive impact through its purposes. For each purpose, we indicate the Goals to which OMAL commits to making a contribution.

THE FIRST PURPOSE OF COMMON BENEFIT

PURPOSE 1



To invest in the innovation of company products and processes to ensure the right balance between humans and the environment and build a better world for future generations.

METRIC 1: SUSTAINABILITY INDEX

With reference to the objective set for the year 2023 (see the 2022 impact report), the technical department has focused its efforts on implementing tests on the ARES valve. These tests are currently proving to be particularly complex and require a longer period to make the necessary modifications. The high standard of quality that distinguishes our products drives us to conduct continuous checks and tests to ensure the duration of performance over time. This extension of timeframes leads us to continue the project into 2024, demonstrating the company's commitment to overcome obstacles and continue **to invest resources and finances in the important research and development activities** in favour of sustainability.

2024 Goals

As previously announced, in 2024 we will continue with tests on the ARES valve, driven by our commitment to harmonise our sustainability goals with greater economic efficiency of the product. Our mindset of analysing potential product adjustments to minimise environmental impact while ensuring robust economic sustainability is now firmly established. Consequently, we will maintain momentum on this project in the years ahead, informing stakeholders on our progress.

However, in 2024, we intend to introduce a new challenge: implementing the **EPD** (Environmental Product Declaration) **certification process**. This process, starting with a product life cycle study, provides the environmental characteristics of the products under study. Our initial focus will be on achieving certification for five different sizes of one of our actuators. This commitment underscores our aspiration to promote transparency, communicating clearly and honestly with stakeholders and guarding against the risk of greenwashing. Concurrently, it is an opportunity to raise our standards further, providing new inspiration for improvement and reinforcing our commitment to sustainability. Finally, in keeping with very concept of sustainability, we hope that this will serve as a stimulus for our partner stakeholders.

METRIC 2: EVALUATION OF THE % AND REDUCTION OF ENERGY CONSUMPTION IN THE PRODUCTION PROCESS

In 2023, OMAL reaffirmed its desire to adopt a mindset aimed at examining and monitoring data related to various macro areas (energy consumption, water consumption and infrastructure resource consumption), with the intention of taking prompt action where necessary. Compared to the goals set in the previous document, we confirm the completion of the installation of a **new photovoltaic system** in Rodengo Saiano with a capacity of 600 kWp (thus, upon completion, the total installed capacity at OMAL will be 700 kWp, including the existing 100 kWp at the Passirano site since 2017). The creation of an internal dashboard for real-time display of energy and water consumption for the Passirano plant has also been completed, enabling prompt action in case of anomalies and preventive action to optimise consumption, where possible. The optimisation of the Movicon system output is that this new **dashboard** filters data at multiple levels, making data querying and display more user-friendly.

2024 Goals

The first objective will be to carry out the necessary work to connect the photovoltaic system of the Rodengo plant to the Passirano system so that both plants have a **single Point of Delivery (POD)** and can use all the energy produced by both photovoltaic systems (600 kW + 100 kW). This action will reduce the impact of the company sites on the energy production and distribution system, thereby improving OMAL's energy performance. Additionally, during peak consumption periods, it will be possible to rely on self-generated clean energy. Moreover, any surplus energy produced and not used (e.g., when plants are shut down) will still be fed into the national grid, making it available to the community.

Secondly, we aim to focus on creating a sustainability index to provide **performance indicators** on the relationship between data collected from the new dashboard and the dashboard for monitoring production data (e.g., hours of production per machine and related energy consumption). The end goal to be achieved by 2025 is to identify the range of index virtuosity and establish a target for improvement and/or optimisation.

As a third objective, we plan to install an **uninterruptible power supply** connected to the autoclave at the Rodengo Saiano plant, connecting the plant's consumption metering devices (water, electricity and gas) to the company's IT network. The aim is to receive alerts in case of system anomalies and take prompt action to prevent any losses. Additionally, this will enable consumption monitoring and analysis.

METRIC 3: DEVELOPMENT OF INVESTMENTS FOR A SUSTAINABLE SMART FACTORY

The company continues its goal of consolidating the **Digital Driven** approach. Regarding the objectives set in the previous year, we report the following developments:

- **Artificial Intelligence software** (*goal of development and verification of predictive capabilities for balance sheet indicators and production*): certain problems have emerged with the supplier, as this is also a pilot project for our partner company. This has led us to postpone the project's completion to allow the partner more time to develop its structure and propose a method more aligned with our needs.

- **Scheduler** (*full implementation through data monitoring*): activation and data collection for the assembly department are yet to be completed. We anticipate closing the project within the next fiscal year.

- **New calculation structure in the the ERP Panthera** (*used in sales cost analysis by the new Management Control department*): some data entry rhas yet to be completed, with the project considered 90% complete.

- **X Easy Platform** (*intended to gather predictive and performance data from the Rackon X actuator*): the platform is activated but not yet launched on the market, pending the receipt of a patent..

2024 Goals

Continuing the challenging objective of automating our business processes to optimise efficiency, **Artificial Intelligence** is proving a valuable tool for internal organisational development. Therefore, the following projects will be launched:

- **Indigo Chat Bot**: Integrating Artificial Intelligence into our corporate ecosystem is a strategic step towards innovation. Our goal is to develop a virtual assistant within our institutional portal, using both conversational and generative AI. This tool will guide our web users during navigation and, above all, offer advice in the purchase of our products. This tool will offer a smart service to our customers and will optimise response times, thus improving our internal processes. Throughout 2024, we undertake to train technically the bot on our VIP and VIP EVO products, to test the tool internally, and to launch the Go Live phase to gather initial feedback and fine-tune it if necessary. The project will extend into 2025, with the inclusion of other product families.

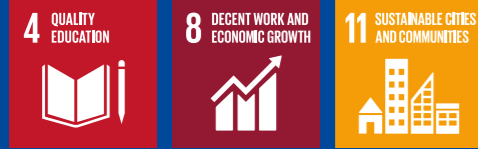
- **Production process analysis software**: this project stems from our desire to analyse and develop data collected by the software Movicon, already used in the company, for the purpose of enhancing them and obtaining information useful to improving our production process. The data obtained, currently interpreted as final data, will be linked to machinery operation (e.g., downtime, cycle times, rejects, etc.) and compared with quality control activities. The objective is to minimise waste, maintain high quality standards, streamline the quality control department's operations and provide a tool life cycle analysis. This will allow us to take predictive action to optimise tool usage in production and reduce the risk of potential production stoppages. The initial phase, which will continue throughout 2024, will focus on precise data collection aimed at consolidating the database and making it available for our supporting partner throughout the development. The next phase, planned for 2025, will involve our partner analysing the collected data and providing a new customized software.

- **Extended CRM**: its development arises from the need to streamline and make more user-friendly the collection, input and consultation of information regarding our commercial partners, gathering the data into a single software. A custom software will be created for the intelligent collection of data, making them available to all the company departments involved and constituting our corporate asset—a precise and evolving database. The first phase of this two-year project will analyse information currently stored in other administrative databases using Artificial Intelligence to map existing processes. The subsequent year will focus on software development and its full deployment in the company.



THE SECOND PURPOSE OF COMMON BENEFIT

PURPOSE 2



To promote professional training and qualification, encouraging socialising and dialogue within the community by supporting social and cultural recreational initiatives, association activities and sports.

ETRIC 1: INCREASE THE NUMBER OF HOURS OF TRAINING FOR SAFETY AND TECHNICAL AND PROFESSIONAL GROWTH OF ITS PEOPLE

During this business year, OMAL delivered a total of 1,410 hours of training, including:

- 480 hours of mandatory training
- 930 hours of training for professional and personal development
- 75% of the company workforce was involved in the company training programmes.

Rispetto agli obiettivi posti precedentemente, riportiamo gli sviluppi in ambito formativo messi in atto.

After analysing various specialised platforms for training management, we chose the module by **Zucchetti**, whose software the company plans to implement also for processing wage slips with an external consultant and related internal management. Due to the scope of data migration, this project will not be finalised before 2025. In the meantime, we have chosen to activate the **HR module** by Panthera. For reasons of authorisation levels, the system does not communicate with the current employee database software; despite this, the features of this module enable optimal monitoring of training hours, data querying and statistical data management.

The **InformAzione** project (see Impact Report 2022) aimed to explore employee interest in courses through surveys or focus groups. However, we opted for a different approach, relying on the support of department managers to gather information on employee needs and interests. This decision was made considering that the workforce had already been involved in materiality surveys and focus groups for the PON Project (as explained in Metric 3). The goal was to avoid overburdening employees with additional surveys. We gathered valuable insights from the managers which allowed us to scout training companies to identify the best support for our company.

This process led us to identify a couple of potential partners with whom to develop collaboration in the coming year.

Finally, activating the HR module of Panthera software laid the groundwork for improved organisation of training, with more effective monitoring and management of training activities within the company.



2024 Goals

For 2024, we commit to consolidating the use of **Panthera software** for planning, scheduling and recording both technical and cross-functional training. This is a significant step in our path of continuous improvement of the skills of our employees.

Secondly, we undertake to organise a series of internal courses focused on our products. These training sessions will be led by representatives of the **Technical Department** and will include varying levels of advanced technical learning, depending on the department of the participants. Our goal is not only to bridge any gaps in expertise, but also to engage all employees who have fewer opportunities to familiarise themselves with our products. We firmly believe that by making our employees feel more involved and an integral part of the “company project,” they will be better motivated to work as a team towards a common goal, thereby becoming active contributors to our business success.

Furthermore, through this training cycle, we will provide visibility to some of our colleagues from the Technical Department, enabling them to contribute in new capacities. This is an opportunity to develop public speaking and effective communication skills, which we consider crucial in today’s work environment. This training support will also extend to employees at our American subsidiary through **on-the-job mentoring** involving technicians who will offer their support on site and in person, on rotation for one week a month. This combines training with an opportunity to demonstrate closeness and support that overcomes geographical distance, providing all necessary tools to transmit and develop the know-how of the parent company.

Lastly, driven by our desire to recognise the added value of the expertise acquired over the years by internal collaborators, we have decided to create the new professional role of **Sales Trainer**. This figure will develop specific training programmes for Area Managers, with the goal of combining technical knowledge of products with the best commercial approach for channelling information externally, responding ever more efficiently to market demands.



METRICA 2: DONAZIONI BENEFICHE E CULTURALI A SUPPORTO DELLE COMUNITÀ

In 2023, OMAL remains committed to supporting the local community through various channels: During the year, the company identified a partner with whom to establish an ongoing partnership. OMAL demonstrates concrete commitment to sustainability and attention to vulnerable groups through its collaboration with **'La Casa delle Donne'** in Brescia. This organisation offers support to victims of domestic violence, helping them break free from abusive situations and reintegrate into the world of work. This collaboration is a tangible example of our corporate social responsibility. The donations, both financial and otherwise, demonstrate a consistent and concrete commitment to supporting vulnerable women and caring for their welfare. By promoting collaboration within the company, the intention is to encourage employees themselves to support the association, even individually, through volunteer activities, with the aim of strengthening the bond between the company and the local community. The significant impact on the lives of those involved contributes to creating a more empathetic and supportive work environment.

We continue to support the association **'I Bambini delle Fate'**, a social enterprise that provides financial support to social inclusion projects managed by local partners and associations for the benefit of families living with autism and other disabilities. Once again, the company seeks to influence positively the inclusive approach of its workforce, which has always responded actively and sensitively to these issues.

Lastly, we would like to mention our support for **schools**, which included hosting six pupils on work placements involving the following company departments: Communication, Production, and Quality and Safety. Additionally, we had the opportunity to respond to information requests for research or surveys from eleven university students through participation in questionnaires and interviews. Among these, we are proud to have supported two young students who chose our company as a case study for their thesis projects.

2024 Goals

In 2024, our organisation is committed to **continuing our collaboration and support for the associations** Casa delle Donne and I Bambini delle Fate. We recognise the fundamental importance of their work and are honoured to contribute to their progress. Additionally, we will continue to support local schools by providing work placement opportunities and accepting requests for interviews for thesis projects and university research. We firmly believe that education is a fundamental pillar for the development of society and our intention is to contribute actively to the training of future professionals.

Finally, we will evaluate the **possibility of partnering with a technical college** to develop a project that adds value to both the students' education and our business. Our goal is to foster an environment in which students can gain practical skills and insights into the world of work, and at the same time provide our company with an opportunity for growth. We aim to value the students' work, establishing a partnership based on responsibility and mutual respect, which are important values for nurturing tomorrow's talent.



METRIC 3: PLENARY MEETINGS WITH ALL ASSOCIATES ('EMPOWERED DAY' AND EVENTS FOR ALL WORKERS)

In 2023, employees continued to play a central role in our customary summer and winter company events. These important moments of sharing allow employees to feel close to ownership, in an informal and enjoyable setting that involves everyone in a kind of extended team building: departments mingle, new hires get to know each other, relationships are strengthened and collaboration grows. Empowered Day also aims to engage the entire workforce in business developments, sharing our achievements and new goals to which to aspire. In addition to the usual corporate events, the company organised two equally important meetings:

- with the **General Manager** for the entire workforce: in the light of recent company decisions that have had a company-wide impact, the General Manager and HR met individually with all the departments. The purpose was to address the natural concerns provoked by these developments, respond to any requests for clarification, and convey a message of closeness that remains central even in an evolving situation.
- with **second line/associates** to present the new company strategy: Ownership and the General Management organised a meeting with the main close associates of Managers to share with them the new company strategy. The aim was to involve and empower those who, alongside the Front Line, concretely implement the strategy.

Alongside these events, we continued our collaboration with the Università Cattolica through the **'PON Project'**, which this year involved feedback from focus groups to representatives from the various departments. The researcher from the Università Cattolica del Sacro Cuore presented the results, highlighting OMAL's strengths and areas for improvement based on responses to the questions:

1. *what do people look for in their organisation?*
2. *what does it mean to create sustainable working conditions?*

The project then focused on the Managers, conducting one-on-one interviews: those directly involved in the start of OMAL's sustainable pathway reflected on the steps of development; while the others discussed a shared representation of what 'green' means and the degree of its alignment with existing practices.

È We launched the Edenred **Welfare platform** with an annual credit of €2,000 per employee. Furthermore, the company engaged an Edenred consultant and the HR department for four support sessions for employees who were still not confident using the platform after the training.

Finally, with the support of the coaching and training firm Helmut Rauch, OMAL structured a Strategic Alignment pathway involving the Front Line. The training included: individual interviews, personality assessment (MBTI) with feedback, an introductory seminar, strategic alignment workshops and a final workshop. In the 24 hours spread over three days, Managers identified 12 areas for improvement and set self-assigned goals. These objectives were translated into projects to be developed in 2024 under the supervision of the General Manager, who also participated in the training



Obiettivi 2024

For 2024, the company maintains its goal of holding two ordinary **company meetings** to strengthen internal bonds and allow management to present future objectives and business developments. In addition to this, we continue our collaboration with the Università Cattolica del Sacro Cuore through the PON Project, through which the company **actively listens** to its workforce, not only regarding the company climate but also, crucially, on the actions required for **collective well-being**. While the focus during the second year centred on the front line, in order to build a shared representation of the meaning of 'green' understood as the 'non-wasting of internal resources', this final phase of the project aims to work on the awareness of the workforce on the meaning of sustainability within the company. Therefore, two departments, administration and production, will be involved. This will be an opportunity for these resources to identify and self-assign even simple activities that could be introduced towards fostering a sustainable corporate culture within the company. Moving away from the concept of sustainability as only 'care for the environment', the aim is to focus on actions that create a virtuous cycle of positive behaviours that enhance the resources that make up the company. The ultimate goal is to empower every resource to feel actively involved in the company's growth and the strengthening of its organisational culture.

Another project we plan to launch in 2024 is **'Pole Position'**, a professional growth programme involving 13 colleagues selected from all company departments. This personal development process will address topics such as communication, time management and leadership. Group lessons will be alternated with one-on-one sessions with the HR department to enable each participant to personalise the programme according to their needs. The objective is to provide the tools needed to become a reference point for the company, their respective supervisors, and their teams, transmitting the company's values and strategy.



THE THIRD PURPOSE OF COMMON BENEFIT

FINALITÀ 3



To create an inclusive and proactive work environment that ensures rights and duties, protects health and safety and supports corporate welfare measures.

METRIC 1: NUMBER OF SPECIFIC REPORTS ON HEALTH, SAFETY AND SUSTAINABILITY. PROMOTE COMMON AWARENESS AMONG ALL EMPLOYEES TOWARDS AN INCLUSIVE AND SAFE WORKING ENVIRONMENT

During 2023, we continued with that implemented in 2022 through the use of the anonymous **QR Code** reporting system, receiving the following number of reports:

- Reports on Health and Safety issues: 4 → all resolved
- Reports on Sustainability issues: 10 → all reviewed by the Board, 1 approved
- Generic reports: 13 → all analysed by relevant departments, 50% addressed

Management chose to act on one of the suggestions received through this channel by creating a relaxation area at the Rodengo Saiano plant that will enable employees to complete their lunch break in a welcoming and comfortable environment. The main objective is to listen in an active and responsive manner to the requests from our internal stakeholders. Simultaneously, we aim to use this opportunity to establish an area specifically dedicated to socialising. Given that this suggestion arrived towards the end of 2023, we undertake to implement the proposal in 2024.

2024 Goals

In addition to developing concretely the report made in 2023, we are committed to maintaining the goal of collecting all incoming reports and informing employees on the actions taken.

For 2024, the company also aims to translate being a *Benefit Corporation* into an organisational approach that views employees as being of central importance to our activities. For this reason, we aim to launch the **'BenEssere'** programme, which includes a series of projects focused on the holistic well-being of our entire workforce.

The first step of this journey will offer employees the opportunity to volunteer in an in-house cancer screening programme, in collaboration with specialist associations, with the aim of reinforcing the importance of protection and prevention when it comes to health. The second project involves installing dispensers for natural and sparkling water in our facilities. This will give all employees access to fresh water whenever they need, free of charge.



Thanks to the personal thermal flasks that will be provided, we aim to reduce drastically the use of plastic, minimise waste and foster sustainability, helping to preserve natural resources and combat pollution. Throughout this year, we will also be engaged in implementing the Organisational and Management Model according to Legislative Decree 231/01, with the objective of establishing a set of rules and procedures defining the company's internal organisation, management and control system, aimed at preventing or counteracting the offences sanctioned by the aforementioned decree. The initial phase will involve the development and implementation of the model, followed by specific training for staff with internal and external dissemination of this significant new step for OMAL towards continuous improvement.

METRIC 2: NUMBER OF NON-COMPULSORY MEETINGS WITH RLS (WORKER'S HEALTH AND SAFETY REPRESENTATIVES)

The objectives outlined in the 2022 report have been met, thereby reinforcing the internal process aimed at monitoring health and safety activities and planning possible actions for improvement.

- Meetings with RLS: 4
- '100% Safe' meetings: 6
- Reports-proposals on Health and Safety 4 (3 reports + 1 near miss)
- Number of planned and implemented activities: 24 (20 closed and 4 open as at 31.12.2023)

For the coming years, we undertake to **maintain the number of meetings** with RLS and Plant Managers (supervisors). The aim is to use these sessions as opportunities for two-way discussion in order to gather insights, and implement new health and safety initiatives. This commitment aligns with the approach that led us last year to obtain **ISO45001:2018** certification, focusing on improved management and prevention in the area of occupational health and safety.

METRIC 3: SPECIFIC MEETINGS - 'OMAL SUSTAINABILITY WORKING GROUP'

Throughout 2023, as planned, we organised a series of meetings aimed at creating and implementing strategic projects to promote sustainability within our organisation. We convened two meetings with our **Sustainability Team**, a multidisciplinary group comprising representatives from CSR, QHSE, Technical and Production Departments. These meetings led to the planning of five additional sessions, expanding participation to include other corporate functions such as Purchasing, IT, Assembly and General Management. These meetings generated a range of innovative proposals. Some of these have already been presented in our previous metrics, such as EPD Certification, the Energy Consumption Dashboard, and the development of a related index. These projects have been approved, and we plan to complete them in the coming year. Simultaneously, other projects are still under evaluation, but we are optimistic about the possibility, depending on circumstances, of going ahead with them in the coming years.



2024 Goals

In the upcoming year, our organisation aims to intensify its commitment to sustainability, setting the primary goal of planning meetings of proven effectiveness that bring us closer to creating a long-term sustainability plan.

To achieve this goal, we undertake to plan meetings between the CSR Department and General Management. These sessions will involve sharing medium-term strategic business objectives (two-year or three-year) and translating them into specific ESG targets. This reflects our intention to integrating increasingly our sustainability strategy with our business strategy.

We set a realistic goal of organising three meetings over the next year. This will ensure consistent alignment with our action plans and foster collaboration towards achieving our objectives.

TECHNICAL NOTE: MEASUREMENT METRICS

Please note that the measurement metrics for each individual objective may be subject to specific changes and contextualisation in consideration of the new targets in order to ensure optimum reporting on the pursuit of our goals and to assess in detail the achievement of our upcoming targets.

PROCESS OF DEVELOPMENT, FROM ANALYSIS TO DEFINITION OF OBJECTIVES

The reporting activities spanned approximately 5 months, from December 2023 until the approval of the budget and can be summarised in the following main phases:

Collection, verification, and analysis of data and information received

Efforts were made to structure an internal data collection system ensuring complete traceability of the data used in this document to ensure its accuracy and correctness, while also ensuring full compliance with transparency criteria. All non-financial data were requested and collected centrally by the CSR & HR department, assigned by senior management to take care of the reporting activity. Once the reliability of the data and information was verified, an analysis was conducted to select the most suitable indicators to measure the impact of the company's actions implemented in 2023, in line with its common benefit purposes.

Overall impact assessment

The collected data were used to chart the overall impact of the company through standards created by independent third parties, as required by the regulations on *Benefit Corporation*. Impact was measured using the Benefit Impact Assessment, which analyses the areas of Governance, Workers, Community, Environment and Customers, providing a single overall rating.

Drafting the Report

In accordance with the legal requirements for *Benefit Corporation*, the report was approved by the Board of Directors on 31.05.2024.

Graphics and text

To make the information contained in the report more intelligible, we created a report that lends itself to different levels of reading through graphic design and layout.

THE CREATION OF VALUE OVER TIME

Being the best company for the world, people and the environment comes before being the best company in the world. This simple yet compelling concept shapes our values and is what drove us to become a *Benefit Corporation*. As a company, OMAL embraces this legal form naturally. Therefore, we work and invest resources to contribute to the company's growth and improve quality of life in society.

OMAL believes in its values and seeks to share them in order to grow together and help to create a future of opportunities and well-being for all. Thus, we take on the responsibility and duties towards our employees, customers, society and the environment.

Our intention is to develop strategies and implement actions that enable us to transform our business into a **positive force for change**. We firmly believe that we can build a better future in which businesses thrive to preserve and safeguard the well-being of the community and the world. Each year, we strive to identify achievable goals for the common benefit.



Si riassumono di seguito gli obiettivi per il 2024:

	PURPOSE I	PURPOSE II	PURPOSE III
METRIC I	<ul style="list-style-type: none"> • Continue ARES valve testing. • Launch EPD certification process. 	<ul style="list-style-type: none"> • Consolidate use of HR module in Panthera for training. • Organise internal technical courses both in the parent company and in the US branch. • Create a new role dedicated to Sales training. 	<ul style="list-style-type: none"> • Share reports through the QR Code system. • Launch the 'BenEssere' programme. • Integrate the Organisational Model according to Legislative Decree 231/01..
METRIC II	<ul style="list-style-type: none"> • Connect photovoltaic system. • Create a sustainability index to obtain a performance indicator. • Install a Uninterruptible Power Supply connected to the plant's autoclave. 	<ul style="list-style-type: none"> • Continued collaboration with and support for local associations. • Support for local schools, both through work placements and for interviews. • Launch, where possible, a partnership with a local school. 	<ul style="list-style-type: none"> • Maintain the number of meetings with RLS and Plant Managers (supervisors).
METRIC III	<ul style="list-style-type: none"> • Launch Chat Bot. • Develop phase 1 of the 'Production process analysis software'. • Develop phase 1 of the 'Extended CRM project'. 	<ul style="list-style-type: none"> • Conduct two plenary meetings. • Partnership with the Università Cattolica del Sacro Cuore through the PON project. • Launch the 'Pole Position' 	<ul style="list-style-type: none"> • Schedule 3 meetings between the CSR Department and General Management.



CONCLUDING REMARKS

Regarding the objectives we set last year, we are proud to say that we have achieved nearly all of them, with the exception of some activities involving processes that require some time to complete. In terms of the impact generated, OMAL's *raison d'être* as a *Benefit Corporation* appears to be working effectively. At the same time, we recognise that systematising certain aspects would improve our progress and the measurement of created value. Specific objectives have therefore been set for 2024 in this regard.

Internally, we are facing an ambitious challenge: our current organisation works well, but we aim to ensure more precise long-term sustainability plans. Concentrating key skills in few individuals can adversely affect overall productivity and thus our expected result. However, our goal is clear: to progress towards transforming our organisational structure into an even more robust business model.

Through our strategic pathway, we have reached the conclusion that it is the organisation itself that is the catalyst for OMAL's growth in this cycle. Our development will depend on our ability to grow as a company, maintaining balance and synergy between financial results, competitiveness, and social impact, without overburdening the organisation. We have already initiated significant internal changes in the early months of 2024, strengthening people's skills and moving in the right direction. We are confident that we are on the right path, driven by the desire for continuous improvement.

OMAL declares its commitment to achieve all the set objectives for 2024 and to pursue with determination the purposes and goals outlined in this report.

A special thanks go to all colleagues who contributed to the drafting of this document and to everyone who will take the time to read this Impact Report.

OMAL S.p.A. Società Benefit
Rodengo Saiano (BS), 29.03.2024



OMAL S.p.A. Società Benefit



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