

ESG POLICY (Environment, Social, and Governance)

Introduction and Purpose

The primary objective of OMSO S.p.A. is to design and manufacture printing machines to combine high performance, energy efficiency, and environmental awareness. We believe in real sustainability, which translates into an evolved technical solutions capable to reduce consumption and emissions without compromising quality and productivity.

OMSO's General Management recognizes that creating long-term value requires responsible management of environmental, social, and governance (ESG) impacts, not only within its own operations, but also throughout the entire value chain and during all stages of its products' life cycle, adopting Confindustria's 2023 Code of Ethics as a reference for values and behavior.

OMSO continues to invest on innovative solutions to reduce consumption, improve ergonomics, and promote a responsible approach to packaging decoration.

This Policy provides the framework for defining ESG objectives, programs, and indicators.

Environment

OMSO is aware of the impact that industrial activities can have on the environment and is committed to minimizing such impacts through responsible design, management, and operational choices. The company's environmental approach is based on efficiency and compliance with applicable regulatory requirements.

OMSO pays particular attention to the enhancement of the following business aspects:

- ⇒ Reducing the energy intensity of its activities and products, constantly monitoring its consumption to identify any inefficiencies.
- ⇒ Evaluating opportunities to introduce, over time, the use of energy sources with a lower environmental impact, with the aim of reducing greenhouse gas emissions and contributing to the fight against climate change.
- ⇒ Designing energy-efficient machines with reduced material waste, favoring modular solutions that facilitate repair, component replacement, and disassembly, counteracting technological obsolescence.
- ⇒ Responsible water management, monitoring water withdrawals and promoting water reuse whenever possible.
- ⇒ Control of air pollution, ensuring constant compliance with environmental regulations.
- ⇒ Proper management of materials and waste, with particular attention to reducing material consumption during operations, separate collection, and recycling.
- ⇒ Continuous improvement of procurement standards, implementing preferential criteria for suppliers with superior environmental performance.

Social

OMSO promotes a safe, equal, and inclusive work environment, valuing human capital and respecting people's fundamental rights, both within the company and throughout the supply chain. The company recognizes that people's well-being is an essential pillar for the quality and innovation of its products. OMso takes particular care to promote the following aspects of the business:

- ⇒ Reducing accidents at work and near misses by ensuring health and safety at work through proper management, continuous training, and risk analysis.
- ⇒ Improving the working conditions offered to its employees with respect to the National Contract, including through structured dialogue with the RSU (Unitary Union Representative Body).
- ⇒ Strengthening and promoting continuous training as a tool for professional and personal growth.
- ⇒ Strict compliance with applicable human rights standards, including throughout its value chain (e.g., absolute rejection of child and/or forced labor, discrimination, etc.).
- ⇒ Protection of the safety of end users of its products through responsible design and after-sales training activities.
- ⇒ Promotion of social criteria in procurement, favoring suppliers who guarantee respectable working conditions.
- ⇒ Development of partnerships to innovate products, making them compatible with recycled, bio-based, or circular materials.

Governance

OMSO embraces principles of integrity, transparency, and legality as the foundation of its management. The governance system is designed to prevent illegal behavior and ensure compliance with regulations, protecting the company's reputation and strengthening stakeholder confidence. OMso pays particular attention to enhancing the following aspects of the company: Prevention and contrast of corruption and extortion through awareness-raising activities for its staff.

- ⇒ Transparent prevention and management of situations involving conflicts of interest, fraud, and money laundering through dedicated procedures.
- ⇒ Guaranteed security and protection of information.
- ⇒ Prevention and transparent management of situations at risk of conflict of interest, fraud, and money laundering through dedicated procedures.
- ⇒ Guarantee of information security and protection, in line with privacy regulations and company policies on cybersecurity.

INSTRUMENTS FOR IMPLEMENTING THE INTEGRATED ESG POLICY

In order to achieve these objectives, the General Management is committed to taking an active role in promoting and guiding all activities which influence ESG issues through continuous training and information for staff at all levels, making the necessary resources available, ensuring that the planned objectives are compatible with the context and strategic guidelines, and constantly verifying their achievement.

To achieve the objectives set out in the Integrated ESG Policy, OMSO's General Management is committed to providing the following tools and resources:

- ⇒ Roles and responsibilities
- ⇒ Performance indicators measured periodically, with monitoring also through EcoVadis ratings.
- ⇒ Internal audits and management review at least once a year.
- ⇒ Distribution of the policy to all staff and business partners through publication on the company website.

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General Manager

Fausto Savazzi