



# ESG Sustainability Report - 2024



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## Company presentation

O.M.G. s.a.s. di Gibogini Stefano & C. is located in Pombia in the province of Novara (Northern Italy), just 20 minutes from Milan Malpensa.

It was established as a precision engineering workshop in 1972 thanks to the courage, passion and professionalism of its founder Walter Gibogini. Today the company has first, second and third generations at work, with a team of 10 members, all highly qualified, with specific skills.

The production plant occupies 560 m<sup>2</sup> of covered area, plus a large outdoor area.

The workshop is equipped with *Industry 4.0 NC (numerical control)* machine tools and *traditional machine tools* with which turning, milling, slotting, drilling and threading operations are performed; the measuring instruments and equipment used guarantee high standards of quality and precision.

Since 2018, a plan for the technological and digital transformation of production processes in terms of Industry 4.0 has been underway, which has led to the purchase of new 4.0 machinery and the consequent interconnection between the production system and the management system.

The processed materials are steel, stainless steel (stainless steel 304 and stainless steel 316), aluminium, titanium, bronze, cast iron, polyvinyl chloride (PVC), polypropylene (PP), polyethylene (PE).

*Thanks to the competence of its staff, OMG can respond positively to the demand for the production of prototypes, small and large batches.*

The quality of the management system is guaranteed by the use of the principles of ISO 9001, despite the fact that in 2019 Management did not see fit to renew the certificate.

The system used guarantees complete traceability of all movements, from the entry of material in the purchase or work order to the execution of the order.

OMG s.a.s. offers a complete service, picking up raw material and delivering it machined, carriage paid.

# Why sustainable development

The scientific path of sustainable development is enshrined in its official definition of 1987 in the Brundtland Report, also known as '*Our Common Future*':

*Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.*

Since then there have been numerous international agreements, protocols signed, and political and individual initiatives to reduce the environmental impacts of our actions. Many objectives have been achieved; unfortunately many also failed, and today we are beginning to see those changes that the scientific community warned us about.

There is still time to change course and move away from a linear development model such as the current one, which provides a single direction from resource extraction to waste disposal, towards a more circular system of reduce-reuse-recycle, with less impact and more consumer awareness, more social justice and redistribution of wealth and benefits.

Companies, in all of this, can act as promoters of the new model by transforming their products/services, communicating the results and demanding certain standards along the *value chain* vis-à-vis all their stakeholders.

While, in the past, **environmental protection** was seen more as an obstacle to socio-economic development (or even worse to 'infinite growth'), today it is one of the three pillars underpinning the principle of **sustainable development**, along with **social inclusion** and **economic sustainability**, as equally important elements.

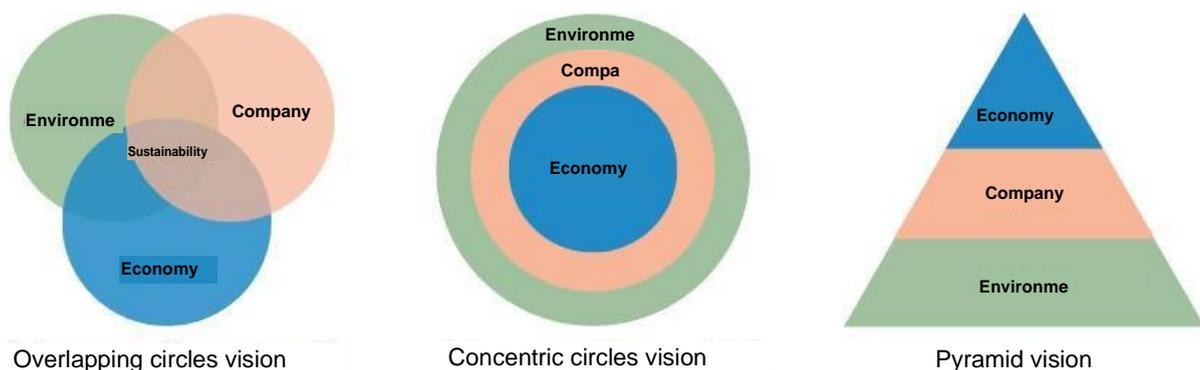


Figure 1 - The evolution of the representation of sustainable development

The best way to represent sustainable development is to go beyond its 'overlapping circles vision', pass through a 'concentric circles vision' and finally arrive at a 'pyramid vision'.

The latter perspective allows us to take into account important relationships between the environmental, social and economic systems. The environmental system at the base of the pyramid is also the largest and represents, in essence, the entire planet.

The economic system at the top of the pyramid is not 'the most important' rather 'the most dependent' on the social system, without which it could not exist, and the environmental system, which provides all the raw materials that feed the production chains.

The social system, in between, is supported in its primary needs by the environmental system and benefits from the products and services created by the economic system.

This vision highlights and reminds us of how it is the economy that exists for the benefit of social development, while we are now inclined to think of the economic system as indispensable and fundamental at all costs, even at the sacrifice of the environment and society itself.

# ESG reporting for companies

The demand for transparency on sustainable and socially responsible practices is growing. Companies are accountable to the various stakeholders, including investors, customers, employees and non-governmental organisations (NGOs), engaged in assessing their impact on the planet.

Analysis and reporting of **environmental, social and governance** (ESG) performance can provide valuable insights and help create long-term value for stakeholders. This analysis can have a significant impact on a company's financial metrics and enable better informed investment decisions.



ESG reporting refers to the reporting of data concerning the company's operations in three areas: environmental, social and *governance*. This communication, intended for investors, broadly describes the company's impact in these three areas.

The analysis of performance against ESG factors summarises quantitative and qualitative statements, helping to guide investments. In fact, ESG reporting helps investors avoid companies that might pose a higher financial risk due to their environmental performance or other social or *governance* practices.

## News and obligations at European level

In November 2022, the European Parliament definitively adopted the Corporate Sustainability Reporting Directive (CSRD), which from 2024 will oblige companies to publicly disclose data on their environmental and social impact with the dual aim of combating *greenwashing* or rather the facade ecology and giving a tangible boost to the integration of sustainability into production processes.

The implementation of the CSRD rules will take place between 2024 and 2028 in the following steps:

- from 1 January 2024 for large public interest companies (with more than 500 employees) already subject to the Non-Financial Reporting Directive, with a deadline for publication of data in 2025;
- from 1 January 2025 for large companies not yet subject to the Non-Financial Reporting Directive (with more than 250 employees and/or 40 million Euro turnover and/or 20 million Euro total assets), expiring in 2026;
- 1 January 2026 for SMEs and other listed companies, expiring in 2027. SMEs can opt out until 2028.

The analysis of performance against ESG factors summarises quantitative and qualitative statements, helping to guide investments. ESG reporting enables companies to promote a good reputation in the eyes of the public, distinguish themselves from competitors and attract investors and funding.

The sustainability report is to be drawn up according to the European standards defined by **EFRAG** and the data processing in this report was developed following this model.

## The structure of the report

The ESG Sustainability Report was structured on the basis of a comprehensive survey in 10 different areas of the three sections (environment, society and governance).

The breakdown follows the structure of the first draft of the guidelines of the EFRAG (*European Financial Reporting Advisory Group*), the advisory body of the European Commission in the field of corporate reporting, and will presumably be published in a final version in the course of 2024.

The areas of application are therefore:

| ENVIRONMENTAL                          | SOCIAL                                     | GOVERNANCE                    |
|--|--|-------------------------------|
| <b>E1.</b> Climate change              | <b>S1.</b> Internal workforce              | <b>G1.</b> Commercial conduct |
| <b>E2.</b> Pollution                   | <b>S2.</b> Workers in the production chain |                               |
| <b>E3.</b> Water and marine resources  | <b>S3.</b> Communities involved            |                               |
| <b>E4.</b> Biodiversity and ecosystems | <b>S4.</b> Consumers and end users         |                               |
| <b>E5.</b> Circular economy            |  |                               |

Tab.1 areas of application referring to EFRAG guidelines

For each area, information was collected to identify:

- **external risks** that may compromise the organisation's work;
- the **potential** impacts for which the organisation may be responsible in that area;
- **solutions** that the company consciously already implements;
- future **objectives** to focus on and therefore to be monitored;
- **economic** investment **evaluations** for present solutions and future objectives.

For each environmental, social or governance issue deemed relevant to the company, a risk assessment was made, analysing the frequency of occurrence and severity if an impact occurred. The table below (Tab.2) identifies the matrix with which the risk level is assessed. Future solutions and objectives will aim to lower the identified risks to acceptable levels.

| Frequency<br>Severity | Rarely       | Infrequently | Possible | Very frequently | Practically<br>certain |
|-----------------------|--------------|--------------|----------|-----------------|------------------------|
| <b>Negligible</b>     | Minimal risk |              |          |                 |                        |
| <b>Minor</b>          |              | Slight risk  |          |                 |                        |
| <b>Moderate</b>       |              |              | Low risk |                 |                        |
| <b>Significant</b>    |              |              |          | High risk       |                        |
| <b>Catastrophic</b>   |              |              |          |                 | Serious risk           |

Tab.2 risk analysis matrix

Despite the attempt at objectivity, risk analysis will be affected by a certain degree of subjectivity due to personal interpretation of hazards and their possible frequency.

Surveys are based on the last full fiscal year of a data collection; thus, in this case, responses are based on the calendar year 2023.

# Environmental section

## Environmental hazards and risks

The ESG environmental assessment section requested by EFRAG investigates and traces the areas as provided for in the European Taxonomy (EU Reg. 2020/852). These are:

- |                                |                                 |
|--------------------------------|---------------------------------|
| E1. Climate change             | E2. Pollution                   |
| E3. Water and marine resources | E4. Biodiversity and ecosystems |
| E5. Circular economy           |                                 |

The environmental analysis developed in this way will therefore also correspond to the principle of '*Do No Significant Harm*' (DNSH), compliance with which is expected from interventions that wish to access NRDP funds.

O.M.G. s.a.s. di Gibogini Stefano has undertaken the process of analysing its own environmental risks with the desire to reduce its own environmental impact for the good of individuals and the community and in this way meet, on the one hand, the interests of customers sensitive to the issue and, on the other, the requirements set by credit institutions for access to dedicated financing funds.

O.M.G. s.a.s. di Gibogini Stefano believes that it does not conduct activities that may cause environmental damage in any of the above areas. Domestically, three effects of climate change have been identified as the greatest risks to its business: rising average annual temperatures, high precipitation intensity in a short period of time alternating with long periods of drought. Firstly, high temperatures that would persist over time would put machine tools at risk of overheating; moreover, machine shops cannot be air-conditioned, which is why high outside temperatures cause discomfort for operators and thus slow down production. Secondly, very heavy rainfall of considerable intensity could cause temporary flooding of workplaces: however, this is a moderate risk for the company because, although the damage of flooding could be significant for the company's operations, so far there has never been such an event, despite heavy rainfall. Lastly, long periods of drought could cause the production process to come to a halt as the machine tools require water to operate: this is a low risk in this case, as the amount of water required is small and there has never been a need to stop production for this reason in the past.

Furthermore, it is pointed out that contamination of the environment with pollutants poses a health risk to company personnel.

## Environmental solutions

Regardless of the real dangers and business risks of impact on the various areas, O.M.G. s.a.s. di Gibogini Stefano has identified solutions that are already integrated in the various environmental aspects considered in the analysis.

Regarding the risks of overheating of the machine tools essential for the production of O.M.G. s.a.s., it is emphasised that each machine is equipped with its own refrigerating unit for this very reason: the company replaced this unit in one of the oldest machines to prolong its operation and performance.

The company has chosen to purchase fully certified electricity from renewable sources in order to reduce its indirect CO<sub>2</sub> production and has replaced some of its company vehicles with environmentally friendly models over the past ten years. Specifically, a diesel truck and a petrol car were replaced with two hybrid (petrol/LPG) cars. This was done with the support of the Piedmont Region by joining the Move-In (Polluting Vehicle Monitoring) service. This project assigns a maximum number of kilometres that can be driven annually throughout the entire territory of the participating municipalities, thus limiting the polluting emissions of vehicles.

O.M.G. s.a.s. replaced the asbestos roof in 2012 and equipped it with a 48 kWp photovoltaic system, entering the Fourth Energy Account. This plant is now officially owned by the company (since the payment of the lease signed with Leasint has been completed) and produced 40,800 kWh of electricity in 2023.

Since 2022, the company has been equipped with the EcoBox, which acts as a voltage stabiliser and supports the grid in the event of incoming overvoltage from photovoltaics.

In order to reduce its impact on environmental matrices, the company has opted over the years for emulsions and lubricating oils with a reduced environmental impact, always striving to achieve a correct balance between the use of non-polluting substances and the need to replace solutions in the tanks in the production plant due to the development of fungi and bacteria (resulting from the reduction of toxic components in the products used). This also has implications for the company's water consumption: practices are in place to reduce consumption and reuse water in multiple process cycles, but without the aid of anti-fouling products this is complex.

Lastly, it should be noted that the company's core business, the manufacture of filter pumps for electroplating, participates in a process of protecting metallic and non-metallic objects from wear and tear, increasing their lifespan: this leads to a reduction in waste production and the saving of natural resources used, ultimately reducing emissions.

Furthermore, the company's products are designed and manufactured to last, which is why the company provides repair services for its filter pumps to further extend the life of its creations.

The company purchases semi-finished products for its own needs, always requesting the Certificate of Origin. Metal shavings from machining operations are collected and sent to steel mills where they are melted down. Waste from the processing of plastics is currently too small to be included in specific recycling projects, but this possibility will be considered again if the company's productivity increases. The company is, however, able to valorise these residues, using them in packaging operations to fill boxes containing spare parts destined for customers in order to cushion them from shocks due to future handling.

The above solutions are intended to reduce the environmental damage resulting from production processes, contributing positively to the well-being of the environment in their own territory and in that of others. At the same time, O.M.G. s.a.s. supports two associations, *Novara Center Onlus* and *Mato Grosso Onlus*, by financing micro-projects in various parts of the world aimed at supporting the development and rooting of local communities, which translate into consequent care and protection of the local environmental heritage (construction of wells, creation of cooperatives for agricultural and land-related activities in general, etc.).

## Future environmental objectives

In addition to maintaining the best practice already in place, O.M.G. s.a.s. di Gibogini Stefano took the opportunity of this ESG analysis to set environmental objectives to be achieved in different time horizons depending on the availability and sensitivity to the issue:

| <b>Short term</b><br><br><b>1-2 years</b> | <b>Medium-term</b><br><br><b>4-6 years</b> | <b>Long-term</b><br><br><b>7-10 years</b> |
|--|---|--|
| Replacement of current packaging with more environmentally friendly alternatives to traditional plastics                   | Carry out an impact assessment of its organisation or products  | Fund projects for the conservation, protection and restoration of terrestrial ecosystems and biodiversity                    |
| Supplement the Filter Pump Manual with a section on information that increase environmental awareness                      | Continue analysing the substances used in its processes to identify which can be replaced with less toxic alternatives      | Replace company machinery with more environmentally friendly models  |
| Create an <i>ad hoc</i> section on the web page for publishing the report ESG  | Participation in local energy community   |  |
|  | Feasibility study for installation of heat pumps for heating, eliminating natural gas consumption                           |  |

The company management is committed to the achievement of these objectives also from an economic point of view, allocating a percentage of its turnover to their realisation.

## Environmental performance indicators

To monitor the achievement of environmental objectives, O.M.G. s.a.s. has adopted the following key performance indicators (KPIs) for the various environmental aspects.

Some targets should be assessed on a historical series of evaluations and therefore their identification is postponed to future time analyses of at least 3 years. In the meantime, the focus will simply be on reducing consumption or increasing benefits.

| <b>E1. Climate change</b>               | <b>Target</b> | <b>2023</b> |
|---|---------------|-------------|
| Purchased renewable energy consumption  | 100%          | 36.84% (a)  |
| Purchased electricity consumption (kWh) | ---           | 29,000 kWh  |
| Renewable electricity production (kWh)  | ---           | 40,800 kWh  |
| Ratio of electricity produced/purchased | 100%          | 140%        |

| <b>E2. Pollution</b>                                 | <b>Target</b> | <b>2023</b>        |
|--|---------------|--------------------|
| <b>E3. Water and marine resources</b>                |               |                    |
| Water consumption (m <sup>3</sup> )                  | ---           | 750 m <sup>3</sup> |
| Disposed non-chlorinated emulsions (EWC code 130105) | ---           | 800 kg (b)         |

| <b>E4. Biodiversity and ecosystems</b>   | <b>Target</b> | <b>2023</b> |
|--|---------------|-------------|
| % suppliers with certifications or codes of conduct for the protection of biodiversity | 5%            | 0           |

| <b>E5. Circular economy</b>                    | <b>Target</b> | <b>2023</b> |
|--|---------------|-------------|
| Waste sent to landfill                         | ---           | 4,300 kg    |
| Ferrous shavings and filings (EWC code 120101) | ---           | 43,000 kg   |

(a) % present in the national energy mix

(b) To be understood as pollution avoided as it is properly delivered to facilities capable of handling such waste

## Social section

### Social hazards and risks

The ESG social assessment section investigates the following four areas:

- |                          |                                |
|--------------------------|--------------------------------|
| S1. Internal workforce   | S2. Workers in the value chain |
| S3. Communities involved | S4. Consumers and end users    |

Assessing social aspects with an ESG approach is crucial to fostering a corporate culture based on responsibility, sustainability and well-being both within the company walls and at every point in its value chain. Positive assessments and improved performance in this area will, among other things, lead to a higher score when participating in public tenders or tendering procedures.

O.M.G. s.a.s. di Gibogini Stefano decided on its own initiative to analyse its performance in the social sphere and found that the greatest risks lie within the supply chain due to the volatility of raw and semi-finished material costs and the difficulties of diversifying their suppliers. This has in the past led to difficulties in procuring raw materials and semi-finished products, resulting in a protracted state of crisis.

So far, no critical issues have been found with regard to the internal workforce, local communities or its customers, probably also due to the policies already pursued by the company.

### Solutions and future social objectives

Regardless of the business risks identified in the various areas, O.M.G. s.a.s. has indicated actions already integrated on the various social aspects taken into consideration by the analysis. We list them here below:

- flexible hours for its workforce: at times of the year when there are unfavourable working conditions for operators (e.g. summer, high temperatures in non-air-conditioned workshops), the company proposes more favourable hours in order to reduce inconvenience;

- training and refresher courses are held for employees, in addition to the normal ones required by law;
- the accident protection and prevention system (in conjunction with risk analysis) is constantly updated and implemented to reduce the number of accidents and incidents;

- the company prefers to hire people residing in the area;
- the company invests in socio-economic development projects in favour of the local population and activities, as well as communities located in other continents, supporting distance adoption projects with the association NOVARA CENTER Onlus and the purchase of solidarity products with the association MATO GRSSO Onlus;
- O.M.G. s.a.s. products are compliant with consumer health requirements and accompanied by all possible information, both explanatory and easy to understand, aimed at a conscious use;
- support for socio-economic development projects operated by *Nuvolando O.d.V.* and *AGbD Arona*.

On the occasion of this analysis, O.M.G. s.a.s. di Gibogini Stefano has also set itself social objectives for the coming years:

| <b>Short term</b><br><br><b>1-2 years</b> | <b>Medium-term</b><br><br><b>4-6 years</b> | <b>Long-term</b><br><br><b>7-10 years</b> |
|--|---|--|
| Conducting anonymous satisfaction surveys among employees  | Drawing up a calendar of training and refresher courses taking note of employees' requests                                    | Implementing supply and inventory management strategies to counter price volatility issues                                     |
| Identifying any discomfort associated with working conditions  | Scheduling supplier evaluation at least once every two years  | Evaluating suppliers on compliance with social conditions by requesting certifications or other tools                          |
| Updating and implementing risk analysis for continuous improvement and accident prevention                                   | Mapping internal processes to assess risks and opportunities along the supply chain   |  |

|   |   |  |
|---|---|--|
| Investing in social protection programmes in developing countries | Acquiring international standards for environmental and social protection for products and services |  |
| Improving instructions and leaflets accompanying the product      |   |  |

The management of O.M.G. s.a.s. is also financially committed to the achievement of these social objectives, as well as to investigating how O.M.G. s.a.s. can influence the respect of social rights beyond its own borders by paying more attention not only upstream but also downstream of its own production process.

### Social performance indicators

To monitor the achievement of social objectives, O.M.G. s.a.s. di Gibogini Stefano has adopted the following key performance indicators (KPIs) for the various social aspects.

| S1. Internal workforce  | Target | 2023              |
|---|--------|-------------------|
| Employees hired by gender   | ---    | M 67% - F 33%.    |
| Training courses promoted (in addition to those required by Legislative Decree 81/08) | 2      | 2                 |
| <i>Digitalisation and Industry 4.0</i>  | ---    | 80 h; 4 employees |
| <i>Conf 13_ Organisational Process Innovation</i>                                     | ---    | 40 h; 6 employees |
| Personal satisfaction index (c)   | 12     | 9.4               |

(c) determined from anonymous questionnaires issued to staff, questioned on the following aspects: general work situation, relationship with colleagues and relationship with management; each parameter can be rated between 1 and 4, with a maximum score for each employee of 12. The overall satisfaction index is calculated as the average of the total scores of each respondent to the questionnaire.

| S2. Value chain workers | Target | 2023 |
|-------------------------|--------|------|
| Evaluation of suppliers | 90%    | 80%  |

| S3. Communities involved                 | Target | 2023   |
|--|--------|--------|
| % personnel hired in the area            | 100%   | 100%   |
| Donations for social activities          | €3,000 | €2,650 |
| % suppliers within 50 km of headquarters | 67%    | 67%    |
| % suppliers based in Italy               | 100%   | 100%   |

| S4. Consumers and end users | Target | 2023 |
|-----------------------------|--------|------|
|-----------------------------|--------|------|

|   |      |      |
|---|------|------|
| Average customer satisfaction           | 100% | 100% |
| No. of international standards acquired | 1    | 0    |

## Governance section

### Governance hazards and risks

The ESG (i.e. management, governance) assessment section currently investigates only one area:



The analysis of *governance* aspects for O.M.G. s.a.s. di Gibogini Stefano is an opportunity to align with the requirements set by credit and financial institutions for access to dedicated financing funds.

The main risks generally associated with *governance* issues are criminal cases, allegations of corruption or abuse of office, codes of conduct that are not complied with, but also risks of damage to image, delayed payments and consequent loss of turnover due to poor internal management or poor management of relations with customers and suppliers. Such events, although serious, have so far never occurred at O.M.G. s.a.s., which leads to the assessment of minimal risk, probably by virtue of the actions already taken to counter these problems.

One issue where one can see the negative effects of weak *governance* even in small and medium-sized companies is the management of raw materials: the lack of approval procedures, control and constant monitoring of the material used can lead to over- or under-procurement of raw materials. Both of these scenarios are problematic: on the one hand, there are economic losses and avoidable inventory or disposal costs, and on the other hand, a slowdown in production that can lead to internal tensions as well as turnover losses.

Such problems have indeed occurred in the past, due to international crises which have given rise to global problems, as already highlighted in the analysis of social risks associated with the value chain.

## Future governance solutions and objectives

The previous section has already outlined the actions to be taken to limit raw material supply issues in the future, which can be assisted by a general strengthening of governance.

The company obtained ISO 9001 (organisational quality management) certification in 2009 and maintained it for ten years, and this certainly enabled it to learn efficient strategies for

managing its internal processes without running the above-mentioned risks. Despite the decision not to continue with the certification maintenance process in 2020, the procedures enabled by the standard remain in place, guaranteeing not only the quality of products and services but also fertile ground for future improvements.

O.M.G. s.a.s. di Gibogini Stefano seizes this opportunity to set two objectives for the future: to draw up guarantee instruments for those who report irregularities within the company, in order to foster dialogue; to promote a corporate culture among employees, providing incentives and specific tools to meet the different needs of each one.

## Governance performance indicators

To monitor the achievement of corporate governance objectives, O.M.G. s.a.s. has adopted the following governance key performance indicators (KPIs).

| G1. Commercial management          | Target      | 2023              |
|------------------------------------|-------------|-------------------|
| Annual turnover                    | € 1,500,000 | € 900,000         |
| Events promoting corporate culture | 1           | 0                 |
| Fines and penalties                | 0           | 7; amount €752.66 |

## Conclusions

O.M.G. s.a.s. di Gibogini Stefano is a solid company attentive to environmental, social and economic sustainability issues, capable not only of preventing and keeping internal and external risks, under control, but also of creating situations of opportunity and improvement,

both environmentally and socially, fostering economic benefit. The identified risk levels are summarised below.

The company's activities are deemed to pose no risk to the surrounding environment, although the impact of the various suppliers that are part of the production chain needs to be further investigated. The most critical aspect identified in the environmental section concerns the environmental pollution and potential damage to workers' health.

The main concern of the company lies in the volatility of prices of raw materials and semi-finished products: this generates uncertainty about production and, consequently, in the alternative, can have negative consequences from a social point of view. On the other hand, the possible solutions considered in this report are intended to mitigate this problem if it materialises in the future.

The risks associated with the governance of O.M.G. s.a.s. are, on the whole, limited, also by virtue of the certification process carried out for ten years until 2020.

| Environmental risk analysis      |               |     |        |      |        |
|----------------------------------|---------------|-----|--------|------|--------|
| Climate change                   | Minor         | Low | Medium | High | Severe |
| Pollution                        | Minor         | Low | Medium | High | Severe |
| Availability of water resources  | Minor         | Low | Medium | High | Severe |
| Health ecosystems                | Minor         | Low |        |      |        |
| Social risk analysis             |               |     |        |      |        |
| Price volatility                 | Minor         | Low | Medium | High | Severe |
| Internal workforce issues        | Minor         | Low |        |      |        |
| Relations with local communities | Opportunities |     |        |      |        |
| Governance risk analysis         |               |     |        |      |        |
| Raw material management          | Minor         | Low | Medium | High | Severe |

The current solutions and future objectives that O.M.G. s.a.s. has been proposed itself to serve will serve as guidelines for investments and as a code of business conduct.

The following is a summary of some of the information most frequently requested by different lending institutions when assessing a company's ESG parameters.

| <b>Environmental assessment</b> | <b>calculation/unit of measurement</b> | <b>Data</b>             |
|---------------------------------|--|-------------------------|
| Electricity consumption (A)     | 29,000 kWh                             | 104,400 MJ <sup>1</sup> |
| Methane gas consumption (B)     | 4,276 sm <sup>3</sup> .....            | 164,626 MJ <sup>2</sup> |
| Energy consumption              | sum A+B                                | 269,026 MJ              |
| Renewable energy                | % of total consumption                 | 37%                     |
| Managed waste                   | Non-chlorinated emulsions              | 0.8 tonnes              |
|                                 | Ferrous residues                       | 43 tonnes               |
| Landfill                        |  | 4.3 tonnes              |
| Water withdrawals               | cubic metres                           | 750 m <sup>3</sup>      |

**Social evaluation and governance calculation/unit of measurement Data**

|   |                     |             |
|---|---------------------|-------------|
| Average employees   | n° year 2023        | 9 employees |
| Gender equality   | % female employees  | 33%         |
| Women's empowerment   | % female executives | 11%         |
| Suppliers assessed according to social and environmental criteria |                     | 80%         |

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<sup>1</sup> Multiply kWh of electricity by 3.6 MJ

<sup>2</sup> Multiply sm<sup>3</sup> of methane gas by 38.5 MJ

STP Certification Via Limitese 108 - 50059 Vinci (FI) - VAT No. 06925300482  
conducted the study and prepared the sustainability report

