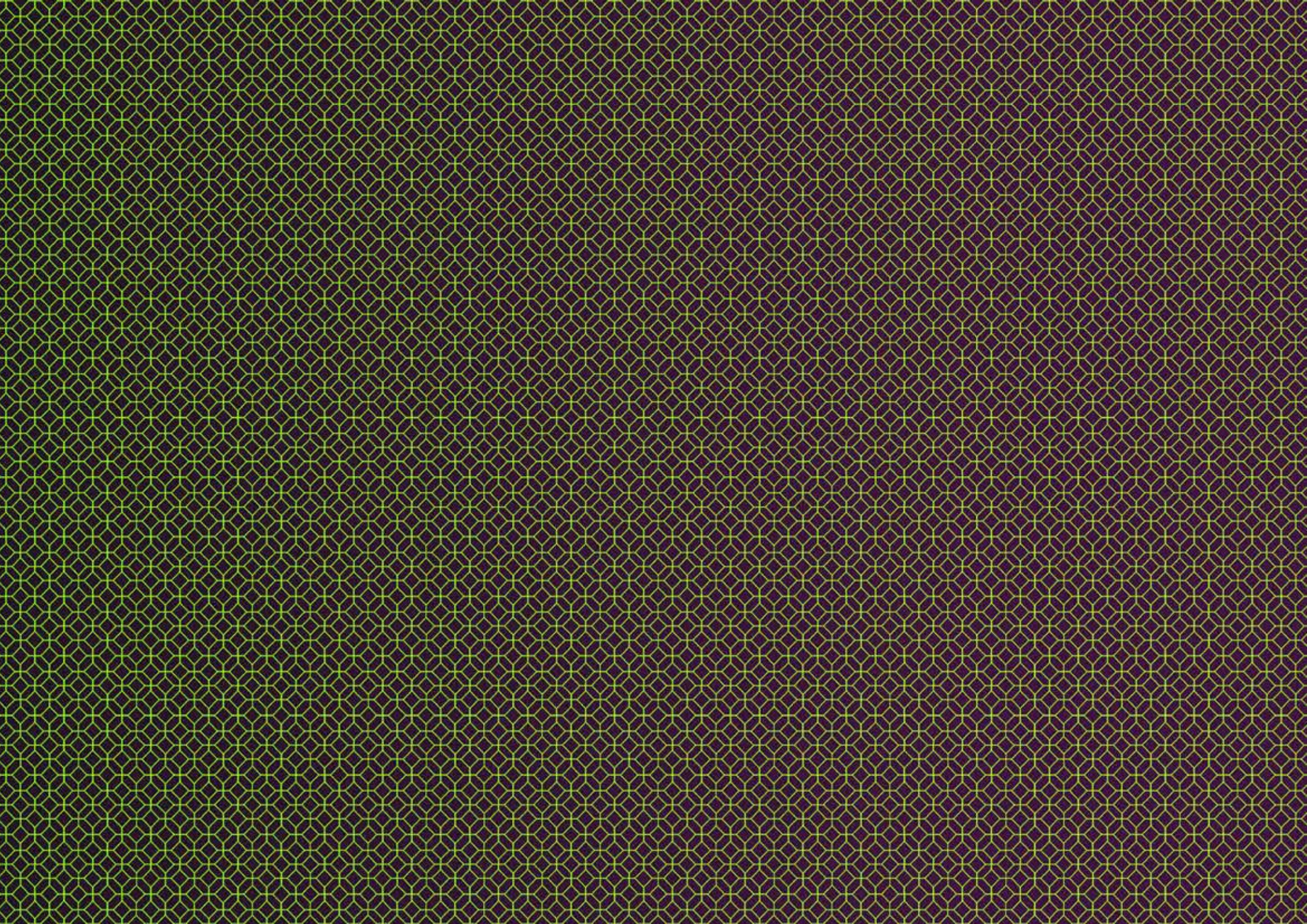


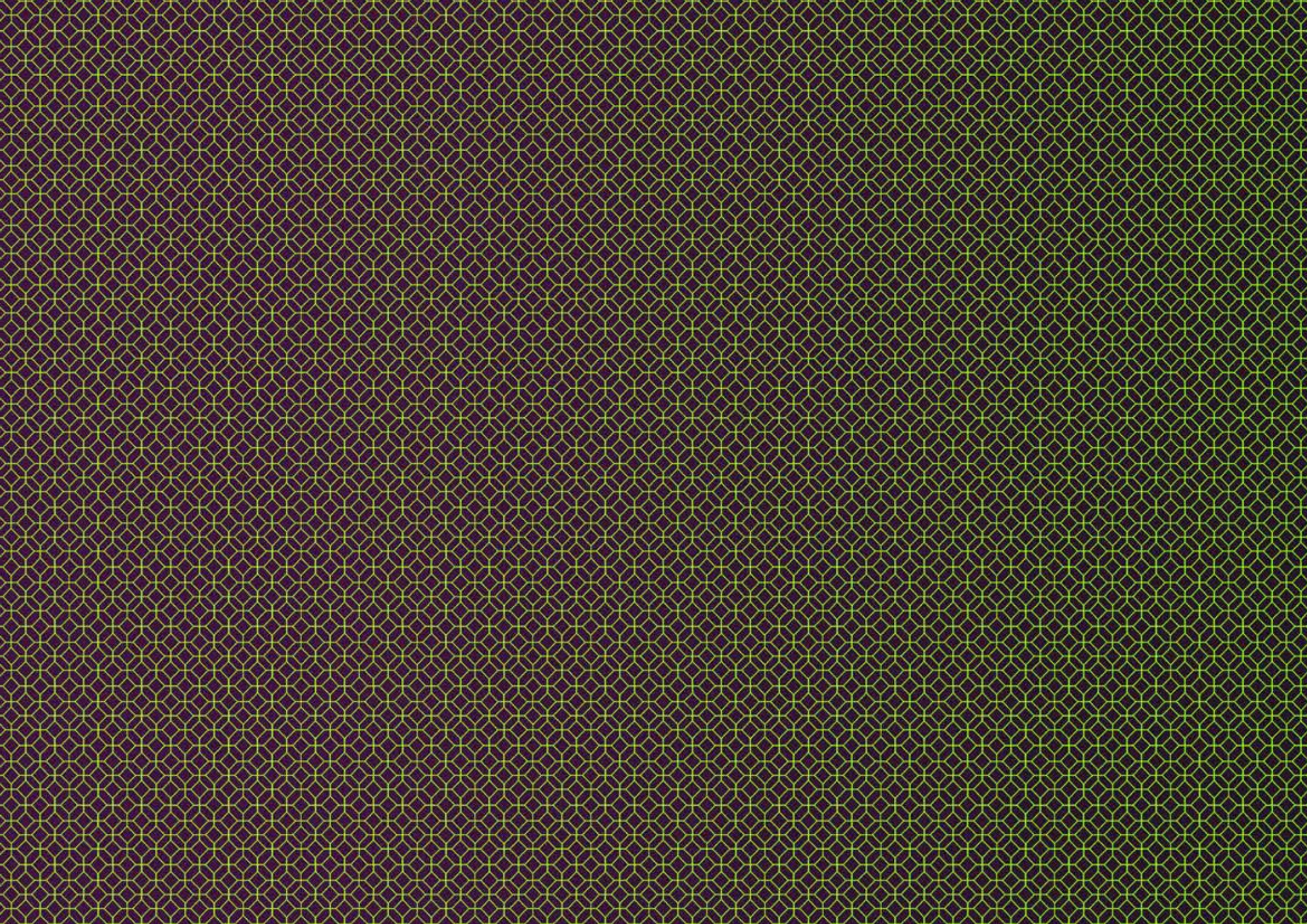
 OMB SALERI

SUSTAINABILITY REPORT

2022

WWW.OMB-SALERI.IT









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NOTE ON METHODOLOGY

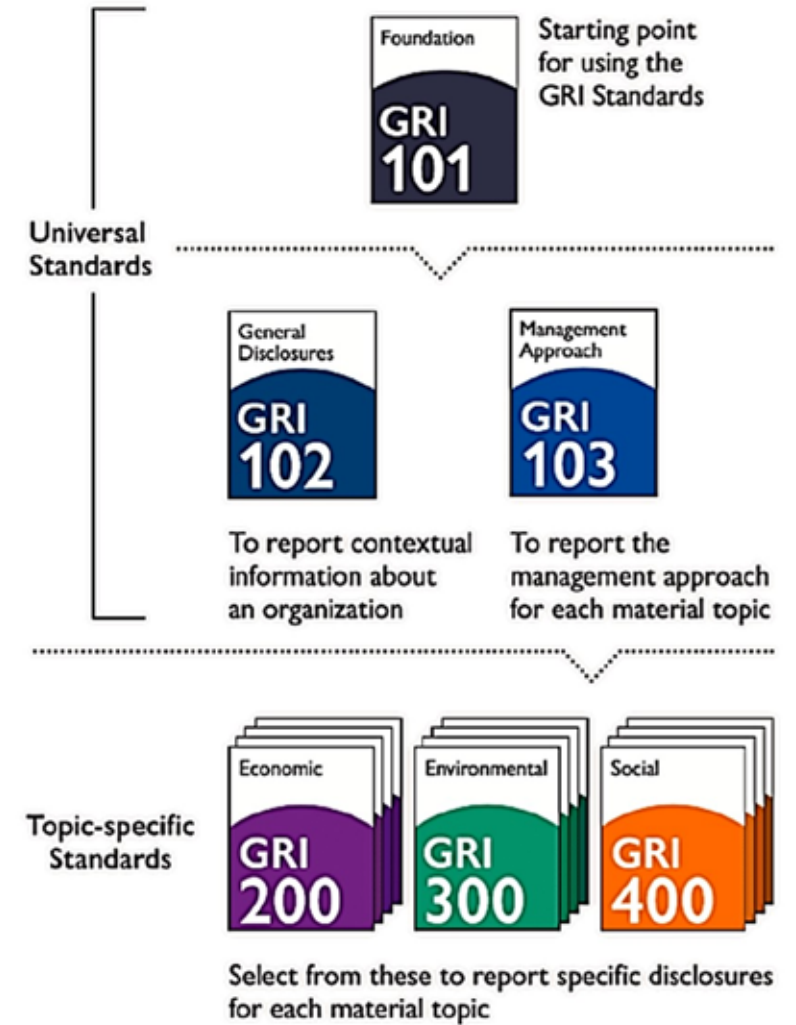
OMB Saleri s.p.A SB has drawn up the second edition of the sustainability report with the aim of communicating to its stakeholders (internal and external) the virtuous initiatives put in place by the company about environmental sustainability, social and governance.

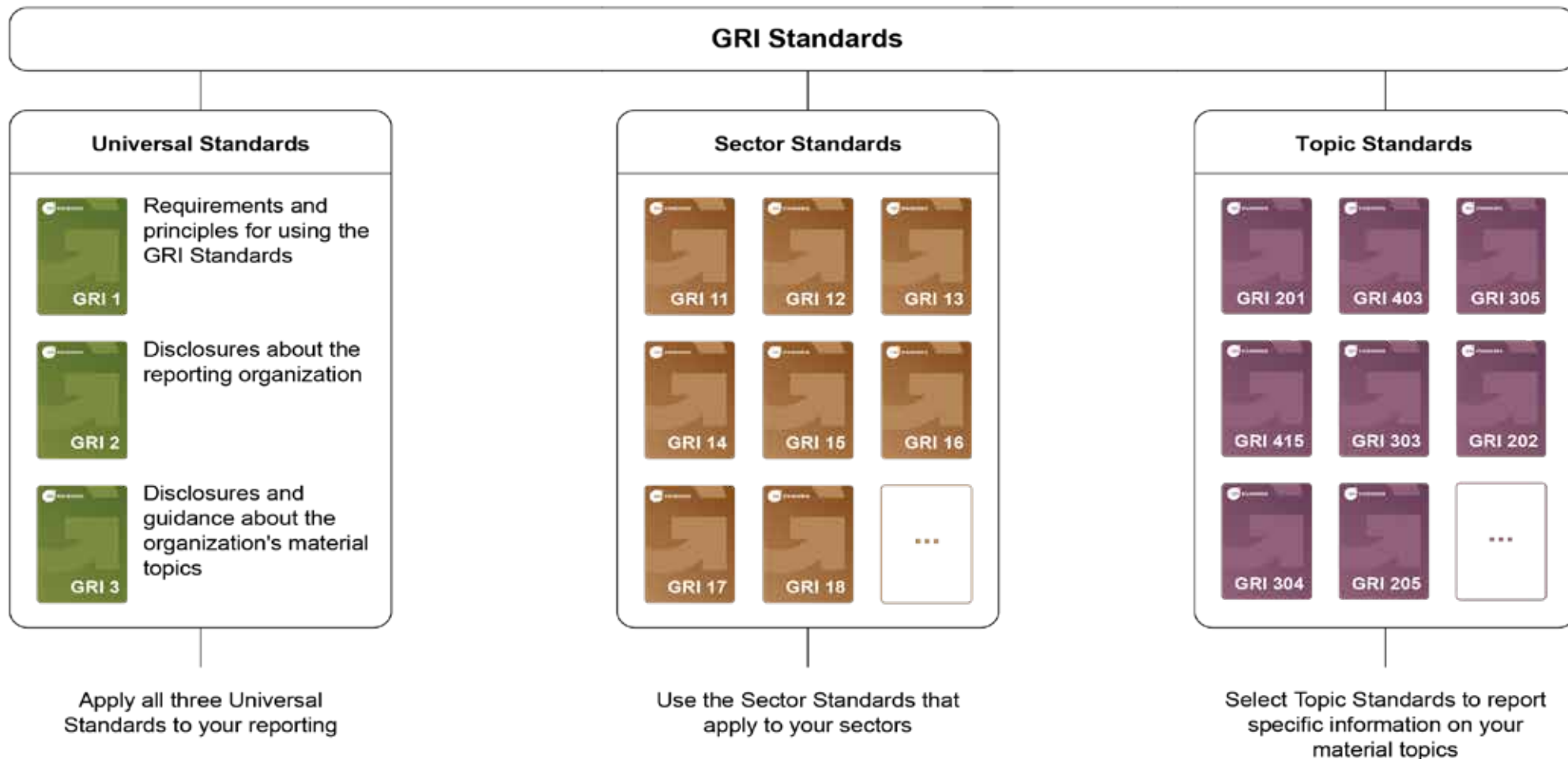
The report has been drawn up with the support of the consulting firm Fedabo SpA SB according to the option “with reference to” of the international standards GRI (Global Reporting Initiative) used as a source to identify indicators about reporting qualitative and quantitative information for the year 2022.

In 2021 it was shared a revision of the GRI Standards , made effective for reports drawn up starting from 01/01/2023, which involved a change in the definition of the standards in use and the introduction of new indicators with the aim of making the sustainability report increasingly clear and suitable for the different realities to report.

Specifically, the previous definitions provided the Universal standards (called 101, 102 and 103) and the specific standards subdivided by Environment, Society and Governance (GRI 200, 300 and 400), each further divided into sub-topics identified with a sequence number.

The new Standards use a different approach which includes: GRI 1, 2 and 3 for Universal Standards (GRI Universal Standard); 40 industry Standards (GRI Sector Standards) specific for the category in which the company falls and identified by GRI 11 until potentially 199; Standards of Topic (GRI Topic Standards) from GRI 201, applicable to each material theme identified as relevant.





The contents of the document have been identified according to the principle of materiality, selecting the most significant issues for the sustainability of the organization and derived from the interaction between the organization itself and its stakeholders, selected on the basis of the degree of mutual influence between the same organisation and the identified actors. Correlation with the Sustainable Development Goals is also proposed for each reported issue. Stakeholder involvement have taken place by means of interviews and dedicated questionnaires which have allowed to identify the material issues of the company. Among the categories involved, there are institutional

bodies, trade associations, training bodies, suppliers, consultants and collaborators, customers, employees, media and credit institutions. In 2022 it was decided to maintain the same material themes identified in 2021, in order to allow a coherent comparison, suggesting its reading through an analysis of the company's impact on the environment, community and economy. In 2022 it was decided to maintain the same material themes identified in 2021, in order to allow a coherent comparison, suggesting its reading through an analysis of the company's impact on the environment, community and economy. While in the previous report

only the potential (future) impacts, both negative and positive, were analysed, estimating its their magnitude and the probability of the occurrence, this year an analysis of the actual (positive and negative) impacts of the company in the above mentioned areas was also carried out. The individual issues reported are introduced with reference to the individual company OMB Saleri SpA SB, reporting the period from 1 January 2022 to 31 December 2022. The document contains information on the previous three years (2020-2022).

LETTER TO STAKEHOLDERS

The presentation of the first social report of last year indicated the principles that inspired us to formalize our adherence to the ESG protocols and to give foundation to the decision to be Society Benefit. We took the responsibility of managing OMB by pursuing economic results with respect for the environment and people.

Putting together the search for efficiency with the pursuit of ESG protocols has required and always requires great managerial skills and deep values beliefs; the daily choices do not always present easy solutions. To guarantee that our industrial identity and our development strategies are based on the three pillars of ESG principles, there is the reaffirmed commitment of the Management to have a dedicated HR department composed by specific professionalism and equipped with financial resources, annual budget, necessary to oversee all the activities that fall within the theme of sustainability.

Not to mention the in-house payroll service, highly appreciated for their immediate answers to employees; HR department consists of 6 people three of whom are psychologists. This allows us to give substance to adherence to the ESG principles.

HR departments plans the activities of the Academy for the education of Omb workers , it organizes initiatives for health - breast screening for young women, seminars on healthy nutrition, information courses on the education of children; it also carries out surveys about the company climate for the prevention of misconduct between colleagues.

The Sustainability Report, divided among “social”, “governance” and “environment” areas, details all the initiatives carried out during 2022. It is sufficient to recall that the hours of training, net of those dependent on legal obligations, were over 6,000.

We do proudly affirm that in OMB ESG issues are daily practices and are a substantial part of our essence of modern and innovative industry.

The theme of staff recruitment is substantial especially about the one of high professional figures, and there is no doubt that in the future, also in view of the decrease in births, the recruitment of new people will be a critical topic.

The company of tomorrow will have to be attractive and engage young people also in terms of values. In a context of full employment and low availability of technical skills, we have the opportunity to turn the workplace into a community in which it is constantly practised attention to people and the environment. Young people are no longer just looking for a job, whatever it is, but they choose to apply for a place in which they can feel involved and active subjects to redefine the world of the factory as a factor of sustainability and inclusiveness in the territory in which it operates.

Paride Saleri

President of OMB Saleri S.p.A. SB

WHO WE ARE

OMB Saleri was founded in 1980 with the name of Officina Meccanica Bresciani. The production has been dedicated for many years to small metal parts and valves for domestic gas use.

Over the years, the production grew and the original Officina Meccanica Bresciani snc was transformed into OMB Saleri Ventilgas srl and later into OMB Saleri SpA.

In the 2000s it started producing valves for the management of LPG and methane, both dedicated to automotive field, so as to reach the hydrogen market thanks to the important push on product and process innovation which do characterize it as a technologically advanced mechanical company.

Nowadays Omb constitutes an excellence in the world automotive market and an admired Italian participatory factory model, which has almost 250 people with an average age below 40 years.

OMB was one of the first companies to take action in the field of Corporate Social Responsibility (CSR), through the development of initiatives such as a kindergarden, a company library, a flexible working time, an Academy of continuous education for everybody and another set of benefits that are going to be introduced in the present document.



BUSINESS UNITS

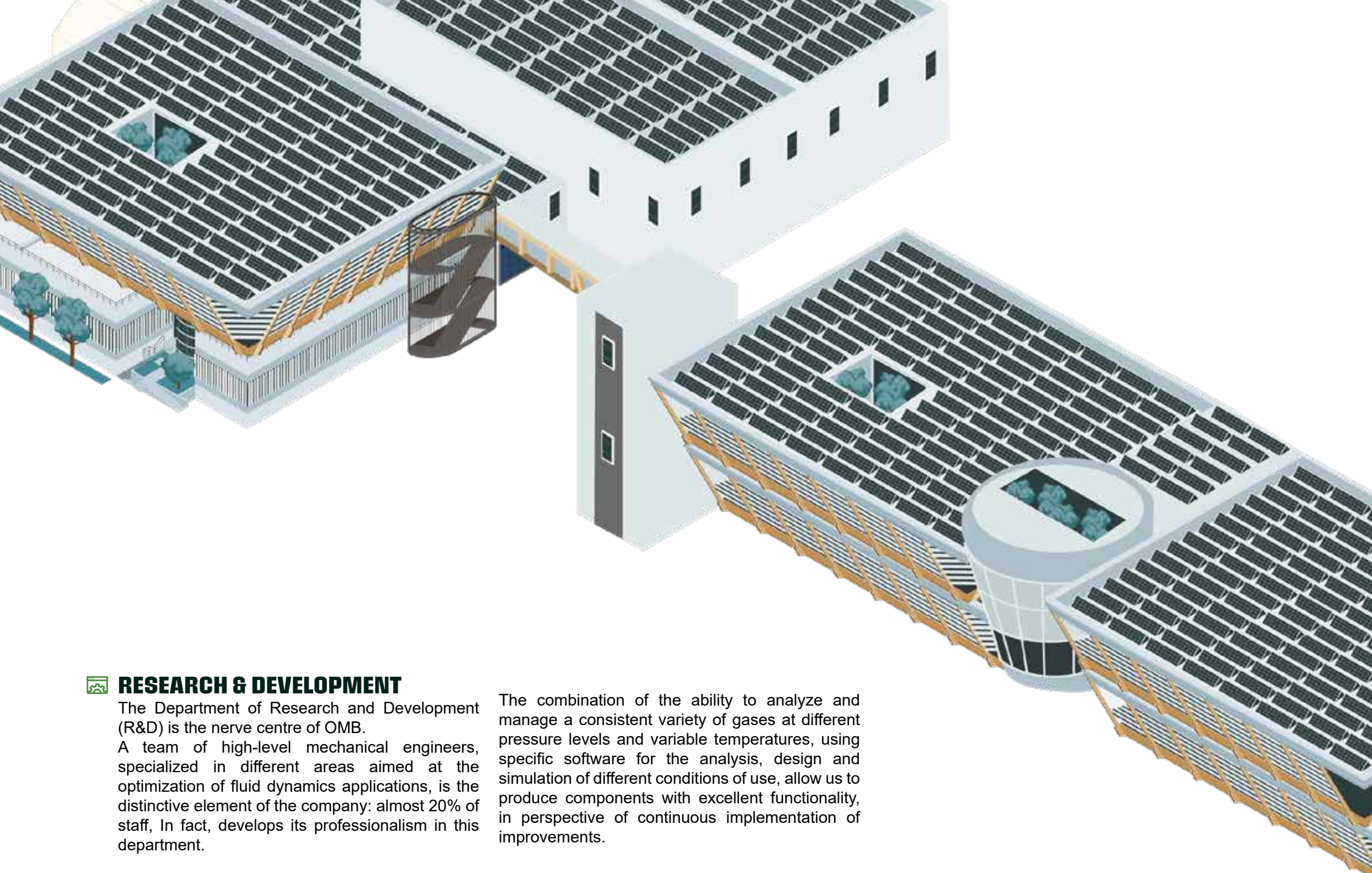
In the years, the company has been structured into 5 business units:

- Hydrogen division**, where valves and components for hydrogen mobility are produced, both for the storage system and for that fuel cell
- Automotive division**, which is focused on the development of valves for gas mobility
- Household Applications division**, which manufactures valves and safety devices for gas and water
- Metal machining division**, providing precision and customized machining
- Aerospace e Cryogenics division**

CUSTOMERS

The recipients of the OMB production are the main original component manufacturers in various countries where the automotive sector, and especially the one oriented towards renewable sources, is particularly active (Germany, Northern Europe, China, Canada, United States). Other customers of OMB are the European Agencies for projects on hydrogen ships and trains and the European Space Agency.

With Bosch, the well-known company and the world's largest manufacturer of automotive components, has been signed an effective collaboration aimed at developing valves and pressure regulators for hydrogen tanks, element which the German company identifies as an essential protagonist in the mobility of the coming years.



RESEARCH & DEVELOPMENT

The Department of Research and Development (R&D) is the nerve centre of OMB.

A team of high-level mechanical engineers, specialized in different areas aimed at the optimization of fluid dynamics applications, is the distinctive element of the company: almost 20% of staff, In fact, develops its professionalism in this department.

The combination of the ability to analyze and manage a consistent variety of gases at different pressure levels and variable temperatures, using specific software for the analysis, design and simulation of different conditions of use, allow us to produce components with excellent functionality, in perspective of continuous implementation of improvements.

OMB SALERI FROM ITS ORIGINS UNTIL TODAY



1980

Acquisition of a small warehouse (Officine Meccaniche Bresciani) producing brass nuts in Prevalle (BS)



1988

Acquisition of O.A.R.A., a small company with a know-how linked to an economic product extremely in demand: LPG valves



1990

Market consolidation for LPG valves in Europe, Asia and Africa



2002

The new company division specialized in Compressed Natural Gas (CNG) for the automotive sector is born



2008

OMB opens a sales office in China and a small production site in India



2015

350 and 700 bar hydrogen valve lines achieve EC79, R134, HGV 3.1, HPRD.1 and KHK certifications enter the market



2013

Collaboration with Daimler Mercedes for the first studies on hydrogen valves



2019

First aerospace project launched



2023 2028

Growth and innovation in the hydrogen market and forecast of increased market share in the aerospace and cryogenic sector



2021

Development contract and license with Bosch for the production of valves and pressure regulators for hydrogen tanks



2020

Obtaining of ISO 9100 certification.



2018

The concept of profit sharing is introduced: a part of the profit earned in the year is equally distributed among employees



SOME NUMBERS OF OMB

- +18% value generated compared to 2021
- 245 employees
- 28.5 average hours of training per employee
- 100% access to welfare
- 25% of employees under 30
- 47,904 hours of R&D
- +4,500 m2 of production facilities
- 100% electricity from renewable sources

WHY HYDROGEN?

Hydrogen is a chemical element in the periodic table and is the most abundant in the Universe.

It is an **INEXHAUSTIBLE** source, unlike oil, hydrogen will always be there. It is indicated with the letter H and, by virtue of the position it occupies, it is the lightest of all.

WHERE CAN WE FIND IT ?

On Earth it is widely present in water, in organic compounds and in living beings; we find it in the stars in the gaseous state.

Despite being the most abundant, it is difficult to find it in its pure state (e.g. water).

IS IT POLLUTING?

Hydrogen is a fuel with little pollution and a great calorific value that makes it particularly efficient. Unlike other fuels that have a strong impact on our planet, it does not cause acid rain, does not reduce ozone and does not generate dangerous emissions. It is therefore an alternative energy source of easy application.

THE ADVANTAGES

The advantages of hydrogen are numerous: thanks to a high energy density related to weight and to the possibility of obtaining it from many sources, it allows to reduce dependence on oil and the necessary diversification of energy sources.

LOCAL PRODUCTION

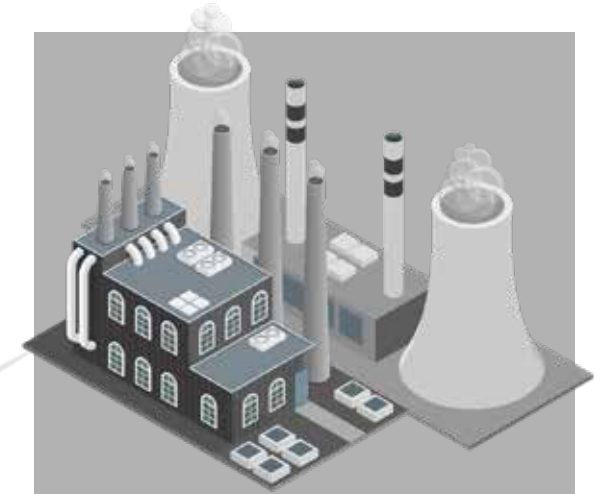
All countries can supply themselves independently without having to rely on external energy suppliers, ensuring full energy autonomy destined to last.



GREEN HYDROGEN

Hydrogen is generated by exploiting electricity produced by solar, wind or other renewable energy plants. The electricity produced in excess feeds electrolytic cells that produce hydrogen and oxygen from water.

- Process:
ELECTROLYSIS
- Energy source:
ELECTRICAL ENERGY



GREY HYDROGEN

Gray hydrogen is produced using fossil fuels, for example natural gas. Unfortunately, 95% of the hydrogen produced in the world is grey.

- Process:
STEAM REFORMING
- Energy source:
METHANE GAS



BLUE HYDROGEN

Blue hydrogen also derived from natural gas but the production impact is coupled with a system of capture and storage of CO₂ produced during the process.

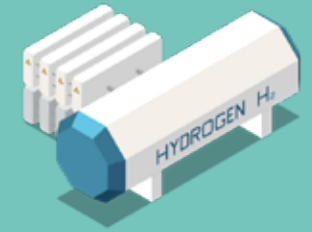
- Process:
STEAM REFORMING O
GASIFICATION WITH
CCUS
- Energy source:
METHANE GAS



BROWN HYDROGEN

process:
GASIFICATION

Energy source:
COAL



TURQOISE HYDROGEN

process:
PYROLYSIS

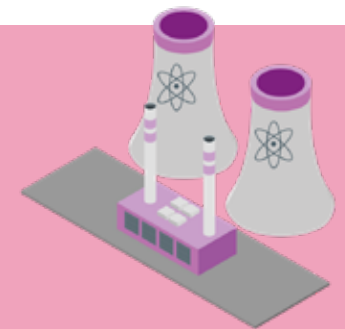
Energy source:
METHANE GAS



YELLOW HYDROGEN

process:
ELECTROLYSIS

Energy source:
ELECTRICITY FROM THE GRID



PINK HYDROGEN

process:
ELECTROLYSIS

Energy source:
NUCLEAR ENERGY

VALUES AND PRINCIPLES

“We are focused on product innovation, production processes and factory organization. Our ambition is to combine the efficiency of factory processes with the enhancement of people, indicating as the ultimate goal of work the well-being of man”.

Paride Saleri



HUMANISM

In addition to the economic growth, men and women are of fundamental importance. Our constant commitment is not only to enhance the cognitive and social skills of everyone but above all to support and increase them.



WELL-BEING

OMB believes that the participatory factory is the way to achieve industrial development and continuity.

The precondition is that there is a positive climate among people that takes account of their well-being and satisfaction, that allows workers to manage their time flexibly, to balance and find the balance between private and professional life.



OPENNESS AND INNOVATION

Our undisputed dedication to innovation has made us aware, by means of research and study, of our ability to anticipate industrial and technological changes. We do pursue excellence by thinking about new solutions.



SENSE OF RESPONSIBILITY

Responsibility towards ourselves, the company, the people who we relate to, tangible and intangible business assets, environment and territory. Responsibility that involves taking care of problems and cooperating to generate the innovations necessary for their resolution.



CONTINUOUS IMPROVEMENT

L'elevato livello tecnologico e l'affidabilità dei prodotti di OMB Saleri sono il risultato di un'importante attività di progettazione, prevenzione dei difetti e test di validazione in cui vi è una minuziosa attenzione al dettaglio. Il nostro obiettivo è garantire la massima qualità dei prodotti, l'eccellenza dei sistemi e dei processi di produzione.



CO-PARTICIPATION AND COLLABORATION

The spirit of an active participation, through working groups, derives from the persevering sharing of company objectives and values. The basis of collaboration is that everyone shares their knowledge, is inclined to help, to listen and to care about others without any discrimination.



CONTRIBUTION TO ENVIRONMENTAL, SOCIAL AND GOVERNMENTAL SUSTAINABILITY (ESG)

We have always been committed also in the social and community field, in order to promote not only a territorial sustainability but also the growth, the improvement and the socio-economic development of the community where we operate. We support and we have, as reference standards, the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda of the United Nations.

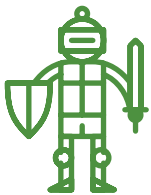
OMB Saleri while pursuing objectives of economic growth, as any healthy company is required to do, is aware of the importance and participation of people, with whom it shares these founding values about his ethical conduct.

While it is driven by an innate focus on innovation and continuous improvement in terms of quality, reduction of its environmental impact and industrial transformation in an increasingly digitalized and green perspective, on the other hand, the wish to place people at the centre, through the protection of their fundamental rights, the respect for diversity, the rejection of all forms of discrimination and the wish to create a working environment inspired by respect, fairness and collaboration do weigh in the strategic choices of the company.

With the awareness that a company, in addition to generating profits, must generate “well-being” for people and for the territory, OMB SALERI became, in 2022, “Society Benefit” to further realise its commitment to sustainable development and to create a positive impact on the environment and community.

The values in which OMB identifies itself are cohesive, in order to generate unity of intents; pervasive, because they are aimed at anyone, and permanent.

What OMB Saleri does promote for its employees, embodies an ideal that can be shared inside and outside the company:



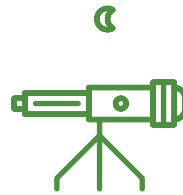
INITIATIVE

Propose yourself. We want to listen to your ideas.



ORIGINAL MINDS

Original minds which do find new directions and inspiring different solutions.



CULTURE

Be interested and be interesting. Culture is fun, ignorance is ridiculous.



GENEROSITY

Share your energy, make your skills available to others.



READY FOR CHANGES

We imagine, we experience, we evolve day by day. Let yourself be involved in the change.

“Well, if I may, the term utopia is often the most convenient way to dismiss what you don't have the will, ability or courage to do. A dream sounds like a dream until you start working on it. And then it can become something infinitely greater”

Adriano Olivetti


CORPORATE STRATEGY OF SUSTAINABILITY

OMB Saleri S.p.A., in line with the principles which have always been leading it, has undertaken a sustainability path aimed at monitoring and improving its performance in relation to issues of social and environmental responsibility, in line with the Sustainable Development Goals.

Having developed in 2022, with reference to the year 2021, the first Carbon Footprint of the Organization, is part of a set of strategic choices, which aim to align corporate activity with the international climate goals, in order to promote sustainable development and contribute to minimising its environmental impact.

The sustainability path that OMB is taking, together with some specialized consultants and a structured sustainability team, is aimed at improving not only environmental issues but social and of governance.

As the company's codes of conduct and policies attest, the main company's values lie in the principles contained in the UN Universal Declaration of Human Rights, the Tripartite Declaration of Principles on Multinational Enterprises, in the Social Policy of the International Labour Organization and the OECD Guidelines for Multinational Enterprises. OMB, which also adheres to the UN Global Compact, firmly believes in respect for human rights as an essential element of any entrepreneurial action, and is committed to pursuing it through the legislation of the countries in which it operates, but also through its internal management system, its Code of Ethics, its Quality System and the company's Privacy Policy as well as through the signing of the Charter for Equal Opportunities and Equality at Work promoted by Sodalitas Foundation, which aims to ensure equal opportunities and non-discrimination in the workplace.

 For further information and insights, consult the website www.omb-saleri.it on the ESG page





BENEFIT COMPANY

In April 2022 OMB Saleri became a Benefit Company through the assumption of a new legal form, which led to the amendment of the company statute.


That of "Benefit Society" is a legal form introduced in Italy, first among the European states, by the Stability Law of 2016 (Law 28 December 2015 n.208, single article, paragraphs 376-374) and defines the companies that "in the exercise of an economic activity, in addition to the purpose of dividing its profits, pursue one or more purposes of common benefit and operate responsibly, sustainably and transparently towards people, communities, territories and the environment, cultural goods and activities, entities and associations and other stakeholders".

Companies that become benefit companies undertake to:

- Incorporate in its Articles of Association, in addition to profit objectives, common benefit purposes
- Measure all its impacts and communicate them annually in a transparent and comprehensive manner through an impact report describing both the actions carried out and the plans and commitments for the future.

QR code => Read our 2022 impact report here (<https://omb-saleri.it/wp-content/uploads/2023/02/BENEFIT.pdf>)

Moreover, for the evaluation of its sustainability performance, OMB has also started to fill in the B Impact Assessment, made available by the B Corporation network, which allows to measure the environmental and social impact of individual companies and aims to carry out a comprehensive assessment of the impact generated by them on a wide range of social and environmental issues.

 For further information and insights, consult the website www.omb-saleri.it on the ESG page



UN GLOBAL COMPACT

Since September 2021 OMB Saleri has been engaged in the UN Global Compact Corporate Responsibility Programme, the world largest corporate citizenship strategic initiative, promoted by the United Nations, and it has been active about human rights, work, environment and anti-corruption principles.

This initiative was born in July 2000 in the United Nations Building in New York. Since then, more than 18,000 companies from 160 countries of the world have joined it, creating a new reality of worldwide collaboration.

The United Nations Global Compact is a voluntary adherence to a set of principles that promote the values of sustainability in long term through political actions, business practices, social and civil behaviors; it is also a commitment to contribute to a new phase of globalisation characterised by sustainability, international cooperation and partnership. The UN Global Compact requires that the participating companies and organizations share, support, apply and report in their activities, a set of fundamental principles relating to human rights, decent work, environmental protection, equal opportunities and the fight against corruption. The following 10 principles have been adopted:

The ten principles of the UN Global Compact:

HUMAN RIGHTS

1. Promote and respect universally recognised human rights within their respective spheres of influence
2. Ensure that they are not indirectly complicit in human rights abuses

WORK


3. Supporting freedom of association of workers and recognising the right to collective bargaining
 4. Eliminate all forms of forced and compulsory labour
 5. Ensuring the effective elimination of child labour
 6. Eliminate all forms of discrimination in employment and occupation
- Environment

ENVIRONMENT

7. Supporting a preventive approach to environmental challenges
8. Take steps to promote greater environmental responsibility
9. Encouraging the development and dissemination of environmentally friendly technologies

ANTI-CORRUPTION

10. Promote initiatives to prevent corruption in all its forms, including extortion and bribes

 For further information and insights, consult the website www.omb-saleri.it on the ESG page



SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The Sustainable Development Goals (sdgs) are the 17 Sustainable Development Goals underlying the 2030 Agenda, the shared plan for sustainable development signed in 2015 by the UN member countries, the achievement of which is only possible through the transversal involvement of governments, companies and individuals.

As mentioned in the Reading Guide, every theme analyzed in this report has been associated with the reference sdgs in order to underline the company's contribution to achieve this important goal.

11 13

- Car Sharing
- e-bikes for employees
- monitoring of emissions
- circularity of the production process

4 10

- Academy
- Community Pact
- continuous education

15 3

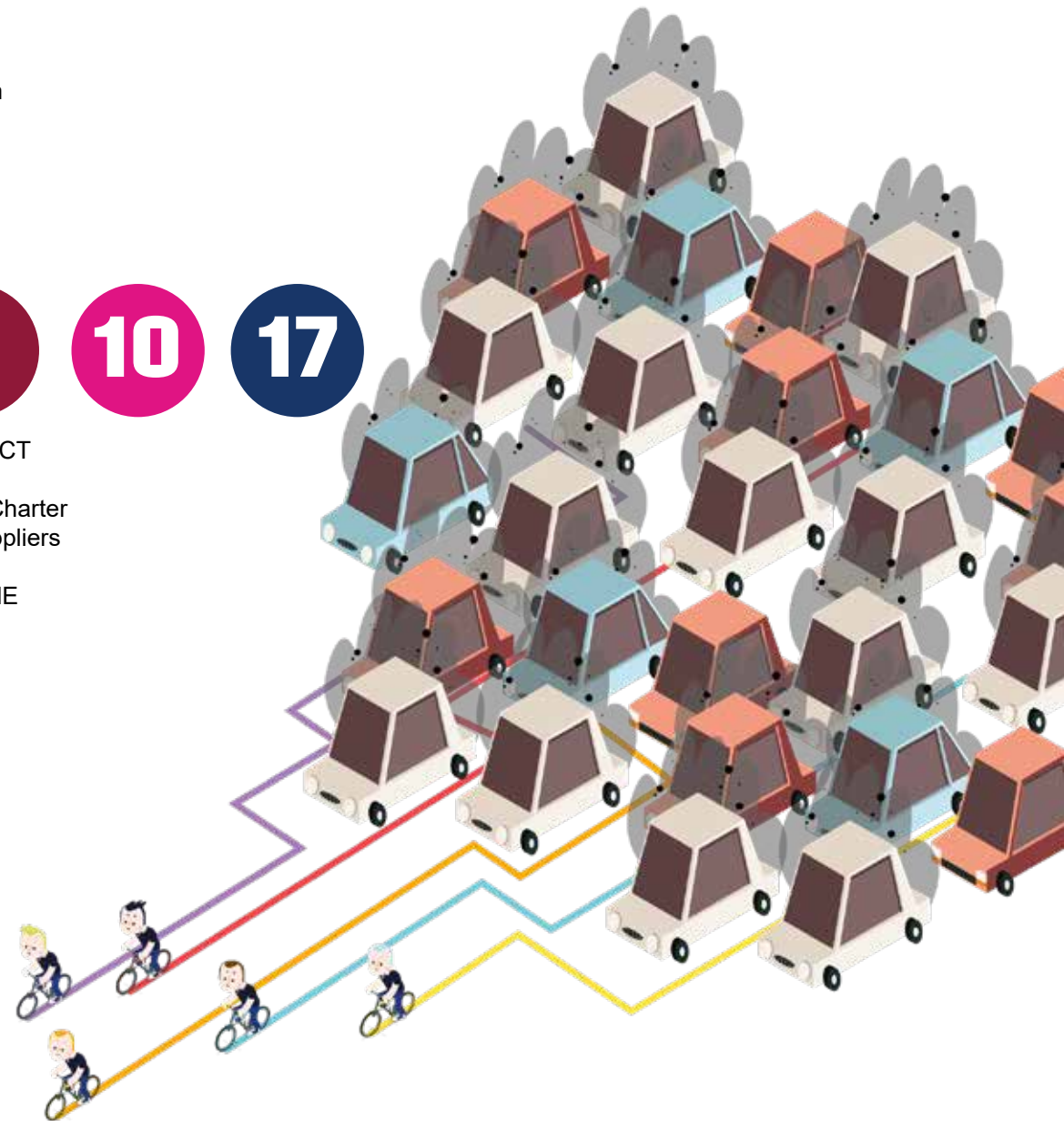
- Save the farm
- WHP
- gym at work

5 8 10 17

- UN GLOBAL COMPACT
- Sodalitas Foundation
- Equal Opportunities Charter
- Code of ethics for suppliers
- protection of workers
- 5W Welfare Index SME

7 13

- ISO 14001
- Energy diagnosis
- photovoltaic systems
- Energy purchased with Guarantees of Origin



THE PRIORITIES FOR OMB SALERI: GENERATED IMPACTS AND MATERIALITY

IMPACT ASSESSMENT

In line with the new international GRI standards, to assess the materiality of its impact (c.d. impact materiality), in 2022 OMB Saleri supplemented with an analysis of the impacts generated by the organization on the environment, the economy and the community.

Interviews were carried out with the company's ESG team in order to assess the significance of the impacts. The impacts generated by the organization are divided into:

- Actual positive impacts
- Actual negative impacts
- Potential positive impacts
- Potential negative impacts

A classification was carried out according to the degree of magnitude and probability of occurrence in the case of potential impacts (positive or negative), while they were identified according to the magnitude alone (the extent of the damage or benefit provided) in the case of actual impacts resulting from events which have already happened.

Values within a range of 1 to 5 have been assigned as assessment scale. For the magnitude, in case of positive impacts(actual or potential), the highest value (5) should be considered the best/optimal value, whereas for negative impacts the value 5 shows a very significant threat/ risk for the organization (and therefore it assumes a negative meaning).

On the other hand, about probability, in case of potential impacts, the occurrence of an event is considered the more likely the higher the assessment scale (maximum value 5).

For every impact, the actions already adopted to manage or mitigate the generated effects have been identified such as any suggestions for any improvement.

IDENTIFICATION OF ACTUAL IMPACTS.

Below, a table which shows the most significant actual impacts for each material theme identified in the materiality matrix of OMB Saleri, divided between positive and negative. The impacts are divided according to the dimension (Environmental, Social and Governance) of belonging.

ICON CAPTION










ENVIRONMENT



SOCIAL



GOVERNANCE

SPHERE	PRIORITY TOPICS	IMPACT GENERATED	TYPE OF IMPACT	SEVERITY
	Energy and energy efficiency	Implementation of energy efficiency measures and 100% of electricity from renewable sources.	Positive actual	5
	Staff management	Increased voluntary turnover, linked to the difficulty of finding people in the labour market.	Negative actual	4
	Training and education	Increased hours of specific training dedicated to staff and development of a shared culture in sustainability.	Positive actual	5
Maintain and develop staff skills through training paths annually planned		Positive actual	4	
	Welfare	Presence of a substantial welfare plan accessible to 100% of employees.	Positive actual	5
		Increased quality of life and of the well-being of workers	Positive actual	5
	Health and safety at work	Presence of an ISO 45001 certified health and safety management system.	Positive actual	4
		Periodic analysis of company (near miss) accidents.	Positive actual	5
	Creating value in community	Social and economic development of the local community in which it operates, with the provision of financial resources and skills of OMB people in favor of the community.	Positive actual	5
		Birth of the Pact of Community for the redevelopment and enhancement of Quartiere Primo Maggio	Positive actual	5
	Research and development	New business relationships for development of advanced technologies and innovations on the market.	Positive actual	5
	Economic performance	Guarantee of a stable and continuous work, contributing to the professional and personal development of people.	Positive actual	4
	Strategic management	Contributing to the internal awareness and the diffusion of corporate values to external stakeholders.	Positive actual	4
	Customer satisfaction	Presence of an ISO 9001 certified Quality Management System.	Positive actual	3

IDENTIFICATION POTENTIAL IMPACTS

Besides the actual impacts, deriving from events already happened, positive and negative potential impacts, which might be generated from the activities of the Company, have been analyzed too.

As already mentioned, potential impacts have been classified according to the estimated magnitude and probability of occurrence.

POTENTIAL NEGATIVE IMPACTS OF OMB SALERI

In order to ensure a homogeneous and representative risk analysis of the company, management figures have been involved to assign the levels of probability and impact to the topics analyzed, in order to allow a consistent positioning in the following matrix.

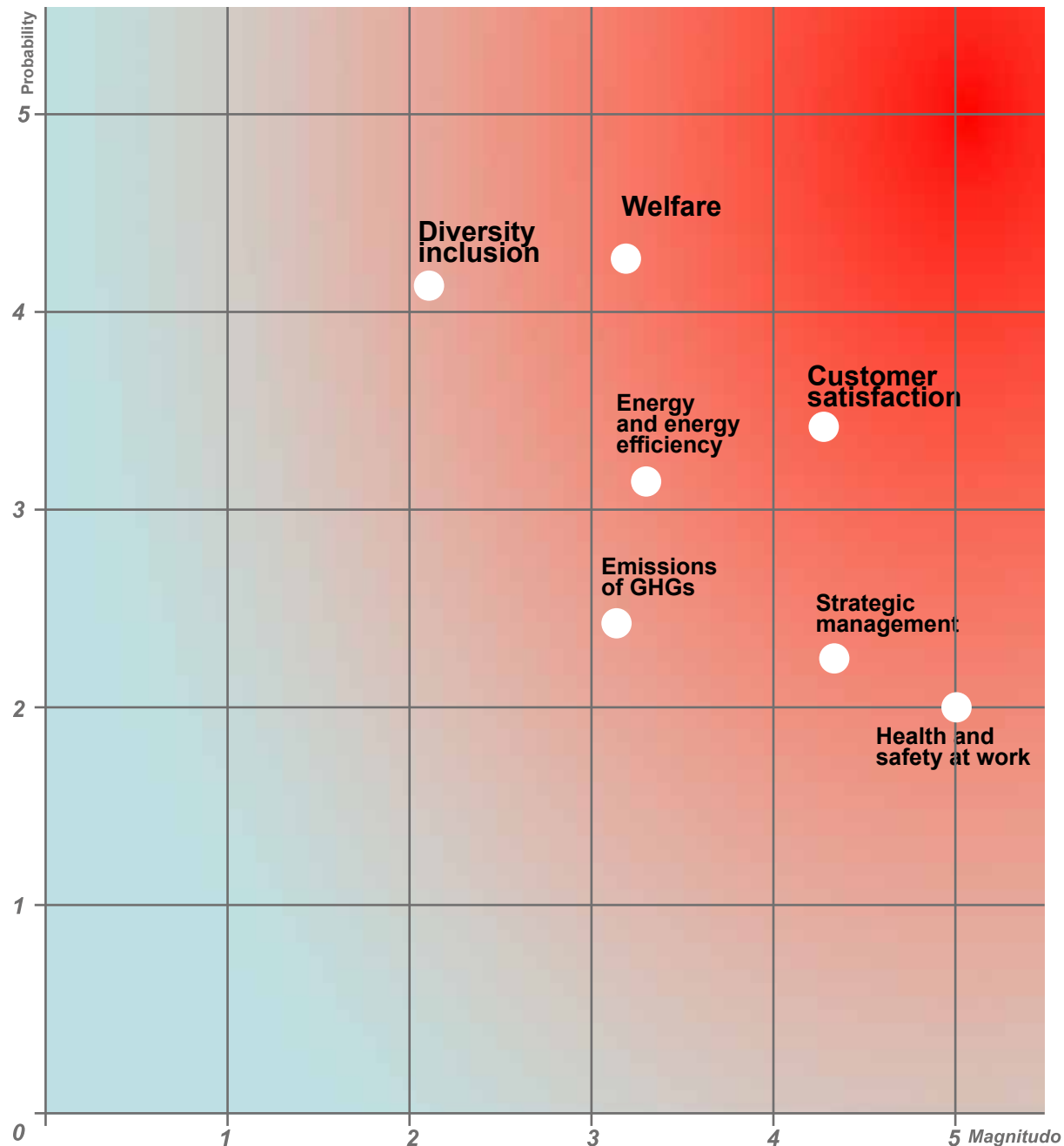
In the matrix below, the identified potential negative impacts are positioned, obtained by combining the magnitude and probability with the identified material themes.

As evidenced by the matrix, the potential impact linked to the theme of “Company Wellbeing” is significant; specifically, the risk incurred by OMB is linked to the fact that there is the possibility that employee dissatisfaction increases due to a low involvement of people in the several business projects.

The impacts related to “Energy and energy efficiency”, “Customer satisfaction”, “GHG emissions”, “Strategic direction” and “Health and safety at work” are significant in terms of magnitude but with a lower probability of occurrence.

With regard to environmental issues, negative impacts may arise from a potential failure to meet climate objectives and from the increase in the cost of energy supply due to external causes (e.g. geopolitical situation).

In the social sphere, however, the potential impact comes from a general risk of accidents at work.



POTENTIAL NEGATIVE IMPACTS 2022

Finally, about governance issues, there is a risk linked to the difficulty of involving all stakeholders in sharing values and business principles; therefore a potential reputational loss can result, especially in the event of failure to meet strategic objectives.

With reference to the theme of “Customer satisfaction”, the potential risk is related to the possibility that possible critical situations towards customers may not be intercepted.

POTENTIAL POSITIVE IMPACTS OF OMB SALERI

The methodologies and processes undertaken to identify potential negative impacts have also been applied to identify and analyze potential positive impacts; in the graph below are reported, broken down by sphere (E, S, G) those identified as being particularly relevant to the holding.

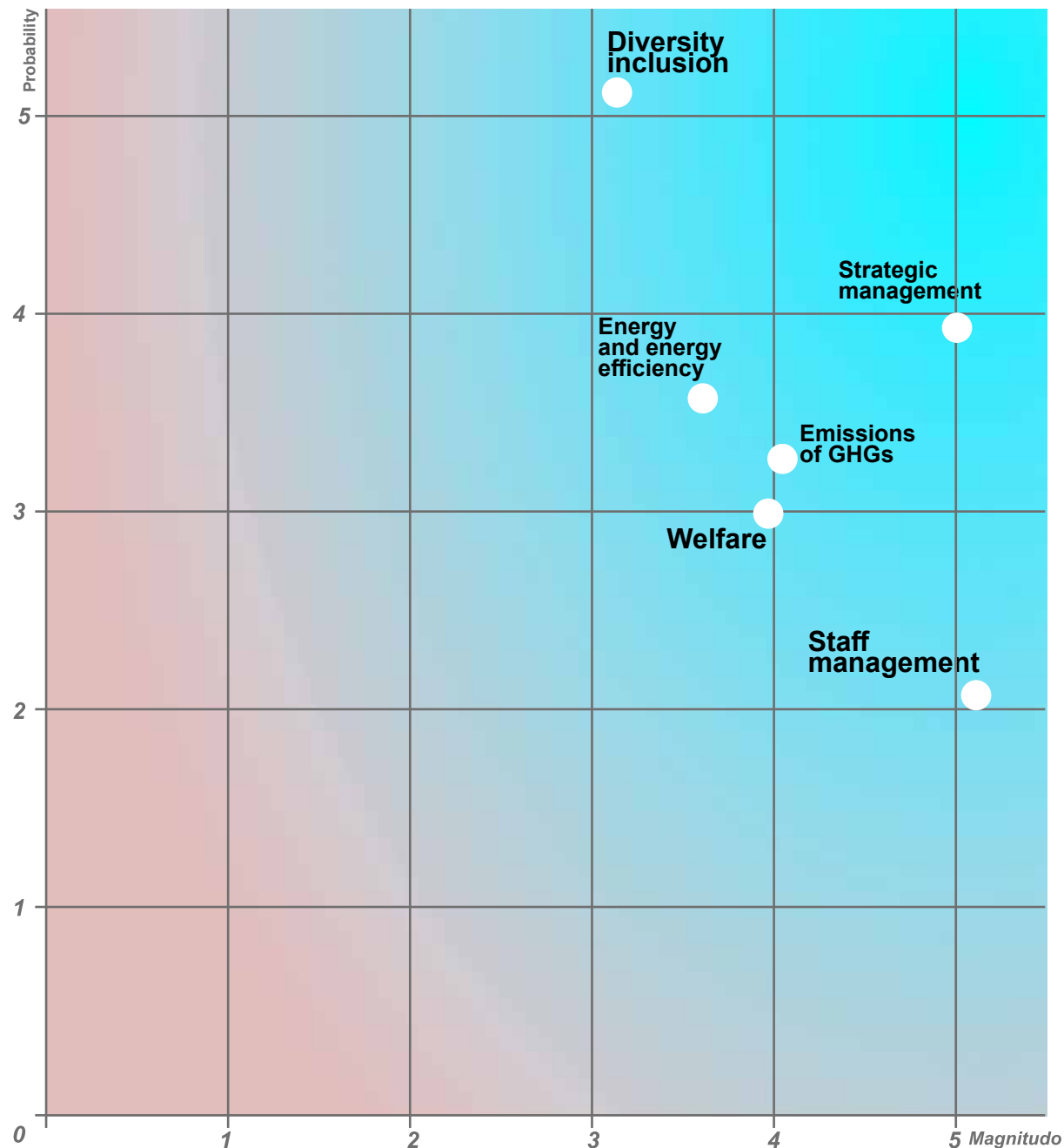
The main potential positive impacts identified relate to the themes of “Diversity and inclusion”, “Strategic direction” and “Energy and energy efficiency”. With regard to D&I issues, OMB is moving to create a channel for reporting possible episodes of discrimination and is encouraging initiatives in favour of equal opportunities.

With regard to governance, however, we note the potential commercial development of the organization thanks to an increase in the demand for products and services from the market (“Strategic Direction”).

The potential positive impacts related to energy, however, refer to the installation of a new photovoltaic system to increase the percentage of coverage of the company needs and the achievement of ISO 50001 certification (Energy Management System), expected in 2024.

The impacts related to the themes of “Corporate welfare”, “GHG emissions” and “Personnel management” have less probability of happening, but the same high magnitude.

The potential positive impact related to the issue of emissions refers to the definition of formal targets for the reduction of GHG emissions; with regard of social issues, the impacts may result from the development of structured career paths for employees (“Personnel Management”) and the adoption of a welfare platform (“Corporate Welfare”).



POTENTIAL POSITIVE IMPACTS 2022

OUR PRIORITIES: MATERIAL ISSUES

OMB Saleri conducted its materiality analysis during the first Sustainability Report (FY2021), identifying the sustainability issues which are more influential.

These, in particular, refer to issues which do reflect significant environmental, social and economic impacts for the Company or/and which do influence stakeholder assessments and decisions.

The material themes correspond to as many priority areas of action in which OMB is

committed to measure, report, monitor and improve its performance. The materiality analysis aims at identifying the priority of individual material issues, the main interests and expectations in terms of communication from internal and external stakeholders. In order to assess the external relevance of the various issues, more than 120 external stakeholders have been involved in the analysis, divided into customers, suppliers, financial institutions, public administration and local associations.

As for internal stakeholders, however, the company decided to involve all the staff: a questionnaire has been sent to employees with the aim of identifying the priorities of the company shared with all the people who are part of it.

At the end of this phase, the management of the Company analyzed the results. Below, the materiality matrix resulting from the analysis carried out in the 2021 sustainability report.



ENVIRONMENT SPHERE:

Energy and energy efficiency
GHG emissions



SOCIAL SPHERE:

Health and safety at work
Training and Education
Corporate welfare
Personnel management
Diversity and inclusion
Value creation in the community



GOVERNANCE SPHERE:

Economic performance
Research and development
Customer satisfaction
Strategic Direction



From the reworking of the answers to interviews and questionnaires, it has been emerging that the most relevant topic for external stakeholders (with almost as significant relevance also for internal ones) concerns “health and safety at work”.

OMB has always paid attention to this issue and is always going to do it in order to ensure high safety standards for all the staff.

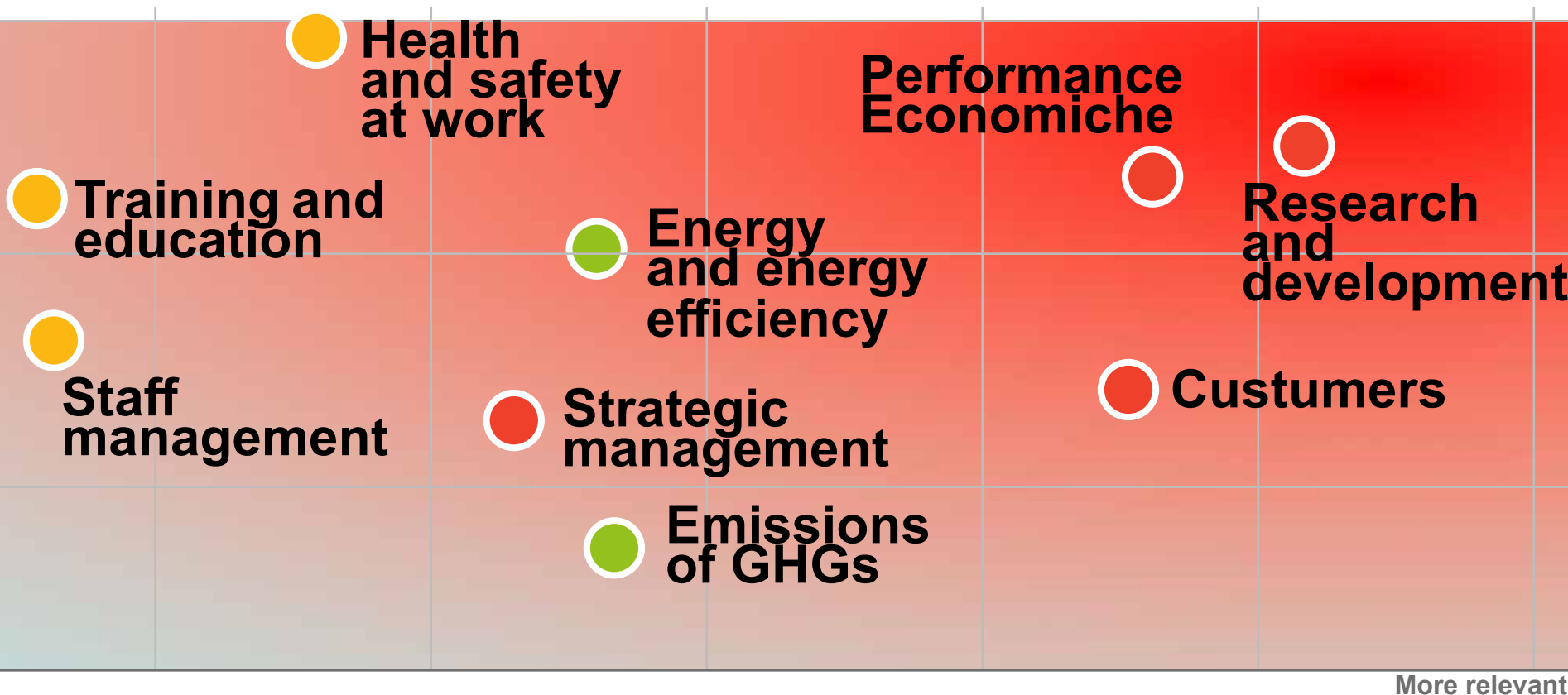
The fact that almost 20% of the company’s staff is dedicated to Research and Development (R&D) makes it clear that topic , combined with those ones related to “economic performance” and “training and education”, is important for both internal resources and external stakeholders.

These issues are complemented by “energy and energy efficiency”: the development of new products with reduced environmental impact is therefore crucial in order to maintain its position and competitiveness on the market.

Finally, with reference to internal stakeholders, the theme of innovation and Research and Development are crucial. The topics related to “economic performance”,

“customer satisfaction” and “health and safety at work” follow.

The issues related to environmental sustainability, in terms of energy efficiency and monitoring and reduction of the emissions into the atmosphere are almost as important as seen for external stakeholders.







ENVIRONMENT

Environmental sustainability is one of the key drivers which do lead the medium and long-term corporate strategy for OMB Saleri.

In accordance with the principles of the UN Global Compact, and the United Nations Sustainable Development Goals, OMB is committed to developing technologies that have a low impact on the environment both in production and in use.

OMB Saleri is also certified according to the ISO 14001 standard, a voluntary environmental management system; it is a clear choice aimed at ensuring the compliance of its work with laws and regulations on the environment and the way of managing the environmental issue in the most virtuous way.

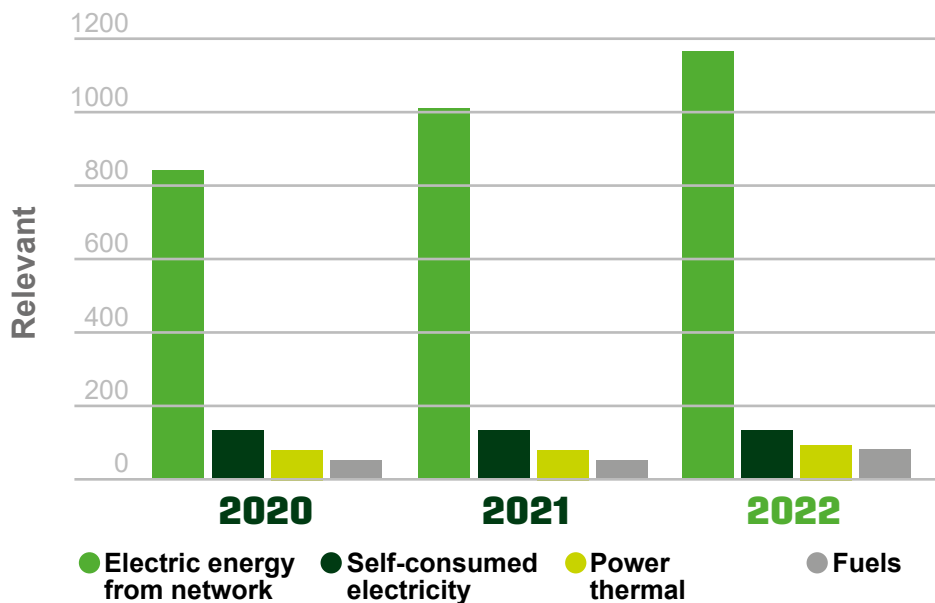
In the last 3 years, the number of employees has been increasing by 41% and the demand for production from customers has increased too. On this purpose, in the year 2022, OMB built new headquarters which add 4500 m² of production facilities, 1500 m² of offices and 800 m² of clean room for processes that require “zero contamination”.

The new site took several months to be completed and it resulted in an inevitable increase in waste sent for disposal. This change is therefore justified by the extraordinary nature of the enlargement carried out in the year analysed.



ENERGY AND ENERGY EFFICIENCY

OMB, for its activities, benefits from different energy carriers (electricity, both taken from the grid and from its own photovoltaic system, diesel, petrol and LPG). In order to allow a comparison between the different energy carriers, the respective values have been converted into tonnes of oil equivalent (TEP).

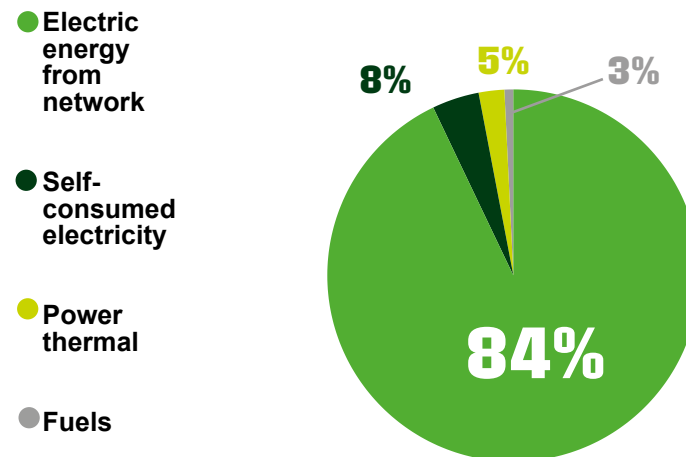


As it can be seen from the above graph, also for 2022, most of the consumption is linked to the withdrawal from the electricity grid (84%), while about 10% is guaranteed by self-production from the photovoltaic system installed on the roof since 2008, with a total power of about 550kWp.

In the new headquarters, in addition to the extensive production facilities and offices, an area with an outdoor pergola has been built; it is totally powered by photovoltaic systems for the employees who want to work outdoors during the summer

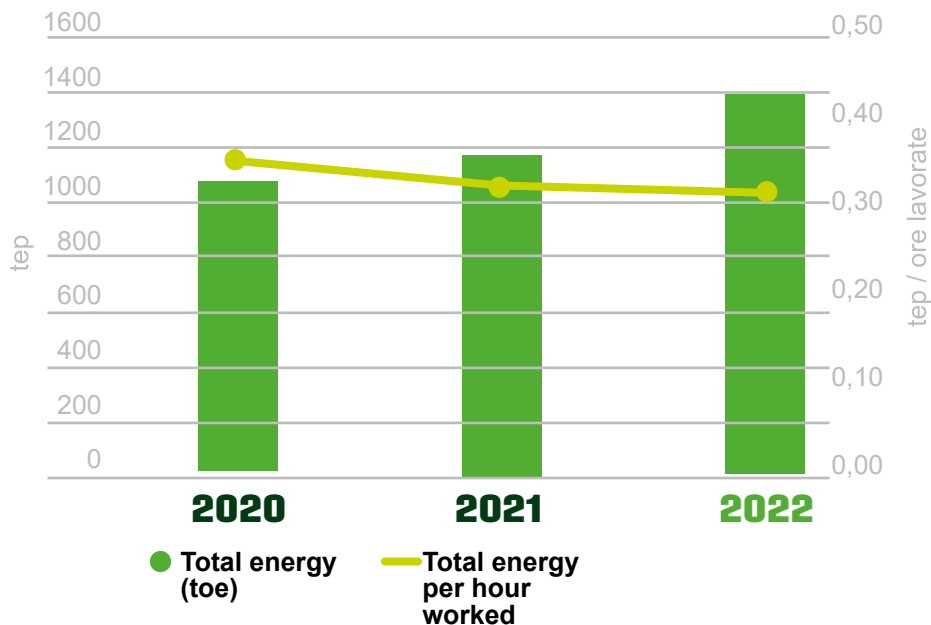
OMB has also chosen to install a new photovoltaic system of 397kWp, which is scheduled to start in the year 2023, to increase the proportion of self-produced energy in the total electricity consumed.

The power needed to heat the rooms (5% of the total) is provided by the district heating system and produced by a waste-to-energy plant. The building which houses the offices is in energy class A+ and is completely made of wood and equipped with solar screens which adjust their position automatically; this way, the entrance of natural light in working places is provided, such as both free thermal inputs during winter season and shelter from the heat during summer.



The fuels of the company cars have a minimum contribution (3%) on the total energy consumed, although this figure, as already mentioned, is slightly increasing if compared to the year 2021.

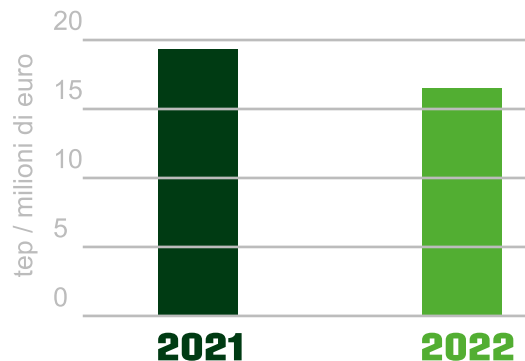
TOTAL AND SPECIFIC CONSUMPTION



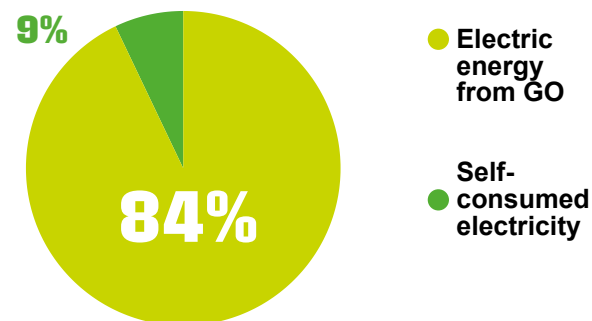
The total energy consumption grew in 2022, an event linked to the significant increase in demand and consequently in the resulting production activity (+11% hours worked compared to 2021); the energy intensity index (which includes, as mentioned, also the power used for extraordinary works related to the site extension) shows a tendency of slight decrease compared to the years 2021 and 2020 due to the pandemic emergency.

Finally, comparing the specific consumption and comparing it with the specific indicator of the generated value, the trend is decreasing, with a 9% reduction compared to 2021.

ENERGY INTENSITY INDEX



SELF-CONSUMPTION AND WITHDRAWAL FROM THE NATIONAL NETWORK



ENERGY OPTIMIZATION AND 100% OF ENERGY FROM RENEWABLE SOURCES

The attention which OMB draws to the use of energy resources saw, during 2022 and in the first months of 2023, the development of an energy diagnosis study, in collaboration with external consultants, aimed at understanding the areas of possible improvement in order to optimize the energy consumption.

The results of the diagnosis will be consolidated in a strategic plan which will contain practical actions and projects relating to possible strategies to be undertaken starting from 2023, with a medium-term perspective.

Starting from 2022, OMB has also chosen to use, for the supply of electricity from grid, a contract that provides for the supply of electricity from 100% renewable sources: OMB has therefore opted for the supply of electricity accompanied by GO (Guarantee of Origin) which, in accordance with Directive 2009/28/EC, provides that, for each MWh of renewable electricity fed into the network by qualified IGO plants, the GSE releases a title that is then managed in a virtual way through a special portal.

ENERGY AND ENERGY EFFICIENCY

Objective 2022	100% Electricity from renewable sources	✓
Objective 2023	Increase in self-consumption of electricity from photovoltaic compared to the company energy needs	
Objective 2024	ISO 50001 certification	



EMISSIONS INTO THE ATMOSPHERE

During 2022, OMB carried out a study of Carbon Footprint Organization, the analysis of greenhouse gas emissions (GHG) generated by the activities of the Company related to it, according to the standard UNI EN ISO 14064-1:2018.

The analysis was carried out with reference to the year 2021.

It was possible to calculate the total GHG emissions, which amounted to 18,441.7 tco2eq. According to the standard, GHG emissions are collected in an inventory and separated, depending on the source, into six categories.

The first category concerns direct emissions, produced by the fuels of the company cars and has a minor weight compared to the final result (0.3%).

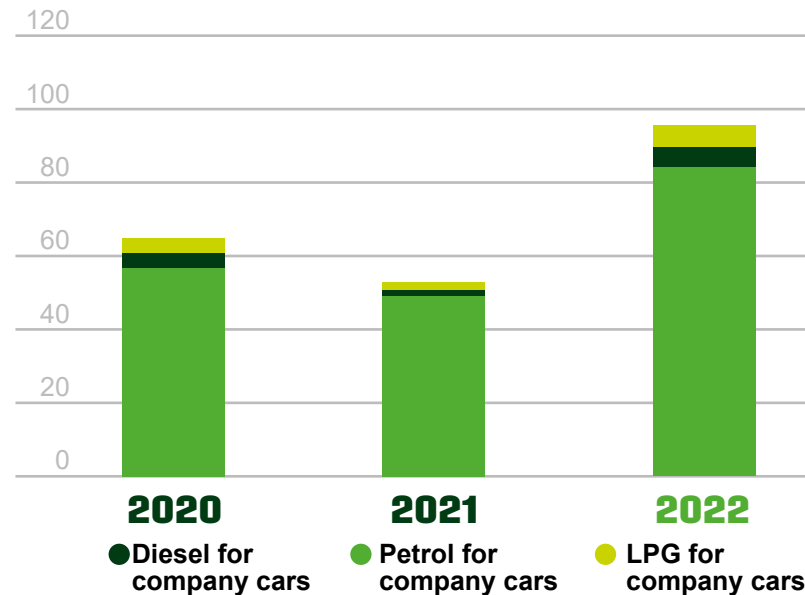
The second category (6.6%) consists of indirect emissions for imported energy, electricity taken from the grid and district heating (location-based scenario).

In the third category we find indirect emissions for transport and the movements of goods in and out of the OMB plant and the movements of employees (13.7%)

In category four, indirect emissions are reported for the products used and therefore those ones related to the upstream production of the materials used for the production process, including third-party processing and the use of packaging, and downstream such as waste disposal.

The impact of this category constitutes the largest part of the total: 79.4%. With reference to 2022, the company focused on the calculation of GHG emissions related to Category 1, related to direct emissions (corporate fuel) and Category 2, related to indirect emissions for imported energy (electricity and district heating).

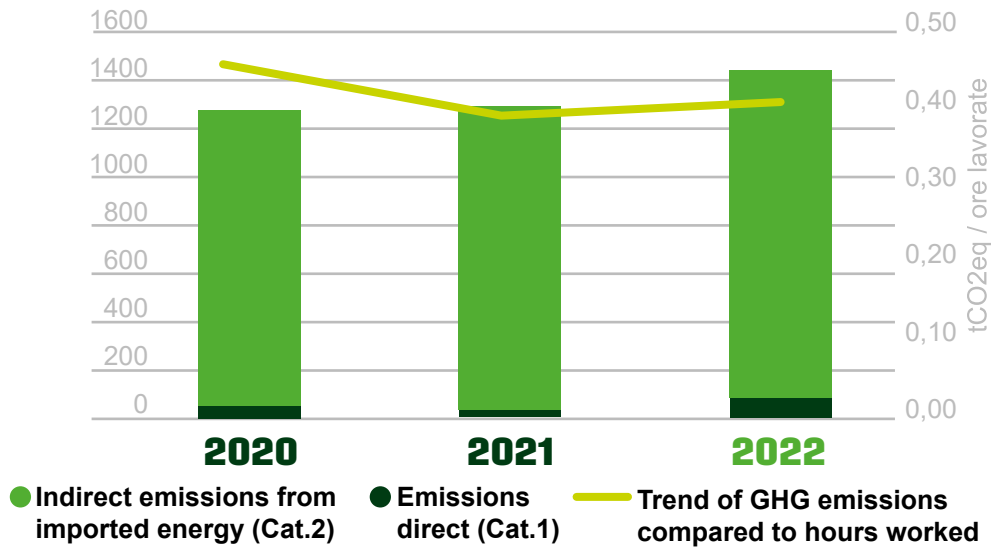
DIRECT EMISSIONS



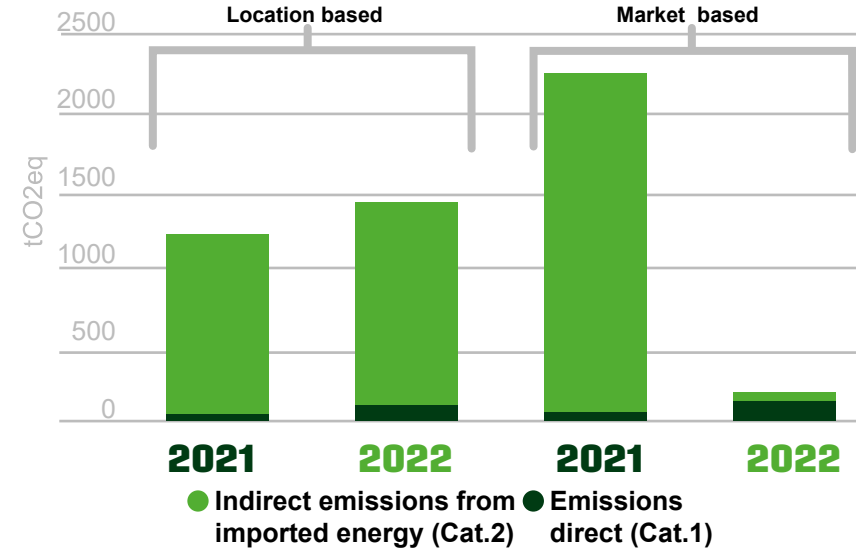
To monitor its environmental performance, OMB has calculated the GHG emissions for categories 1 and 2 of the last three years (2020 - 2022).

From the comparison between the years, it can be noticed an increase in GHG emissions both in absolute terms (+15.26%) and in relative terms compared to the hours worked (+4%). This may be due to the fact that during 2022 the company expanded the covered areas for offices and production, negatively affecting the consumption of energy and fuel.

GHG EMISSIONS



MARKET VS. LOCATION BASED



ELECTRICITY TAKEN FROM THE GRID: DIFFERENCES BETWEEN MARKET-BASED AND LOCATION-BASED SCENARIOS

For the calculation of indirect emissions related to electricity taken from the national grid (category 2), it was used the “location-based” scenario, which is based on the calculation of the emission factor through the use of the most recent national initial energy mix provided by the GSE.

Considering instead the scenario “market-based”, therefore the energetic mix coming from the supplier of the company, the indirect emissions for imported energy (category 2) would be attested to 14,68 tco2eq. since, as already mentioned in the previous paragraph, the company purchases all the electricity needed for business purposes (in addition to the self-consumption thanks to the PV system) accompanied by a Guarantee of Origin (GO).

In this case, in fact, the component linked to the purchase of electricity would disappear, leaving, as the only emissive component, that attributable to district heating.

The difference between the two scenarios, therefore, is very significant: in the location-based scenario, which is the one introduced in the previous chart, the total of category

2 GHG emissions is equal to 1,364.06 tco2eq., whereas in the market-based scenario there is a sharp decrease to 14.7 tco2eq., with a reduction of 99%.

Analyzing both categories 1 and 2, the 15% increase of GHG emissions recorded in 2022 compared to 2021, in the location-based scenario would turn into a 95% decrease within the market-based scenario. The chart below shows the differences between the two location- vs. market-based scenarios:

EMISSIONS INTO THE ATMOSPHERE	
Objective 2022	-15% tco2eq. /working hours 2022 vs. 2021 (categories 1 and 2 - market-based scenario) ✓
	-5% tCO2 direct emissions 2022 vs. 2021 ✗
Objective 2023	Complete carbon footprint update (reference year 2023)
Long term objectives (2050)	Achieving carbon neutrality, a commitment made at Futura Brescia



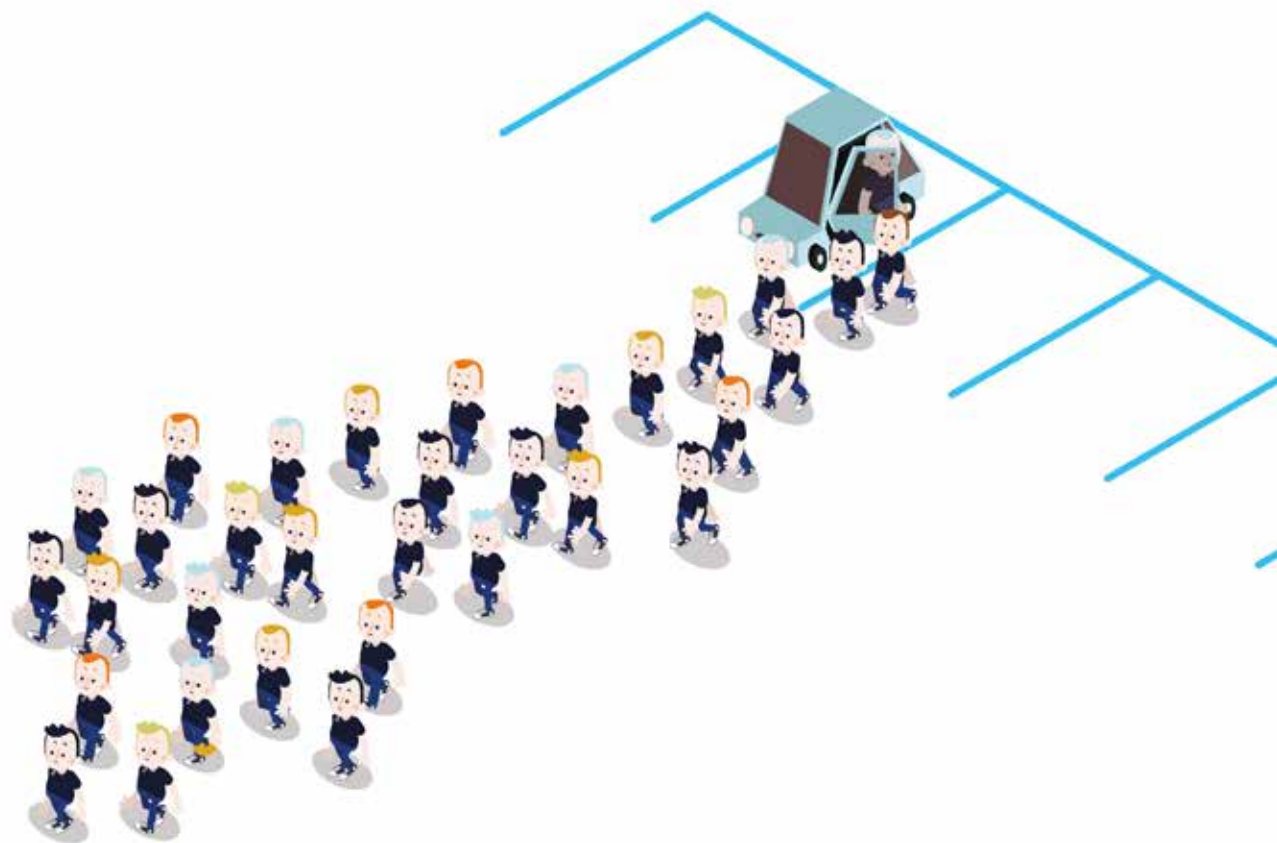
SUSTAINABLE MOBILITY



In order to reduce the environmental impact resulting from the movement of its employees and promote the culture of sustainable mobility, a prize of € 0.50 has been established for each journey home/ work by bicycle, scooter, public transport or car pooling.

Eleven e-bikes have been purchased and they have been made available to employees with a collaboration with Jo-Job, a platform dedicated to car pooling

Parking spaces have been reserved for car-pooling users and the credits accumulated during the month are converted into vouchers to spend on different platforms. The use of the app also allows to monitor the company results in terms of emissions and identify other improvements related to the environment.

It is estimated that, since this initiative was activated in September 2021, the company has managed to avoid the emission of about 4 tons of CO2 into the atmosphere, which equates to about 12,000 km traveled by a car EURO 5, through the promotion of car pooling and the use of alternative means of transport (e.g. e-bikes, bicycles and scooters).



SUSTAINABLE MOBILITY	
Objective 2022	-5% tco2eq. / employee commuting 2022 vs. 2021 
	10 e-bikes for employees 
Objectives 2023	-5% tco2eq. / employee commuting 2023 vs. 2021



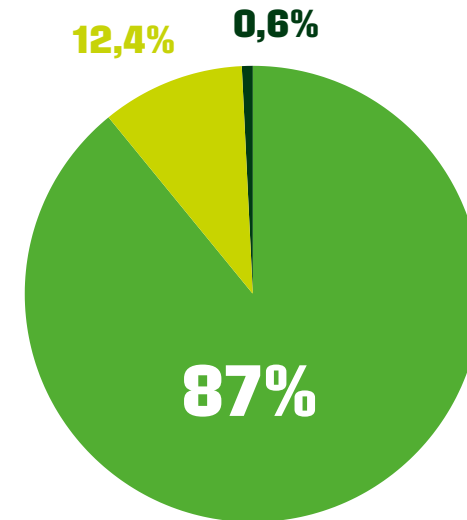
USE OF MATERIALS

OMB operates in a chain in which the circularity of processes is a fundamental element: this strategy allows to limit the polluting emissions related to production and to reduce the production of waste of the production process both upstream and downstream

Specifically, the production waste is alternatively recovered and re-melted internally or, for materials that cannot be processed internally, delivered to third parties for recovery or reuse.

RAW MATERIAL USED IN OMB (2022)

- Raw material (brass)
- Other process-related materials (aluminum)
- Other process-related materials (steel)



As illustrated by the graph, almost 70% of the processed material is brass (over 2500 tons including bars and die castings, of which almost 50% from recovery), followed by aluminum (about 7% from recycling) and steel (<1%) and other materials, including packaging and other auxiliary materials (working tools, external production components, refined mineral oils, detergents and technical gases, including hydrogen, helium and nitrogen).

USE OF MATERIALS	
Current situation	Raw materials from waste recovery and recasting ✓
Future situation	Monitor the percentage of raw materials from recovery

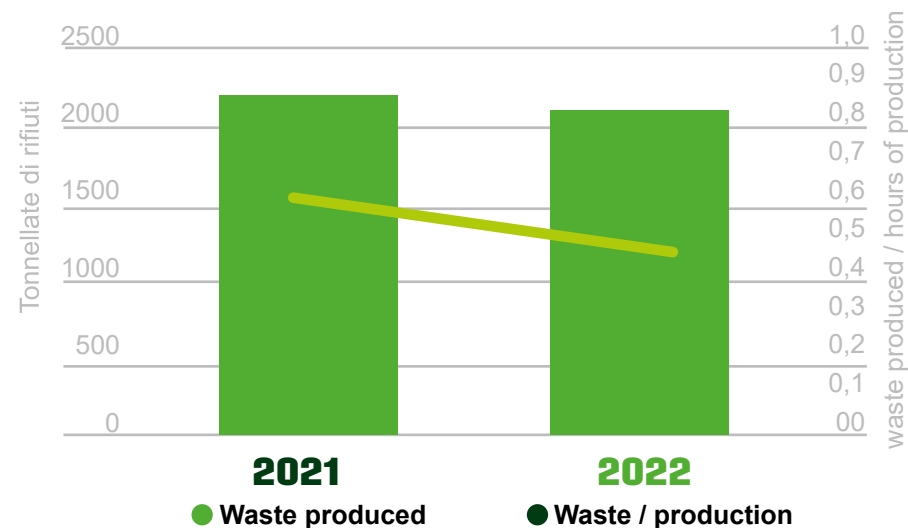
WASTE MANAGEMENT AND TREATMENT

As mentioned, almost all of the waste produced by the company, internal or external is recovered. In 2022, compared to 2021, the amount of waste produced slightly decreased (2,091 t in 2022 vs. 2,139 in 2021), as well as the amount of waste produced in relation to the hours worked (-12%).

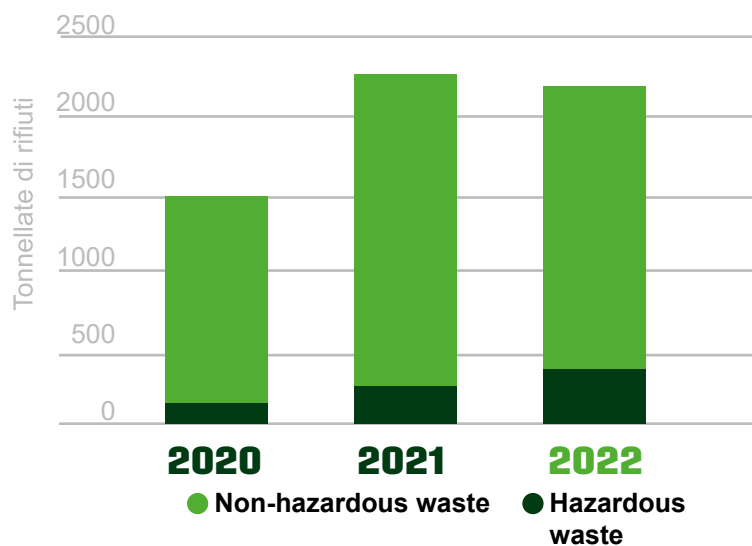
Total hazardous waste slightly increased (from 14.1% in 2021 to 17.6% in 2022) due to the building of the new site.

Finally, the total quantity of reused processing waste, which does not appear as waste, in proportion to the waste produced (about 1500 tonnes) remained stable.

TREND OF WASTE PRODUCTION



TOTAL WASTE PRODUCTION



WASTE MANAGEMENT AND TREATMENT	
Objective 2022	-3% waste/hours worked compared to 2021 ✓
Objective 2023	Reduce the amount of hazardous waste by 3% 2023 vs. 2022

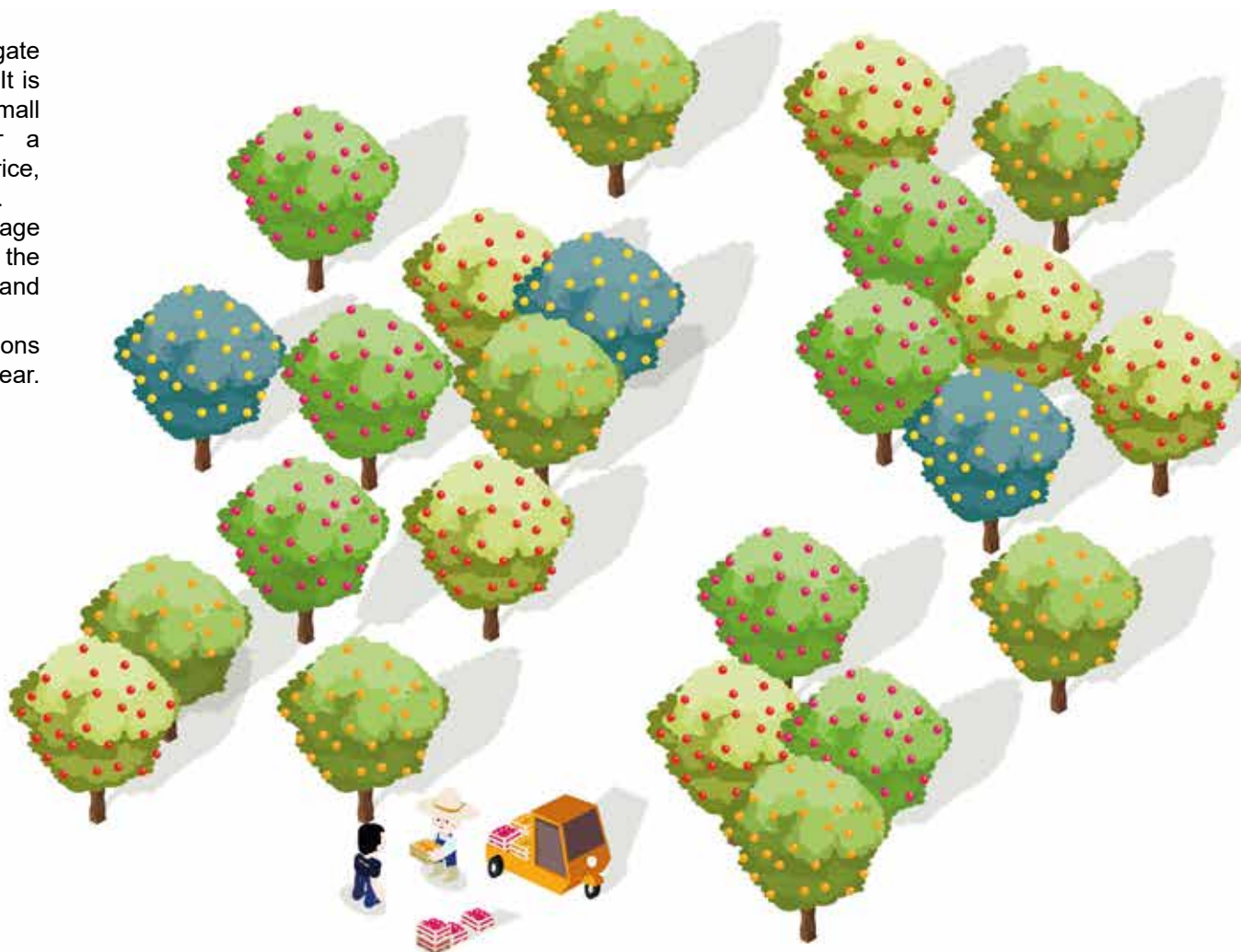


SAVE THE FARM

OMB has joined the project Save the Farm, promoted by Lifegate and Biorfarm, by maintaining the 50 trees of its orchard. It is a project dedicated to Companies and aimed at supporting small Italian farmers, by protecting biodiversity, providing them for a minimum price of fruit purchase, higher than the market price, regardless of any difficulties caused by the climate emergency.

The fruit collected in the farm orchard, called Gea, in homage to our planet, is delivered every week in OMB, 24/48h from the harvest, with the additional objective of promoting a healthy and sustainable and healthy break for all the staff.

The virtual platform also shows an estimate of the CO2 emissions absorbed by the planted trees, which amount to 2,750 kgco2/year.



SOCIAL

The concept of Industrial Humanism is not a utopia, but a concrete objective: OMB believes in a new way of conceiving the factory and the workers, attentive to the quality of life and of the creation of a community inside and outside the company capable of creating culture beyond the concept of mere business productivity.

Workers are a precious resource; for this reason OMB considers very important the issues of health and safety at work; it is essential that everyone feels valued and has the opportunity to deepen their knowledge and skills in professional and personal field, in order to find new objectives.

The ability to attract and retain talent, the constant study of initiatives aimed at improving the company well-being, the guarantee of respect for human rights and non-discrimination are some of the key issues that stakeholders, internal and external, have identified as material issues in line with what is actually the company vision.

Finally, the territory and the community in which the company operates are also extremely important so as to achieve the sustainable development goals which the current world and future generations require.





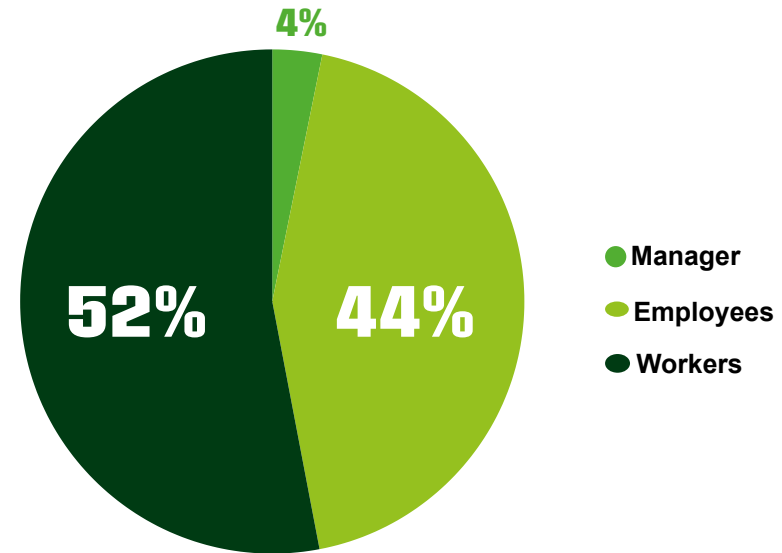


TRAINING AND EDUCATION

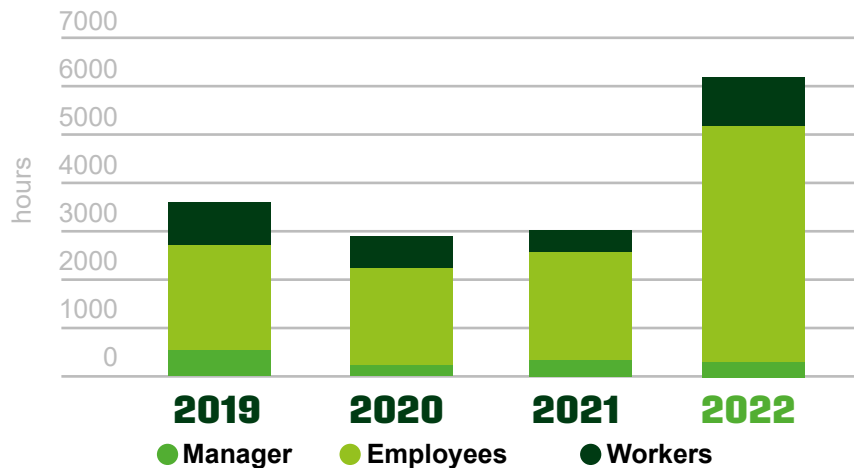
The importance that OMB attribute to culture and education is immediately perceivable inside and outside its borders. The idea of Lifelong Learning (continuous education) is one of the ways through which the company, with its employees, manages to stay competitive in the market adapting to the changes that it requires.

After an experimental experience shared with the University of Milan, in 2019 OMB launched an Academy project inspired by this concept of “learning company”: the strategic translation of the combination between adaptation and innovation, necessary to ensure a shared and widespread resilience in the different business branches.

DISTRIBUTION OF COMPANY RESOURCES



AVERAGE ANNUAL TRAINING HOURS PER EMPLOYEE



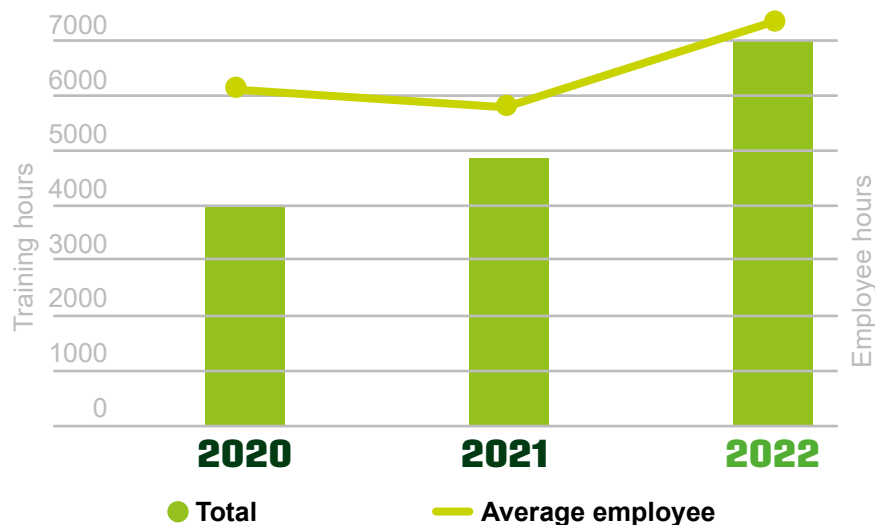
From the above graph, it is evident the increase of the resources invested in training: the courses, held by internal or external teachers, have affected all the company tasks; the totality of the employees (the graph also shows the training component dedicated to women’s resources in total) was trained for a total of 6,134 hours (vs. 3,052 of 2021), net of those dedicated to health and safety at work (partly dependent on legal obligations).

As the histograms show, training affected 81% the category of employees, followed by that dedicated to workers (15.75%) and finally to managers (just over 3% of the total of hours). This proportion, precisely because it excludes compulsory training on health and safety at work, which is typically more dedicated to the resources employed in manual tasks (manual workers), is globally aligned with the distribution of company resources.

HOURS OF ANNUAL TRAINING PER EMPLOYEE

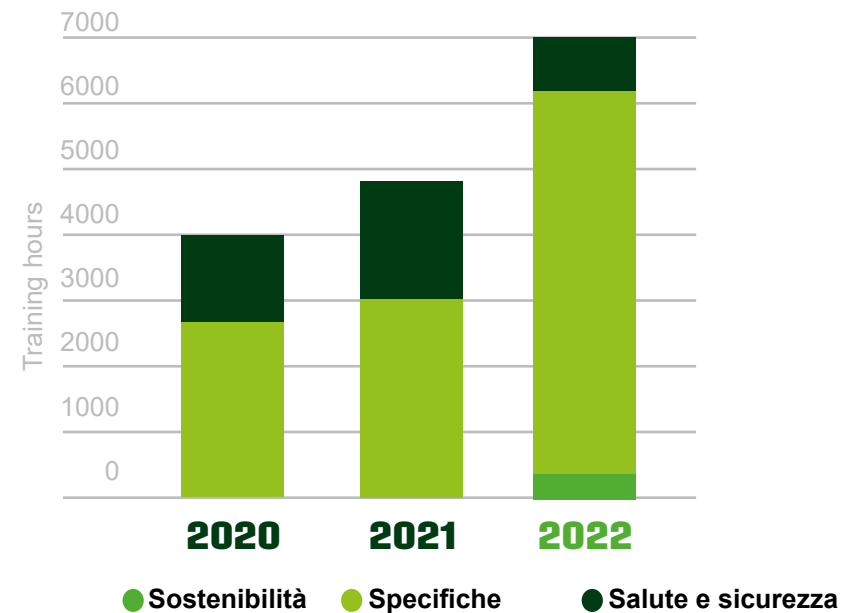
The average training hours per employee per year (net of health and safety data) also saw a significant increase from 23 to 28.5 average hours per year/employee, broken down as follows:

Mansione	2021	2022	variazione
Male manager	22,56	21,78	-3%
Female manager	21	35,5	69%
Male employees	27,92	45,61	63%
Female employees	23,63	39,71	68%
Male workers	2,27	7,62	235%
Female workers	2,21	7,67	248%



2022 also saw, for the first time, the introduction of sustainability as object of training and study; 217 hours of specific training in it were added to those dedicated to OMB strategy and initiatives about health, safety at work, and specific education for single jobs, aimed at professional development.

HOURS OF ANNUAL TRAINING PER TOPIC



TRAINING AND EDUCATION	
Objectives 2022	7 average hours of training for workers
	100% of employees trained in sustainability
Objective 2023	Maintain the rising trend in training for all jobs (managers, employees and workers)



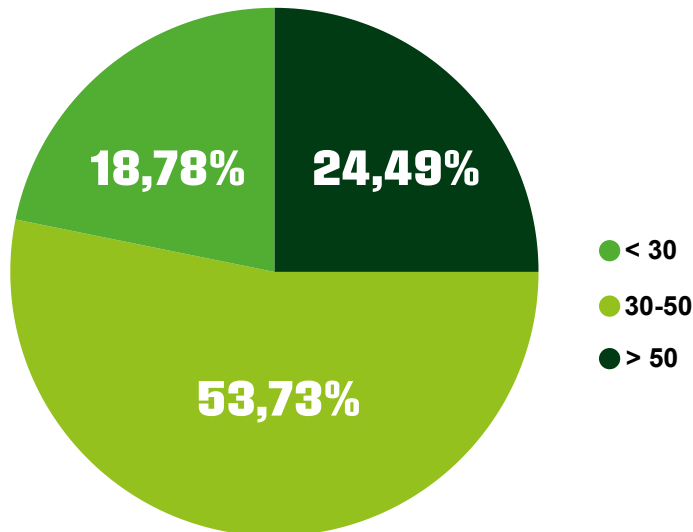
STAFF MANAGEMENT

As above mentioned, the creation of a business community in which every employee can feel valued, stimulated and where there are opportunities for professional and personal growth are the pillars on which the company wants to build the present and the future.

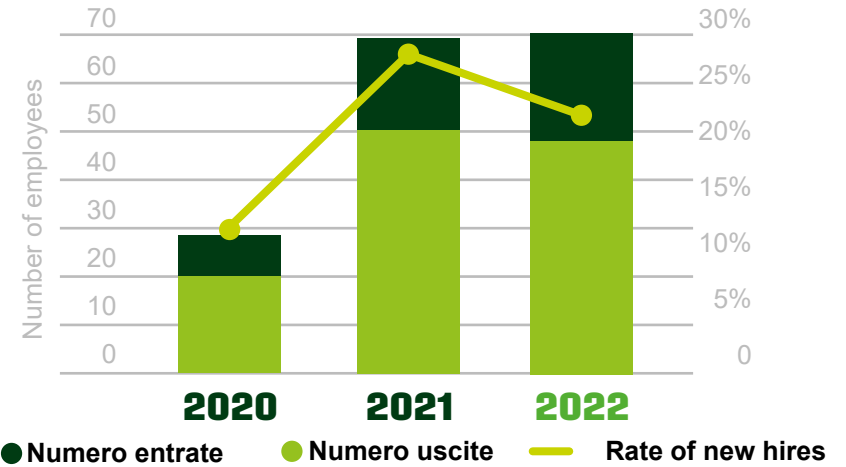
The enhancement of people is implemented with continuous growth paths which can offer career developments in line with the expectations of the company population; Being OMB a company with a strong youth component in its staff, It is even more important to guarantee them a stimulating and satisfying professional future.

On 31 December 2022, the total number of OMB employees was 245: 82 women and 163 men. 24.49% are under 30, 56.73% between 30 and 50 and 18.78% over 50.

EMPLOYEES FOR AGE CLASSES

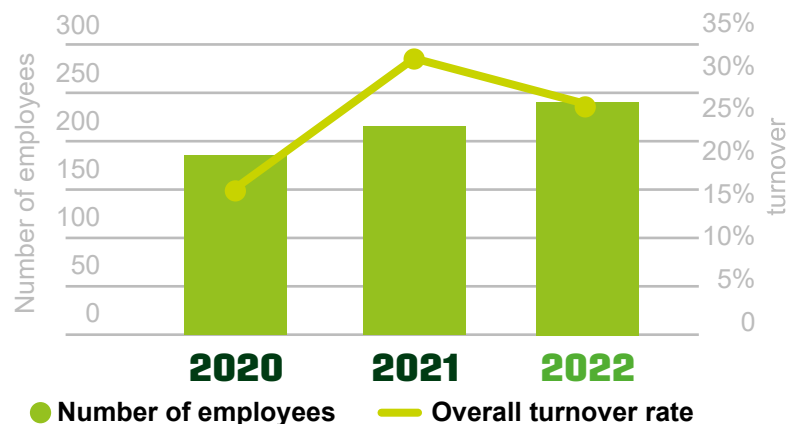


RATE OF NEW HIRES



The year 2022 had new hires under 30 and a total increase of force job which maintained the trend in increase already seen in 2021, with a +10% regarding the previous year. The new people in the company follow an induction training, aimed at introducing them into the company environment, helping them to become familiar to the environment and to quickly integrate with colleagues without excessive stress and stress.

RATE OF NEW HIRES

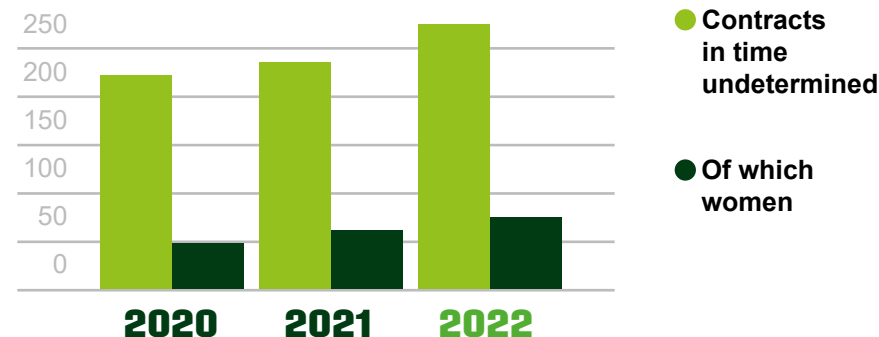


The target set in 2021 to reduce the outgoing turnover rate with reference to the previous year below 7% , was not reached (negative turnover 8.97%); however the youth turnover rate was considerably reduced compared to 2021 (from 54% to 35%).

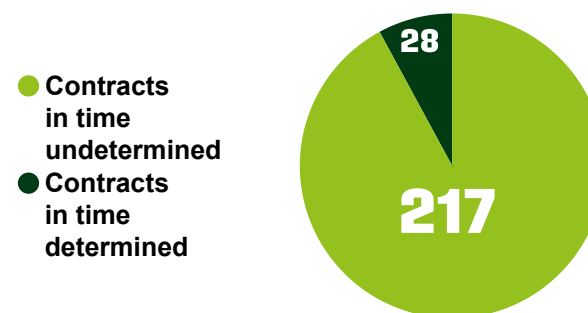
Below the graph showing the total turnover of the three-year period: as it can be clearly seen from the chart, with a steady increase in the workforce, the turnover rate has slightly decreased compared to the year 2021, showing the efforts and commitment that the company is putting into play in order to attract and retain its staff.

One of the most effective talent-retention strategies is undoubtedly the stabilization of contracts.

CONTRACTS IN TIME DETERMINED



WORKERS BY TYPE CONTRACTUAL YEAR 2022



As shown in the two graphs above, OMB is implementing, over the years, a policy of progressive stabilization of contracts, with an increase in both absolute terms and those related to female workers. The current proportion of OMB workers is almost 90% of the resources employed for an indefinite period, and just over 10% for a fixed term.

STAFF MANAGEMENT

Objectives 2022	+10% workforce 2022 vs. 2021	✓
	Outgoing turnover rate: <=7%	✗
Objectives 2023	Outgoing turnover <= 8%	



HEALTH AND SAFETY AT WORK

The compliance with the current rules about health and safety at work, together with the choice to combine the national legislation with the management system about them, certified according to ISO 45001, has allowed to maintain high standards of frequency and severity of occupational accidents.

In fact, the year 2022 saw only one minor accident (3 days of prognosis) out of the total number of hours worked in the company with a frequency index (ratio of number of accidents to millions of hours worked) of 2.64.

PROMOTING HEALTH AND WELL-BEING IN OMB

Also in 2022, the employees who asked for it, had the possibility to benefit from screening for the prevention of breast cancer with ultrasound and mammograms. 100% of the staff also have an additional health care package and easy access to specialistic visits.

The company has also joined the Workplace Health Promotion (WHP) program of the Lombardy Region which, in line with the European and global objectives, aims to promote organizational changes in the workplace in order to make them environments conducive to the adoption and dissemination of healthy lifestyles.

The benefits of the Save the farm project fall within the WHP programme which enables people to enjoy a healthy break with fresh organic fruit received directly in the company a few hours after the collection; there's also an essential activity of promoting information events for employees, aimed at the dissemination of good practices to achieve psychophysical well-being in the workplace.

In January 2022, for example, OMB offered its employees a free meeting, specifically oriented to the theme of nutrition related to well-being; last but not least, the promotion of physical activity thanks to the availability of company e-bikes, car pooling and gymnastics classes in the company.

HEALTH AND SAFETY AT WORK

Objectives 2022

Absence of accidents at work



WHP Lombardia programme



Objectives 2023

Absence of accidents at work

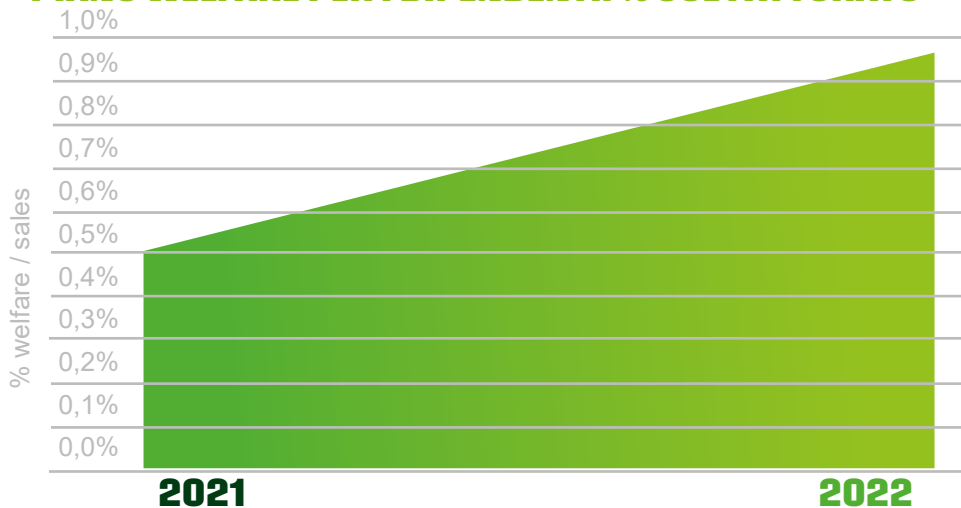


COMPANY WELFARE

Promoting the individual well-being increases the value of the community: OMB, and especially its President, firmly does believe in the possibility of combining industrial and personal development, so that the working environment can be seen not as the inevitable fate of the daily hours of each person but as a source of personal satisfaction, cultural enrichment and well-being.

In this sense are the health initiatives already outlined, as well as the extension of the company welfare plan to all the employees, who see therefore recognised their commitment beyond what established in their national contract. In 2023, the implementation of a specific Welfare platform is planned; it will allow an even more extensive use of the system of economic incentives made available by the company.

PIANO WELFARE PER I DIPENDENTI: % SUL FATTURATO



HOURLY FLEXIBILITY AND SMART WORKING

The management of hourly flexibility is so widespread that it is almost ad personam, so that employees can achieve the right balance between work and personal activities, which may include those related to parenting or caregiving, but also sports, volunteering or other activities

In this direction also lies smart-working, extended to all the jobs which allow it, in a perspective that combines the reduction of GHG emissions related to travel home/work and in order to simplify the personal management of work and balance with personal commitments.

In line with the concept of community and solidarity among colleagues, OMB operates a bank hours for the so-called “solidarity holidays”, which allows the sharing of paid hours among colleagues to support employees who have specific needs (typically related to caregiving) but have run out of their work permissions.

OTHER INITIATIVES IN FAVOUR OF EMPLOYEES

Among all the initiatives proposed to improve the well-being of employees, there were also several opportunities to enjoy guided tours in museums and places of interest in the province, an English course of one hour per week available to the employees interested as well as the aforementioned gymnastics courses and agreements with discounts for medical, psychological and sports activities.

Available to all, with a section dedicated specifically to children’s tales, there is also the company library, voluntarily managed by an internal adviser and, among other cultural initiatives promoted by the company, some meetings with experts have been organised with experts to introduce the latest editorial news.

In 2022 9 children were born in the company and 100% of the employees which received parental leave, came back to work; the effort of the company to reconcile the parental role and professional achievement was therefore in line with the expectations of new parents.

BENESSERE AZIENDALE	
Objectives 2022	100% of employees with access to welfare ✓
Objectives 2023	Introduction welfare platform Free winter and summer camp for children of OMB employees



DIVERSITY AND INCLUSION

As evidenced by the code of ethics of the Company, ensuring an inclusive working environment and respecting the uniqueness of each person is among the fundamental principles of OMB.

To protect the value and diversity of all the employees, there is an internal channel for reporting behaviour that could be discriminatory; in 2022 there were no incidents in this sense. It is worth mentioning that almost 3% of company company come from abroad (Europe); this fact points out the absence of limits or prejudices linked to cultural and geographical diversity also in the selection procedures.

In 2022, OMB signed the Charter for Equal Opportunities and Equality at Work of Sodalitas Foundation, sponsored by the Ministry of Labour, the Ministry of Equal Opportunities and the European Community: a declaration of intents signed voluntarily by 900 companies for the dissemination of a corporate culture and inclusive policies, free from discrimination and gender bias, age, disability, ethnicity or religious faith and capable of enhancing talents in all their diversity.

The adoption of this charter presupposes a corresponding commitment to:

- *Defining and implementing equal opportunities policies, starting from the managers*
- *Giving clear responsibilities for equal opportunities to persons or functions in the company*
- *Overcoming gender stereotypes*
- *Mainstreaming the principle of gender equality in staff management processes*
- *Raising awareness and training at all levels*
- *Monitoring the progress and assessing the impact of the practices implemented*
- *Provide assurance to all the staff*
- *Providing concrete ways to facilitate family-work reconciliation*
- *Notify the staff of commitment, projects and results*
- *Promote the external visibility of the commitment and bear witness to it*

As part of this project, OMB has undertaken a multi-year path which includes several initiatives on the subject. Inspired by the Aleph mentioned by J.L.Borges, “the place where there are, without getting confused, all the places of the earth, seen from all the corners”, in the Academy room, it has been set up a bulletin board in which all the employees are invited to tell about situations , experienced in the company, in terms of inclusiveness or exclusion.

These testimonies will be collected and will feed the narrative material for a theatrical representation on the theme, scheduled for 2023.

During 2022/2023, the analysis process was also activated in order to obtain the certification for gender equality (PDR 125).

Besides, for the year 2023, it has been planned to draw up a specific policy for D&I (Diversity and Inclusion) and to open an anonymous platform specifically created to report discrimination.

Finally, it has been installed an itinerant exhibition dedicated to Monia Del Pero, a very young victim of femicide: 20 paintings enriched by texts ,written by young participants in the literary competition “I listen to you”, with the aim of sensitizing as many people as possible about respect and violence against women.

DIVERSITY AND INCLUSION		
Objectives 2022	> 38% of the female population in the company	✓
	ISO 30415 D&I certification	✗
Objectives 2023	> 40% of the female population in the company	
	PdR 125 certification	



CREATING VALUE IN THE COMMUNITY

OMB Saleri identifies itself in the territory in which it develops its activities and has as objective sustainable development of the local community. There are several active synergies with the territory: the company is attentive to the needs of the community, is interested in local growth and in shared values.

IL PRIMO PATTO DI COMUNITÀ IN ITALIA

The year 2022 was a particularly important one to seal the close relationship of OMB with the territory in which it operates: it was in fact signed the first “Pact of Community” in Italy, a new way of cooperation with which the company is committed together with eleven other public and private bodies, religious bodies and associations in the area; the purpose is to promote redevelopment and social regeneration, cultural and economic and to spread the inclusion of all people living in the district where OMB is located. (Quartiere Primo Maggio)

The Pact saw the creation of a free sewing and mending workshop and a computer literacy course especially dedicated to over 65 and foreigners: the course consisted of 3 free lessons aimed at encouraging the use of some IT resources in security (for example online messaging systems) and to simplify access to some digital services offered by the Public Administration, including the SPID (Public System of Digital Identity), the ESF (Electronic Health Dossier) of the Lombardy region and the Inps site.

In 2023 it is also planned the activation of a counter to be supported in the drafting of a Curriculum Vitae and for all the activities, often related to the world of Public Administration, for which the most fragile people may not have the necessary skills.

Also within the Community Pact, Sport has been identified as an important means of inclusion of people of different ages, cultures and contexts: a Football School has been launched, whose coaches are volunteers and are part of the company employees; it is dedicated to children aged 6 to 14 years; in 2023 the first neighborhood tournament will be organised to give a kick to racism.

Since October 2022, the company has also undertaken a hours monitoring activity on volunteering , thus ensuring that, for every hour of volunteering performed by one employee, another one is paid in order to consistently increase the total hours devoted to the community; it is also a way to empower employees about the importance of their contribution. The total hours devoted to volunteering, in the months from October to December, amounted to 80.

SODALITAS

As already mentioned, OMB has also joined Sodalitas Foundation: a network of companies, volunteers and collaborators united by a strong vocation for sustainability, aimed at creating partnerships and spreading the culture of sustainable development, contributing to increase the value of the community and aiming to ensure a future of inclusion and development.

CREATING VALUE IN THE COMMUNITY	
Objective 2022	50 hours dedicated to corporate volunteering
	Community Pact and commencement of activities
Objective 2023	200 hours dedicated to corporate volunteering
	Implementation of Community Pact projects





GOVERNANCE

OMB Saleri places corporate and civic ethics at the heart of its business strategies.

Innovation is an integral part of its activity, having adopted the strategies of lean production instead of those of mass production. This choice translates into a propensity for innovation and continuous improvement in terms of quality, environmental impact and industrial transformation aimed at achieving the social and economic objectives set.

The strategic direction is led by the Board of Directors, which is assisted by an internal committee, called Ecclesia, which meets periodically to identify actions that can improve employee well-being and business performance. Ecclesia is an assembly born in the context of the Academy as a practical realization of the concept of democratic participation of workers in the planning of projects and strategies for the development of internal well-being: a delegate for each department is responsible for collecting the needs, reports and suggestions of their colleagues; once a half a month, the issues reported are discussed and priorities and possibilities for future implementation are planned.

OMB Saleri has a code of ethics, widely shared with internal and external collaborators, based on the principles of the Universal Declaration of Human Rights of the United Nations, the Tripartite Declaration of Principles on Multinational Enterprises, in the Social Policy of the International Labour Organization and in the Guidelines for Multinational Enterprises of the Organization for Economic Cooperation and Development.

The objective of the Code of Ethics, shared and disseminated at a capillary level with internal and external collaborators, is to promote respect, fairness and collaboration inside and outside the company.

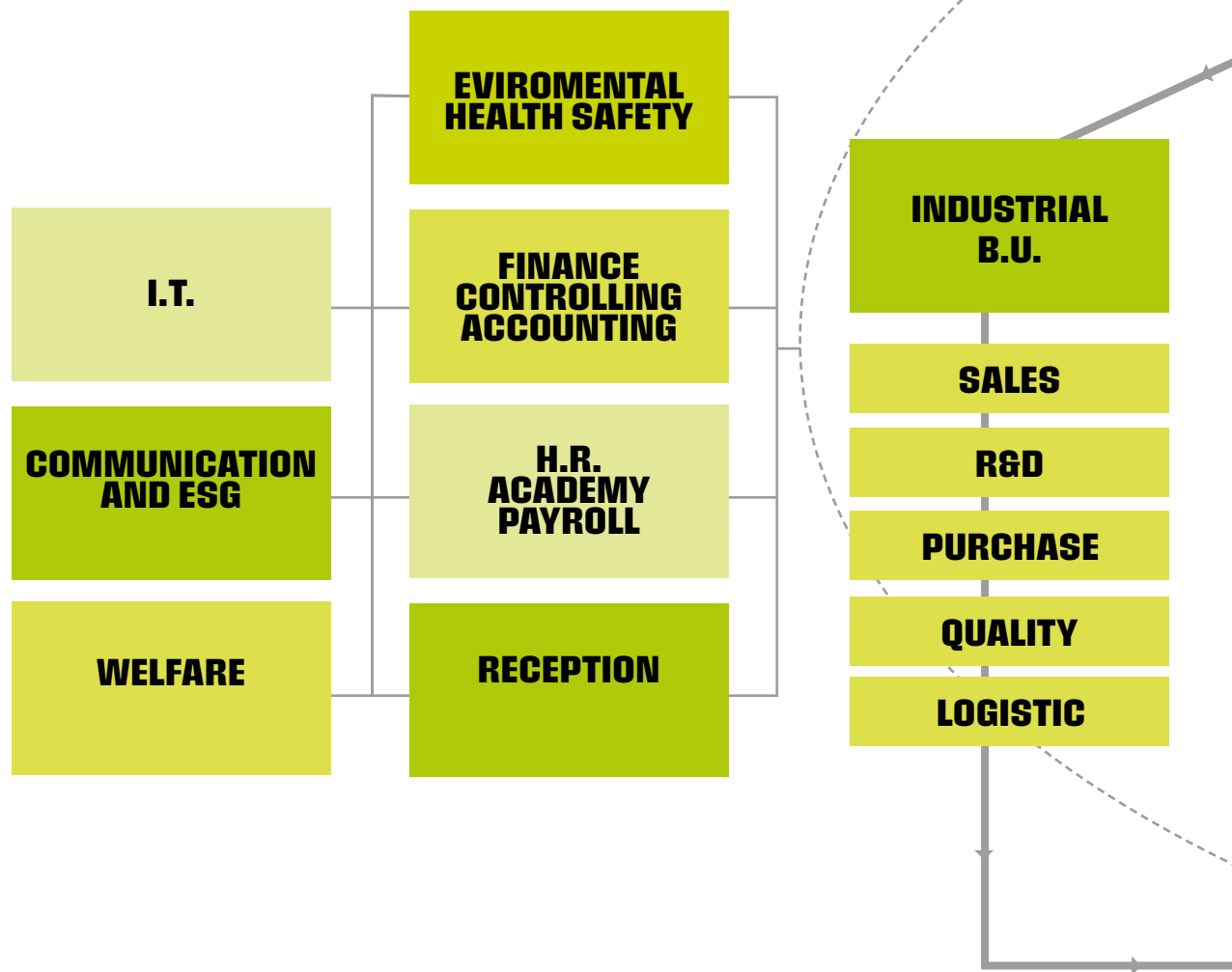
OMB Saleri ha rinnovato nel 2022 la sua adesione all'UN Global Compact, presentando la prevista COP (comunicazione dei progressi) afferente alla rendicontazione del proprio impegno a rispettare i dieci principi del patto globale nel contesto strategico e culturale dell'azienda

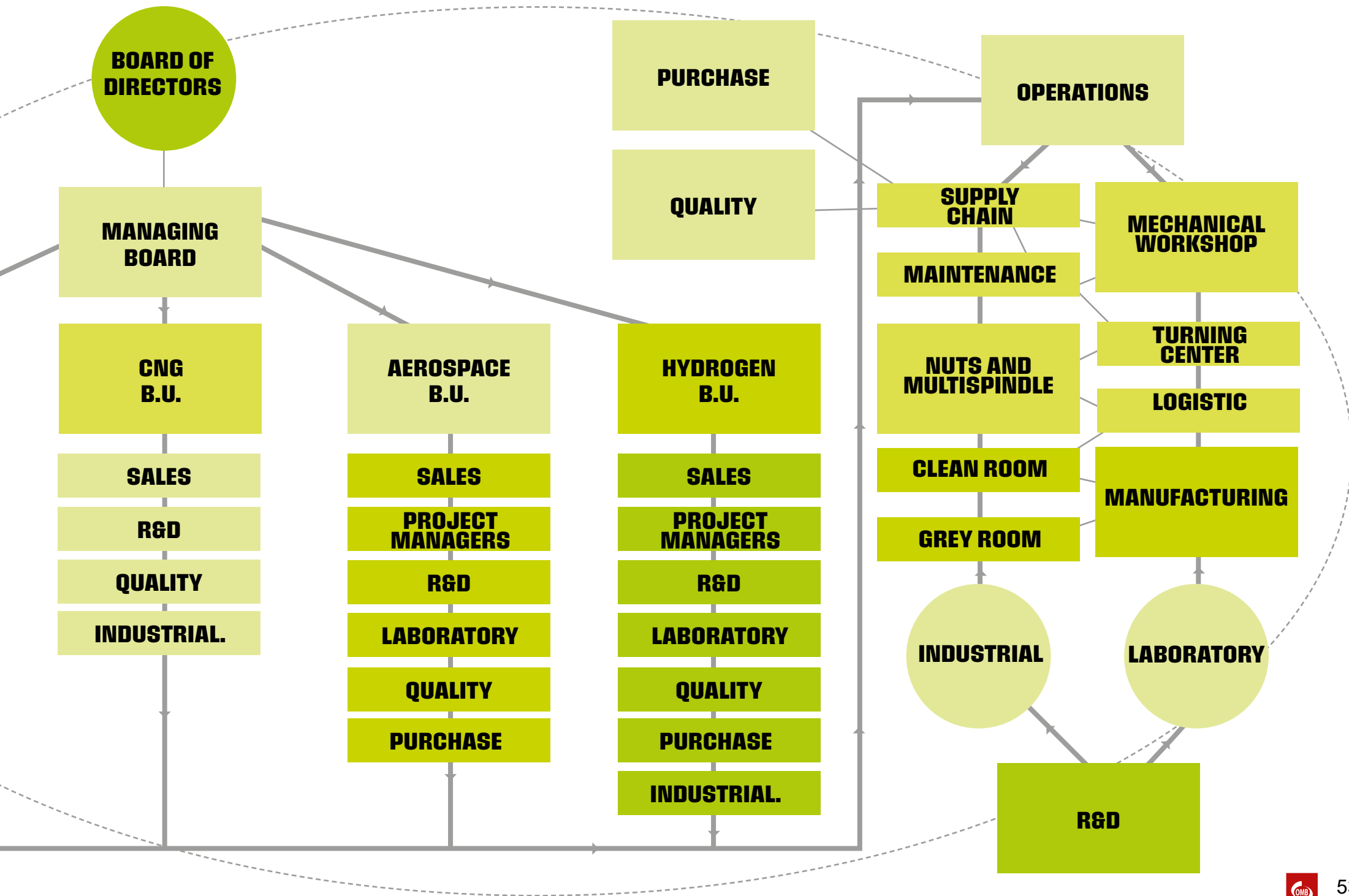
OMB Saleri renewed in 2022 its adhesion to the UN Global Compact, presenting the planned COP (communication of progress) relating to the reporting of its commitment to respect the ten principles of the global pact in the strategic and cultural context of the company.



COMPANY ORGANIZATION

As anticipated, the Board of Directors of OMB is vested with the broadest powers for the ordinary and extraordinary management of the company and is composed of three members. The Board of Directors has also the task of supervising the environmental, social and economic impacts generated by the Company. Below is the 2022 organisation chart which provides a comprehensive overview of the company structure:





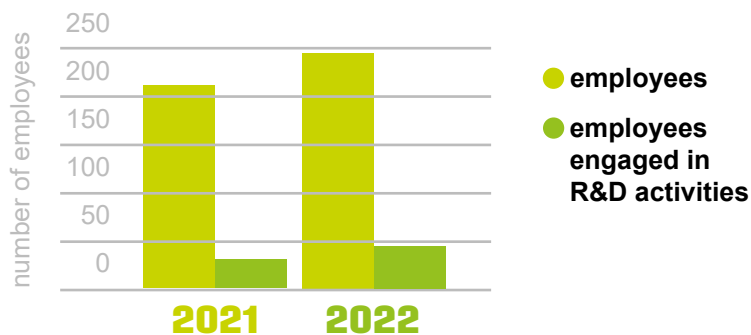


RESEARCH AND DEVELOPMENT

Also in 2022, OMB Saleri stood out for the resources employed in the Research and Development, mainly focused on the new product lines for the aerospace, liquid hydrogen, aeronautics and defence sectors.

OMB employees employed in R&D are 44, 18% of the company workforce for the year 2022:

DIPENDENTI R&D



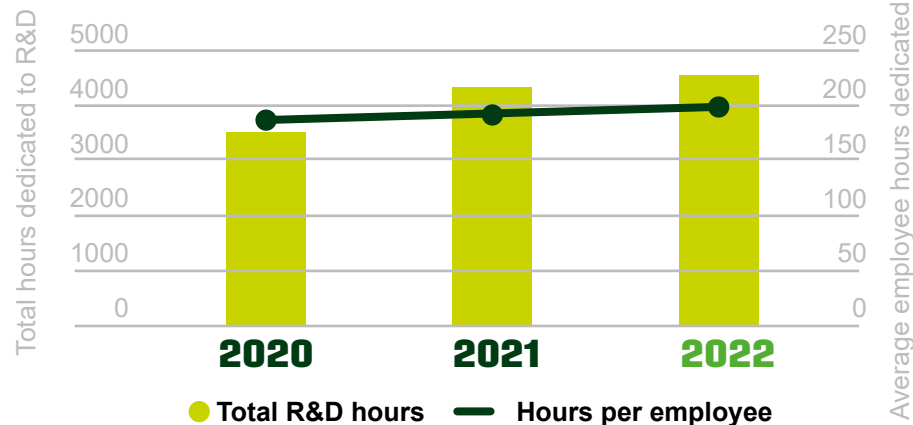
In 2022, 47,904 hours were devoted to Research and Development, with an average of 195.5 hours per employee: both figures are slightly higher than in 2021, in proportion to the increase in the company employees.

The company has always collaborated with external bodies, both public and private, to improve the safety and quality of the services offered: the goal is always to provide innovative solutions managing the entire product life cycle, from the project to the development of prototypes, until testing and placing on the market.

In 2022, as already mentioned in the chapter dedicated to training, OMB launched, in collaboration with the University of Brescia, an industrial PhD in “Energy Transition and Sustainable Production Systems” (Department of Mechanical and Industrial Engineering).

This three-year project focuses on the study and design of sensors for hydrogen valves for automotive, in collaboration with other experts in the company.

HOURS DEDICATED TO RESEARCH AND DEVELOPMENT



In 2022, two other young engineering students chose OMB to do a thesis in the company, and were subsequently hired by the company.

Their thesis projects concerned a study of a structural analysis project, Prototyping and testing for automotive applications related to specific valve fittings for high-pressure hydrogen and one for thermofluid dynamics analysis of hydrogen valves for aerospace.



FOCUS: HYDROGEN AS A VECTOR FOR TRANSITION

The important assumptions for the ecological transition necessary for the protection of the planet are the conscious use of resources and the attention to the environmental impact of any activity. In this process, an important role is and will be increasingly reserved for hydrogen. OMB has been anticipating this trend, thanks to the introduction of technologies which allow to manage this innovative energy carrier.

HOW DOES A FUEL CELL WORKS?

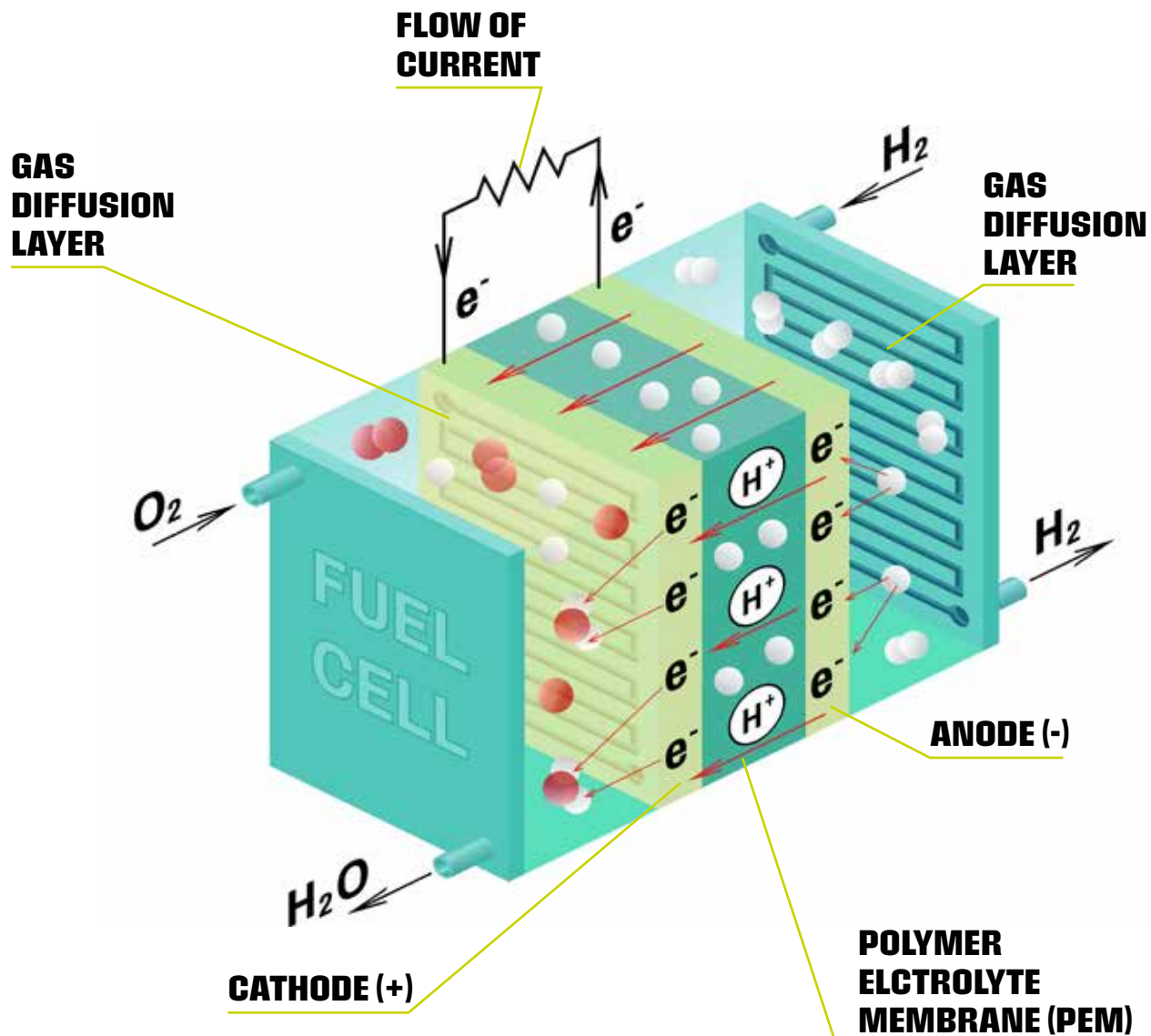
The fuel cell, unlike a normal battery, does not work as an energy storage system, but is solely responsible for its production. OMB designs, manufactures and markets valves suitable for hydrogen management for both fuel cell and tank units, with a wide range of possibilities in terms of operating pressures and different types. The design and development activity benefits from continuous investments in state-of-the-art equipment and can count on the presence of dedicated locations, such as the new clean room, patented cleaning processing and assembly procedures, high performing CNG machines and a specific test room for high pressure hydrogen (>1,000 bar).

Hydrogen passes through the pole negative (anode) oxidizing, then losing electrons.

The electrons circle in an external circuit, producing electrical work, reaching then the positive pole (cathode) where they meet oxygen, reducing it.

A chemical reaction takes place between the oxidized hydrogen and the reduced oxygen, producing water which is expelled together with the hydrogen not previously used.

This is separated and fed back into the fuel cell. The fuel cell produces electricity heat, water and hydrogen residues (also oxygen) which can be reused.



The development of products allowing an efficient use of so-called green hydrogen, the one produced through energy derived from renewable sources, contributes to reducing emissions into the atmosphere and meeting global commitments to the climate emergency.



**1 HFR
HYDROGEN FILLING
RECEPTACLE**

It is the charge valve. It is installed at the beginning of the hydrogen system and it is the valve from which one refuels



**2 HPR
HYDROGEN PRESSURE
REGULATOR**

It is the valve responsible for reducing the pressure from the 700 or 300 bar of the cylinders to the approximately 20 bar used in low pressure. The regulator is equipped with two safety valves which limit the flow of hydrogen in the event of damage to the system and which discharge any overpressures into the environment



3 OTV 700 ON TANK VALVE

it is the valve that must be mounted on the hydrogen cylinder, it has an electronically powered solenoid and safety devices such as excess flow, TPRD and manual safety devices to isolate the valve in case of system or maintenance



**4 END PLUG
WITH TPRD**

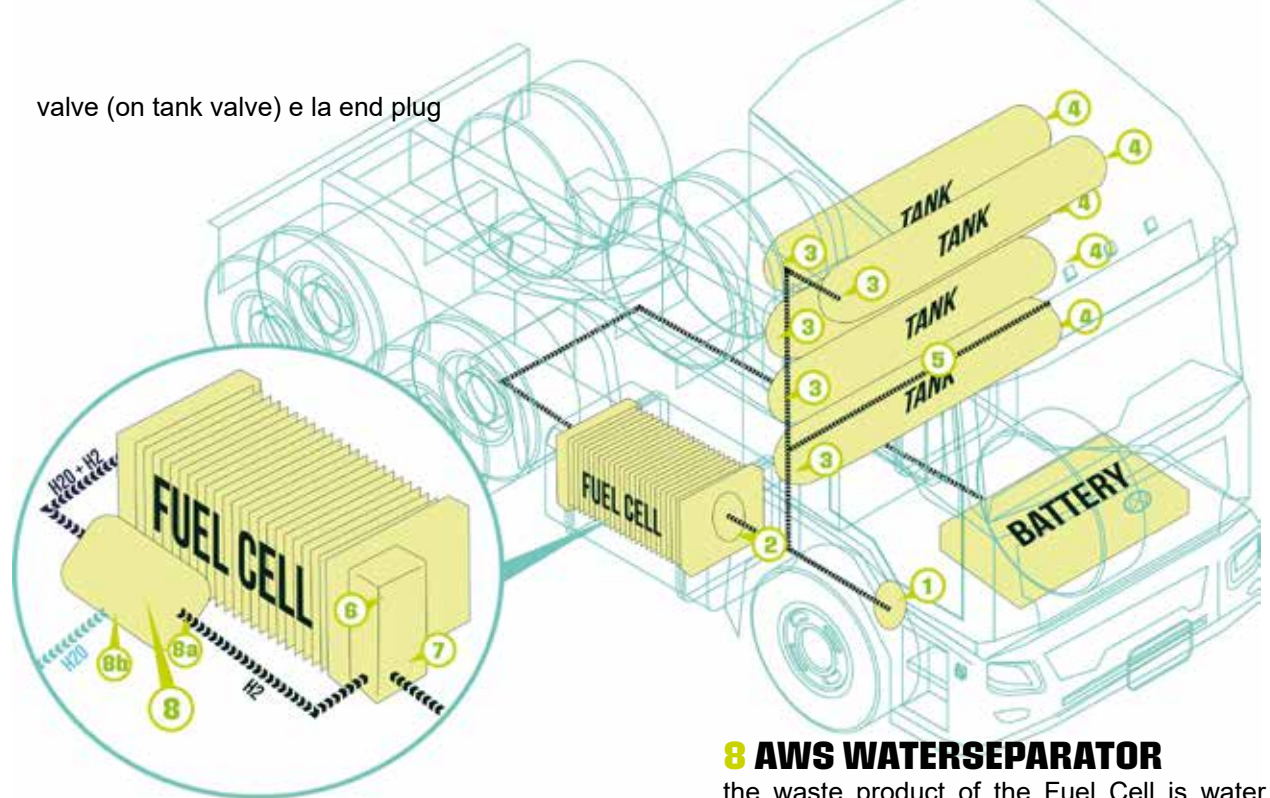
it is a thermal safety device installed on the bottom of the tank



5 MIDDLE PLUG

it is a safety device located between the tank

valve (on tank valve) e la end plug



6 LPRV

it is a safety valve. It is used to discharge critical overpressures for the membranes contained in the Fuel Cell



**7 SOV SHUT
OFF VALVE**

it is a safety valve that is opened when the vehicle is started. The valve acts like a gate valve and protects the low pressure elements from possible pressure leaks when the vehicle is off. In the event of a malfunction while driving, this valve is closed and the H2 circuit of the Fuel Cell is isolated



8 AWS WATERSEPARATOR

the waste product of the Fuel Cell is water vapor oversaturated with hydrogen. The AWS allows the water to be condensed, which is evacuated by the Drain Valves. Furthermore, through a cyclonic action, the AWS separates unburned hydrogen from water vapour, putting it back into circulation and increasing the efficiency of the vehicle

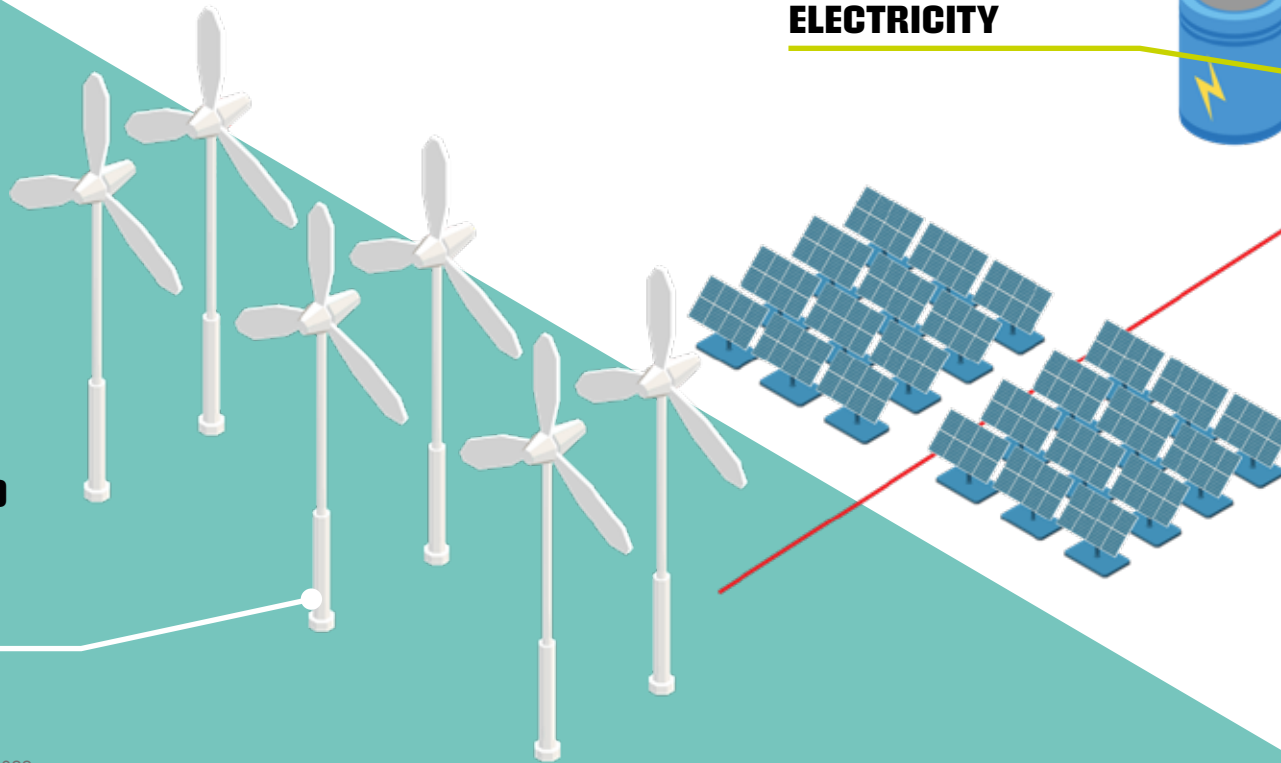
**8 A/B APV & ADV
ANODE PURGE AND
DRAIN VALVES**

they are the valves mounted on the AWS. They allow the water produced by the vehicle to be discharged and the separated hydrogen to be recirculated in the AWS. Some versions have heating elements, useful for accelerating the ignition of the vehicle in conditions of frozen system or intense cold

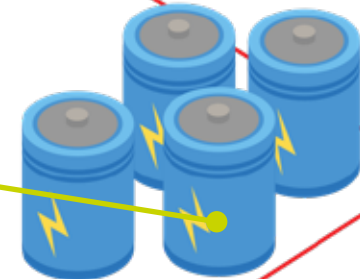
SUPPLY CHAIN GREEN HYDROGEN PRODUCTION

The following infographics illustrate the process of green hydrogen production, as well as the pros and cons of this resource in terms of development on the market, in particular transport.

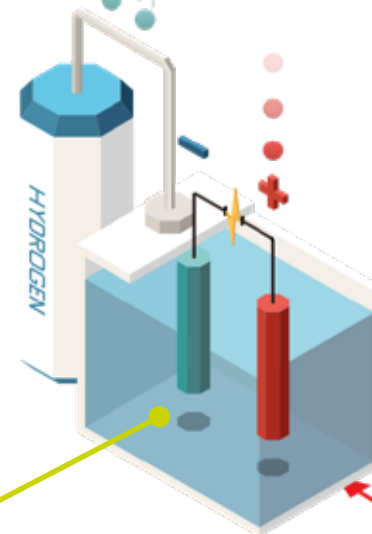
1 OFFSHORE WIND TURBINES AND PHOTOVOLTAIC SYSTEMS



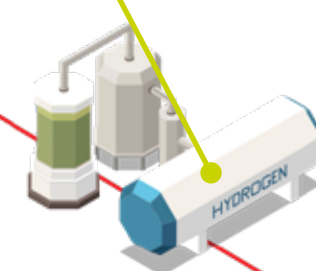
2 SHORT TERM STORAGE FOR ELECTRICITY



3 PRODUCTION OF HYDROGEN BY ELECTROLYSIS



4 ODORISATION



RESEARCH AND DEVELOPMENT

Objectives 2022

New market: cryogenic hydrogen

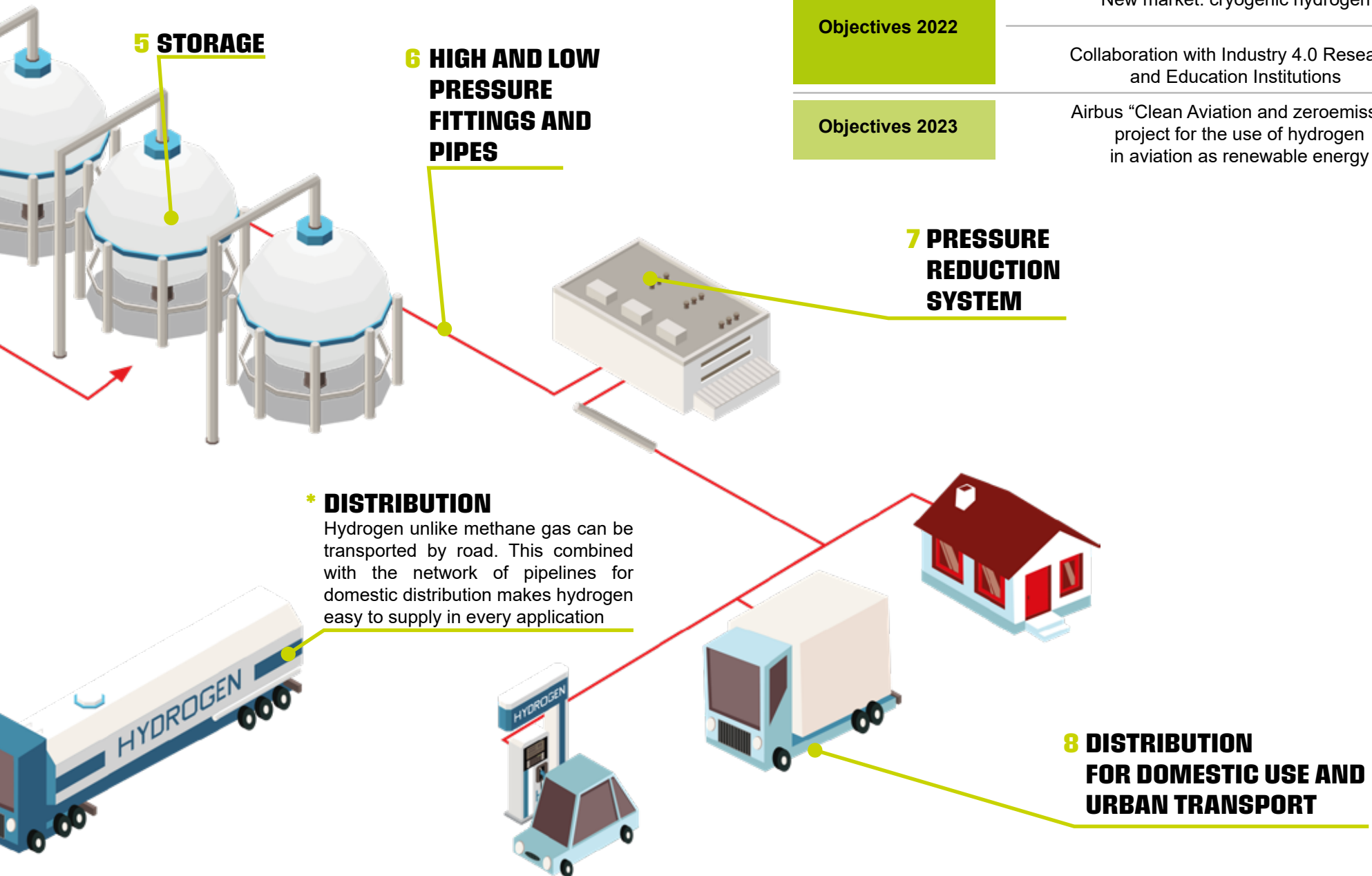


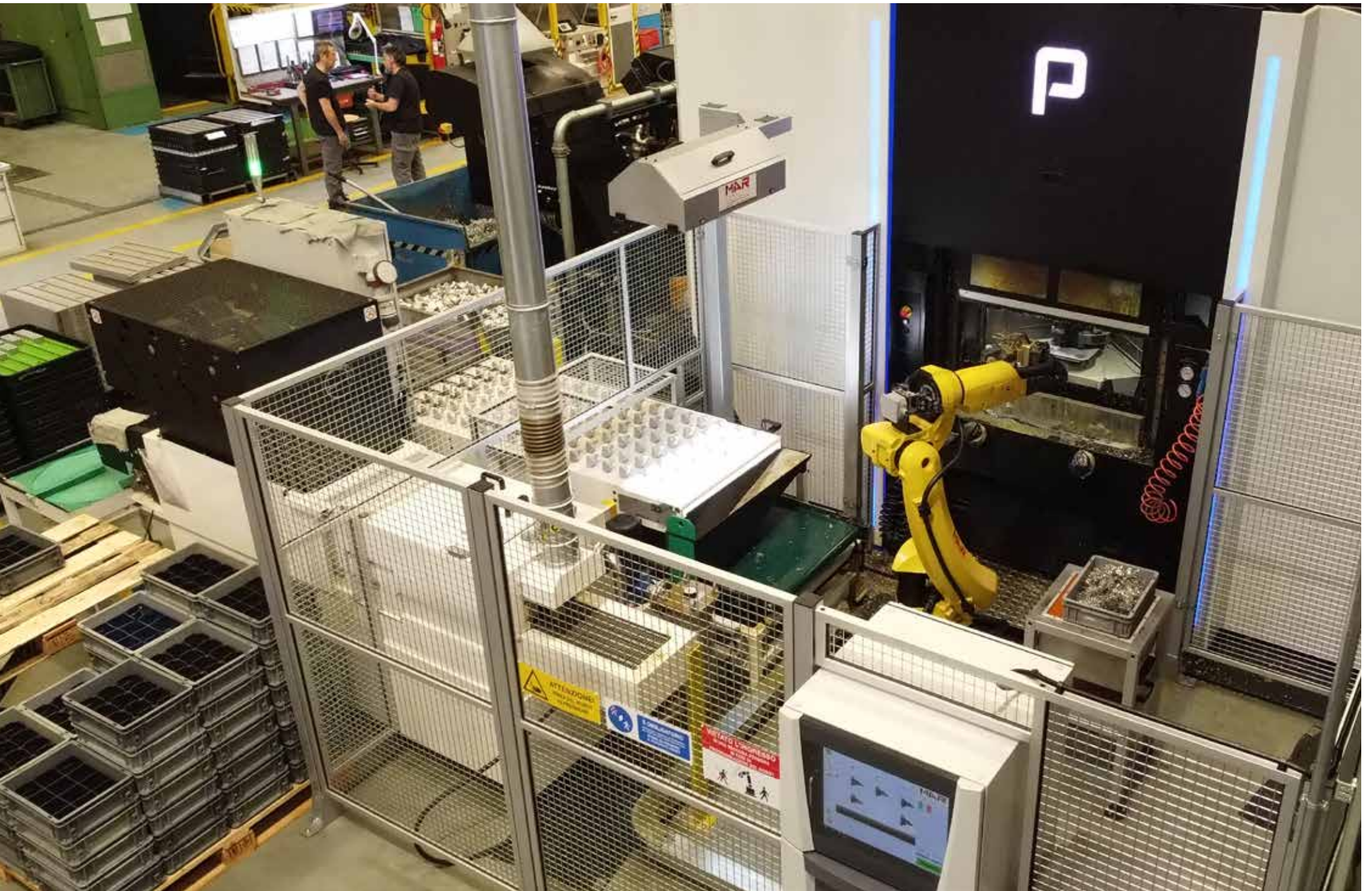
Collaboration with Industry 4.0 Research and Education Institutions



Objectives 2023

Airbus "Clean Aviation and zeroemission" project for the use of hydrogen in aviation as renewable energy







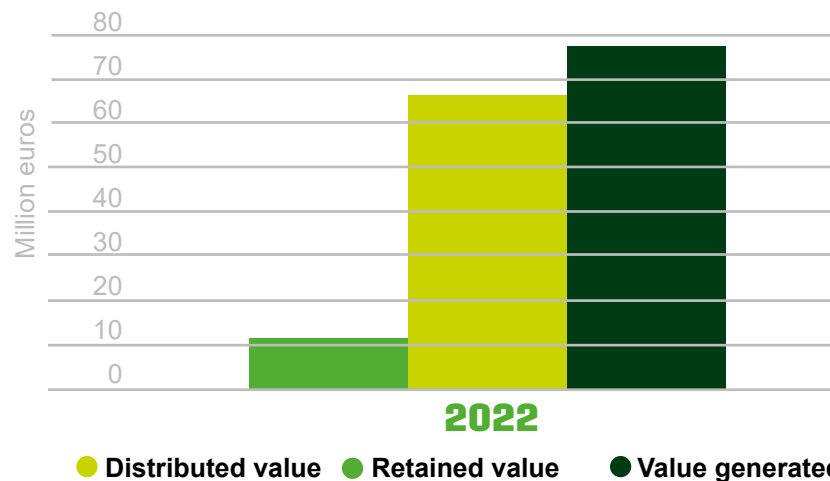
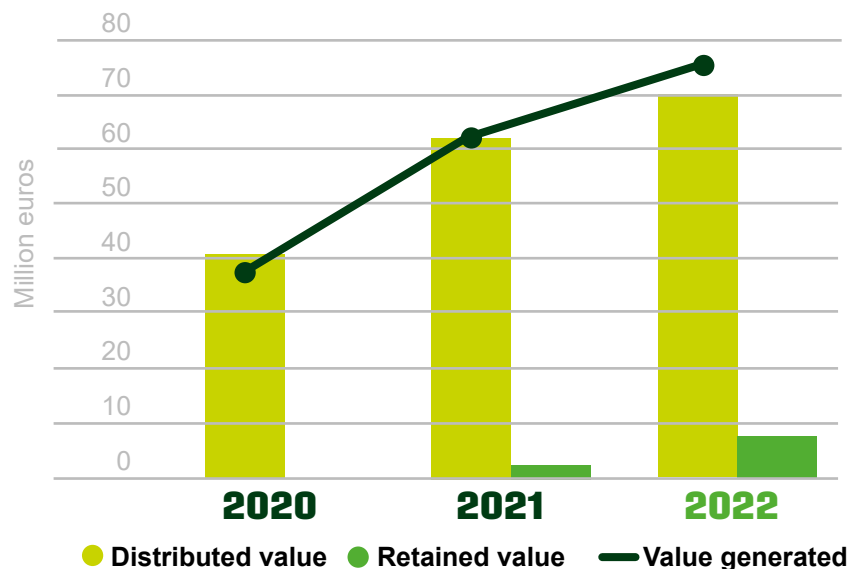
ECONOMIC PERFORMANCE

In 2022 OMB recorded an increase in the value generated by about 18% compared to 2021, reaching a generated value of almost 77 million euros. More than 68 million euros were redistributed in salaries and benefits for the staff, expenses for raw materials and suppliers, operating costs and investments for the community, as can be seen from the graphs below.

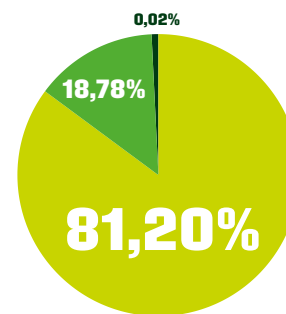
The graphs show both the evolution of the distribution over the past three years, which sees a harmonious increase in all three items, and the value generated, distributed and retained in 2022.

* Generated value refers to the data relating to items A1, A2, A4, A5 of the Income Statement

VALUE GENERATED AND DISTRIBUTED



● Distributed value ● Retained value ● Value generated



BREAKDOWN OF DISTRIBUTED VALUE

- Operating costs
- Employee wages and benefits
- Investments in the community

Finally, the last graph shows the value distributed according to the different items of which it is composed (81.2% of operating costs, 18.78% in salaries and benefits for employees, 0.02% in investments in the community, understood as the value of donations and sponsorships only and excluding hours dedicated to corporate volunteering and social projects).

ECONOMIC PERFORMANCE	
Objectives 2022	+ 20% value generated 2022 vs. 2021
Objectives 2023	Increase value generated 2023 vs. 2022

1.2% of the value distributed to PA* and donations



STRATEGIC DIRECTION

THE CERTIFICATIONS OF OMB

The path to excellence in product quality and innovation is based on resource expertise and investment in infrastructure and machinery. However, management systems and procedural standards also play an important role in proving company performances. For this reason, OMB has chosen to adhere to ISO 9001:2018 (general quality management system), IATF 16949:2016 (specific for the automotive sector) and AS/EN 9100:2018 (specific for the aeronautical, aerospace and defence sectors). In addition to that, OMB uses an environmental management system certified according to ISO 14001 and, for health and safety at work, according to the ISO 45001 standard, already mentioned in the dedicated paragraphs.



DATA SECURITY, PRIVACY, LEGALITY

Data security and the risks related to their violation play an important role in any business context: OMB has an internal policy related to the respect of the privacy of stakeholders, internal and external, and even in 2022 no serious incidents related to data loss or breaches of corporate cybersecurity were detected.

The company carries out specific internal training sessions aimed at improving awareness of cybersecurity and good practice on the subject. In order to better protect

data privacy and security, the company also adopts a policy of access control, which provides that the data considered sensitive are accessible only from the personnel office and with permission from the IT department.

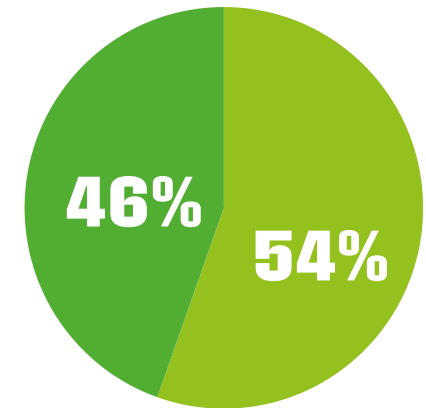
OMB Saleri has also been awarded by the Italian Competition Authority (AGCM): the legality rating is a synthetic indicator of compliance with high standards of legality attributable to companies based in Italy complying with all the requirements laid down in the Implementing Regulation on the subject.

THE SUPPLY CHAIN

For several years the company has established and adopted a procedure for selecting suppliers according to sustainability criteria. Specifically, from 2022 a code of conduct was introduced and it is already signed by 54% of the company suppliers.

SUPPLIERS WHO HAVE SIGNED UP TO THE CODE OF CONDUCT

- Suppliers who have signed up to the code of conduct
- Suppliers who have not yet signed the code of conduct



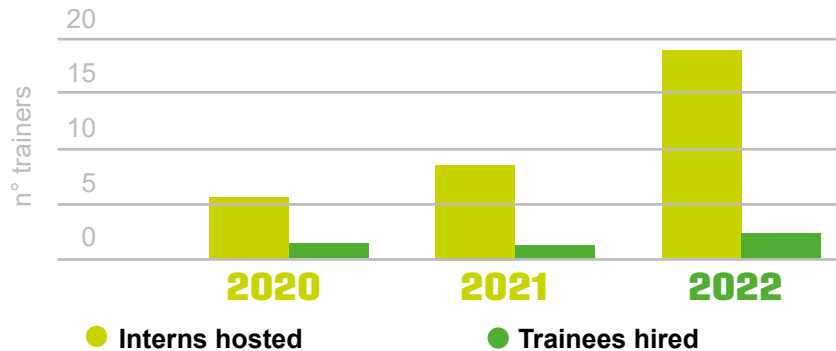
COLLABORATIONS WITH UNIVERSITIES AND INSTITUTIONS

OMB Saleri has been collaborating for years with research institutions and universities, with the purposes of refining their processes through the most advanced knowledge and technical skills but also in order to share their corporate culture and experience with the academic world and with the new generations.

It is home to curricular and extracurricular internships, and, in 2022, it activated an industrial doctorate in collaboration with the engineering faculty of University of Brescia, with the aim of studying new products as part of the strategies implemented by the PNRR for technological innovation and progress of the industries.

young people in the approach to the world of work and to ensure the transferability of educational experience in teaching; this way, it can have an effective impact on learning. Providing teachers with a broad vision companies and the local economic system can result in a school education able to train young people with skills and vision of the future.

INTERNSHIPS



In 2022, a total of 19 curricular, extracurricular and Work School/Pathways for Transversal Competences and Orientation were activated; 2 trainees, at the end of the course, were recruited into the company.

The President, Paride Saleri, is often invited to give lectures at University to spread the experiences and corporate culture of OMB. During 2022, business representatives were invited to collaborate with schools and universities: for example, the presentation held at LABA University for a conference on the theme of sustainability.

As part of the collaborations with the academic and school environment, in 2022 OMB was among the participants of the project FIP - Training for Vocational Education: the project, born in 2018 from an idea of the then president of Confindustria Brescia, started from the increasing problem of youth unemployment also in Brescia; he proposed to bring together local actors, schools and companies, in order to find a meeting point which could lay the foundations for future synergies.

The aim of the FIP project is to bring the world of schools and companies closer, making it easier for them to get to know each other in terms of organisation, operating logic and approach to work, to promote a more effective role for teachers to guide

MANAGEMENT SYSTEMS AND STRATEGIC DIRECTION

Objectives 2022	Code of conduct for suppliers	✓
	Formal cybersecurity policy/procedure	✗
Objective 2023	Maintenance and updating of existing certifications	

AWARDS AND RECOGNITIONS

The virtuous strategy of OMB has been leading it, over the years, to be awarded and identified as an example of excellence in events and conferences of national and international importance.

OMB was among the speakers of Futura Brescia, a space for work and discussion on the issues of corporate sustainability and a possible future for the coexistence of Man, Nature and Economy; there were 107 exhibitors, more than 400 speakers and over 22,000 visitors. OMB participated with a project on sustainable mobility and also organized a conference on opportunities and challenges for companies that invest and believe in hydrogen.

WELFARE CHAMPION

The Welfare Index PMI is an evaluation system that, through the analysis of the most important parameters in terms of corporate well-being and sustainability, provides an absolute value of the companies welfare level. OMB obtained the “Welfare Champion” rating in 2022 with the score of 5/5 for its commitment and achievements in the redevelopment of the district Primo Maggio and for its implementation of the concept of corporate humanism through the many initiatives for its employees (Save the Farm, car-pooling, e-bike, library, parent assistance). As part of this initiative, more than 6,000 Italian companies were interviewed and OMB was ranked second in the “Industry” field.

“IMPRESA VINCENTI”

OMB was also one of the companies reported by Intesa Sanpaolo in its programme “Winning Companies” as example of entrepreneurial excellence “capable of reacting to delicate and continuous changes” and committed to a path of sustainable growth in which welfare plays a crucial role in the development of a more inclusive economy

BEST PERFORMING SMALL COMPANY

The SDA Bocconi Business School, in partnership with several other actors of great value, has awarded OMB Saleri, among 600,000 companies, with the “Best performing small company” award for its economic market, technological innovation and the ability to create value through the initiatives aimed at increasing the well-being of employees.

SUSTAINABLE ENTERPRISE AWARD

OMB has participated in the award “Sustainable Enterprise Award” promoted by Sole 24 Ore, in collaboration with the Pontifical Academy for Life, about corporate sustainability. The award, addressed to Italian SMEs, is divided into 4 categories: Environmental Sustainability, Digital Sustainability, Social Sustainability and Resilience. The company was winner in the category of Social Sustainability, for the Community Pact “Polo Primo Maggio”.

“FABBRICA DEL FUTURO”

Finally, OMB has taken part in the “Fabbrica del Futuro” competition promoted by Confindustria Brescia within the framework of Bergamo-Brescia Capital of Culture. After a careful analysis, 30 company excellences were selected to be awarded, divided into 5 categories: Business Culture, Research and Innovation, Sustainability, Welfare, Enterprise and Territory. OMB was awarded in the Welfare category, thanks to the project linked to the Community Pact - Polo May Day

GLOSSARY

CARBON FOOTPRINT

Analysis aimed at quantifying the emission impacts associated with a product, process or activity. It allows organizations to prepare an inventory of greenhouse gas emissions according to the UNI EN ISO 14064 and 14067 standards, considering both the aspects directly attributable to the Organization and the indirect ones generated by upstream and downstream activities. When calculating the Carbon Footprint, three different categories are considered:

- Scope 1 – direct emissions, produced by sources owned or controlled by the company in question
- Scope 2 - indirect emissions, deriving from the operations of the company in question but which occur from sources owned or controlled by external parties; in particular they are emissions due to the production of purchased and used energy
- Scope 3 - includes other emissions due to activities upstream or downstream of the operations of the company in question

CO2 EQUIVALENT

It is a unit of measurement that allows you to weigh different greenhouse gas emissions with different climate-altering effects. The amount of CO2 equivalent is calculated by multiplying the mass of a given greenhouse gas by its global warming potential (GWP).

TONS OF OIL EQUIVALENTS

The ton of oil equivalent (TOE) is a unit of energy defined as the amount of energy released by burning one ton of crude oil. This is approximately 42 gigajoules or 11,630 megawatt hours. It is a method used to measure the consumption of energy rispetto alla produttività economica e si basa sul valore energetico del petrolio.

NET ZERO

The objective of the net zero strategy consists in the reduction of direct and indirect emissions of climate-changing gases generated by company activities in line with the 1.5°C trajectory and in the neutralization of residual emissions that cannot be eliminated from company activities, through the sequestration / absorption of themselves.

CARBON NEUTRALITY

The objective of the carbon neutral strategy consists in achieving a balance between the direct greenhouse gas emissions produced by company activities and those avoided and/or absorbed by the atmosphere, according to a reduction trajectory defined by the company. Balancing emissions occurs through the compensation of residual emissions through their reduction outside the company value chain or their sequestration / absorption.

GRI CONTENT INDEX

For each individual material topic identified, the correlation with the main international reference standards for sustainability reporting, the GRI (Global Reporting Initiative), is presented below.

No industry GRI standards relevant to OMB Saleri's activity have been released.

Declaration of use OMB Saleri presented a report with reference to the GRI Standards for the period 01/01/2022 – 31/12/2022.

GRI 1 used GRI 1 – Fundamental Principles – 2021 version

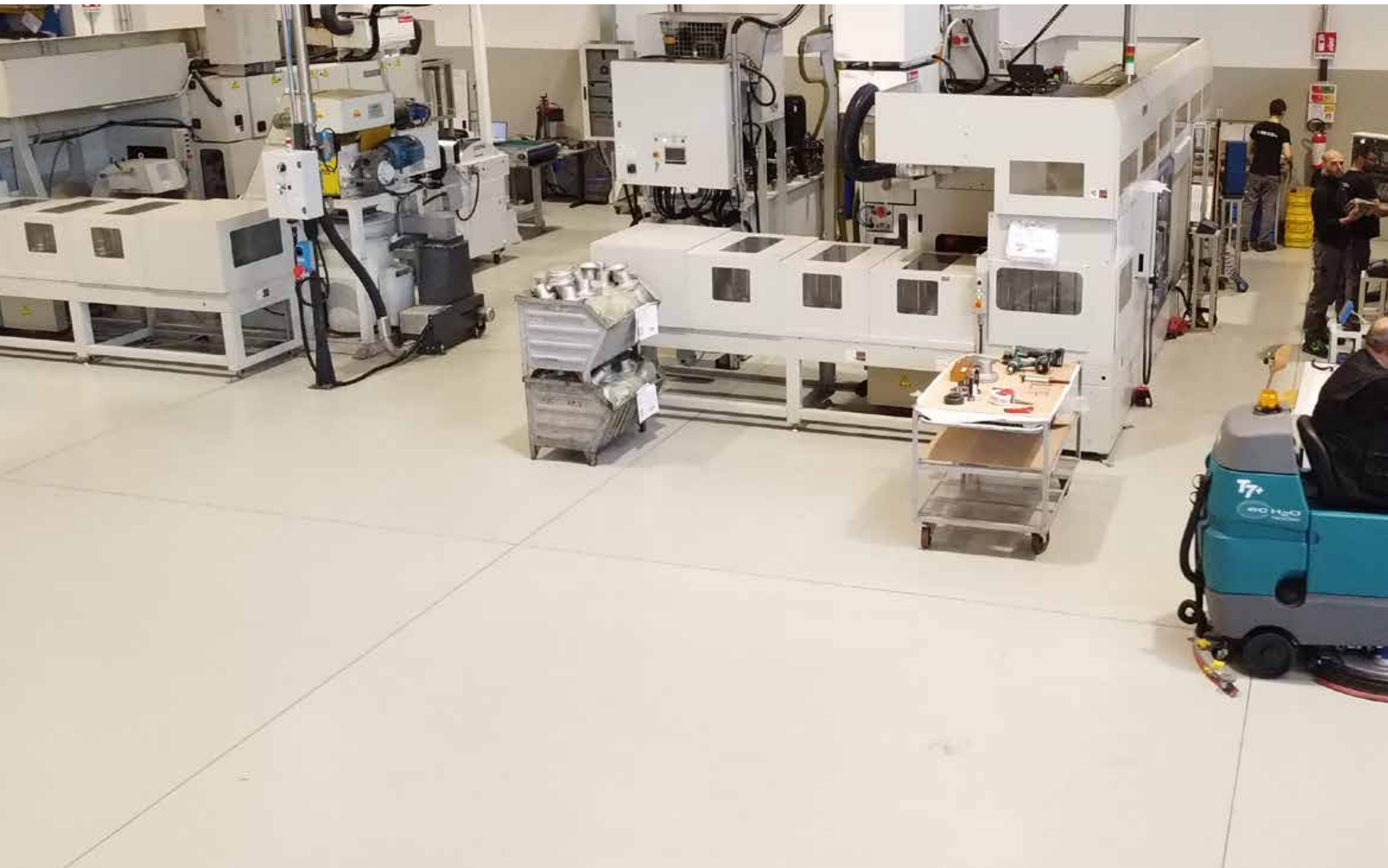
GRI 2 - GENERAL INFORMATION 2021

Standard GRI	Disclosure	Paragraph reference
The organization and its reporting practices		
2-1	Organizational details	Who we are, Governance Business organization
2-2	Entities included in the organisation's sustainability reporting	Methodological note
2-3	Reporting period, frequency and point of contact	Methodological note
2-4	Review of information	Any variations are indicated in the text
2-5	External assurance	/
Activities and workers		
2-6	Activities, value chain and others business relationships	Who we are
2-7	Employees	Social – Personnel management
2-8	Non-employee workers	Social – Personnel management

Standard GRI	Disclosure	Paragraph reference
Governance		
2-9	Structure and composition of governance	Governance – introductory part
2-10	Appointment and selection of the highest governing body	Governance – introductory part
2-11	President of the highest governing body	Letter to stakeholders
Strategy, policies, practices		
2-22	Declaration on sustainable development strategy	Letter to Stakeholders
2-23	Policy commitment	Corporate sustainability strategy; Social, Diversity and Inclusion
2-27	Compliance with laws and regulations	Social, Health and safety at work
2-28	Membership in associations	A Global Compact; Corporate sustainability strategy; Social – Diversity and Inclusion; Social – Creating value for the community
Stakeholder involvement		
2-29	Approach to stakeholder engagement	OMB Saleri's priorities: impacts generated and materiality
GRI 3 - TEMI MATERIALI - VERSIONE 2021		
3-1	Determination process of material themes	OMB Saleri's priorities: impacts generated and materiality
3-2	List of material topics	OMB Saleri's priorities: impacts generated and materiality
3-3	Management of material topics	OMB Saleri's priorities: impacts generated and materiality

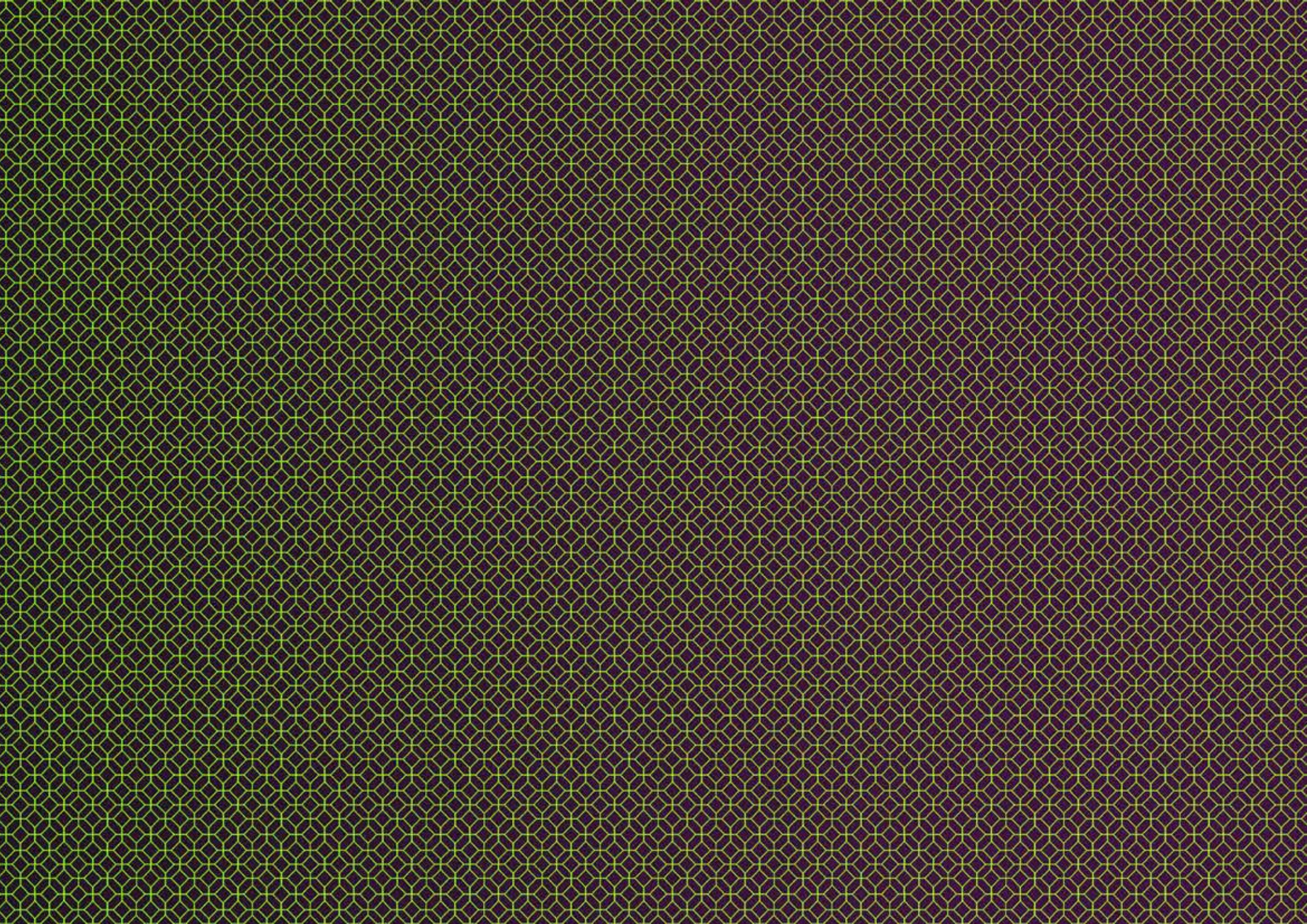
Standard GRI	Disclosure	Paragraph reference
Standard Topic: Economic Area		
201-1	Economic value directly generated and distributed	Governance – Economic performance
203-1	Infrastructure investments and financed services	Environment – Energy and energy efficiency
203-2	Significant indirect economic impacts	Corporate sustainability strategy; Creation of value in the community
Topic Standard: Environmental Area		
301-1	Materials used by weight or volume	Environment – Use of materials
301-2	Materials used that come from recycling	Environment – Use of materials
301-3	Recovered or regenerated products and related packaging materials	Environment – Use of materials
302-1	Energy consumed within the organization	Environment – Energy and energy efficiency
302-2	Energy consumed outside the organization	Environment – Energy and energy efficiency
302-3	Energy intensity	Environment – Energy and energy efficiency
302-4	Reduction of energy consumption	Environment – Energy and energy efficiency
305-1	Direct GHG emissions (Scope 1)	Environment – Atmospheric emissions
305-2	Indirect GHG emissions (Scope 2)	Environment – Atmospheric emissions
305-3	Other indirect GHG emissions (Scope 3)	Environment – Atmospheric emissions
305-4	Intensity of GHG emissions	Environment – Atmospheric emissions
305-5	Reduction of GHG emissions	Environment – Atmospheric emissions

Standard GRI	Disclosure	Paragraph reference
306-1	Waste production and impacts significant waste-related issues	Environment – Waste management and treatment
306-2	Management of significant impacts related to waste	Environment – Waste management and treatment
306-3	Waste generated	Environment – Waste management and treatment
306-4	Waste not sent for disposal	Environment – Waste management and treatment
306-5	Waste sent for disposal	Environment – Waste management and treatment
Standard Topic: Social Area		
401-1	New hires and turnover	Social – Personnel management
401-2	Benefits provided for full-time employees, but not for part-time or fixed-term employees	Social – Corporate well-being
401-3	Parental leave	Social – Corporate well-being
403-1	Occupational health and safety management system	Social – Health and safety at work
403-2	Hazard identification, risk assessment and accident investigation	Social – Health and safety at work
403-5	Training of workers on health and safety at work	Social – Training and Education
403-6	Promotion of workers' health	Social – Health and safety at work
403-8	Workers covered by an occupational health and safety management system	Social – Health and safety at work
403-9	Accidents at work	Social – Health and safety at work
404-1	Average hours of annual training per employee	Social – Health and safety at work





Standard GRI	Disclosure	Paragraph reference
Standard Topic: Social Sector		
404-2	Hours of training by topic	Social – Training and Education
405-1	Diversity in governance bodies and among employees	Social – Personnel management
406-1	Incidents of discrimination and corrective measures adopted	Social – Diversity and Inclusion
412-1	Activities that have been subject to checks regarding respect for human rights or impact assessments	Corporate sustainability strategy
412-2	Training employees on human rights policies or procedures	Social – Training and Education; Values and principles
413-1	Activities that involve the involvement of local communities, impact assessments and development programs	Social - Creating value in the community
413-2	Operations with significant actual and potential impacts on local communities	Social - Creating value in the community





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