



IMPACT REPORT 2023

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LETTER FROM THE PRESIDENT

Dear Stakeholders,

It is with great pride and a sense of responsibility that we present the third impact report of OMTRA Srl Benefit Corporation.

Our history dates back to **1956**, when we started as a logistics and transportation company. Over the years, we have transformed our business, but one thing has remained constant: **our commitment to the common good.**

In line with this commitment, the Impact Report represents an important pillar of our transparency. Through this document, we have identified the areas where we have achieved significant success and pinpointed the challenges we still need to address. Additionally, we have set new goals and strategies to maximize our positive impact.

This year, one of our priorities will be to focus efforts on **Filiera ONLUS & Purpose Driven Organizations**, an association founded in 2022 with the aim of joining forces to create concrete aid for the "last." Through Filiera, we aim to promote equality of dignity and spread the principles of corporate social responsibility, shared value creation, regeneration, and the circular economy.

I therefore invite you to read this third corporate impact report with confidence, knowing that it is essential for us not only to focus on the commercial aspect but also **to set a good example and inspire others to act for the good of our society.**



Giorgio Spadoni
President



LETTER FROM THE CEO

Dear Stakeholders,

When we became a Benefit Corporation in 2021, we formalized a commitment that has always been an integral part of our DNA: conducting business sustainably. Now in the third generation and as the CEO of OMTRA, I face the exciting challenge of innovating the company while maintaining the values that have always guided us successfully and contributing to the evolution of our business.

This Impact Report is the result of a collaborative process that allows us to identify who we are and what impact we wish to have as a company. It enables us to view our business, now with 67 years of history, from a perspective that goes beyond profit. Additionally, the document guides our future sustainability strategy, as **being a benefit corporation means precisely this: measuring, telling, and improving.**

In 2023, this journey materialized with the **achievement of B Corp certification**, a significant milestone that represents our commitment to conducting impactful business transparently and responsibly. For 2024, we have set several ambitious goals. At the center of these goals is our continued **social commitment**, which includes the growth of **Filiera ONLUS** and the promotion of **gender equality** through the strengthening of policies supporting women.

I am pleased to present our impact report to you and wish you a good read.



Giovanna Giulia Spadoni
CEO



The History of OMTRA

THE HISTORY OF OMTRA

For over 67 years and across three generations, OMTRA has always been dedicated to social and community issues.

A family business

OMTRA was founded in Milan in 1956 by the visionary Silvio Spadoni to manage logistical innovation with standards and best practices for multinational companies based in Italy.



Giorgio, Silvio's son, was the first to introduce Records Management in Italy: third-party archiving, secure destruction, and Information Governance with consulting and services for law firms, multinational companies, and international government agencies.



Today, it is in its third generation, with Giovanna Giulia at the helm of OMTRAdvisory, an ESG+S consulting service that helps companies evaluate and enhance their sustainability contributions.



67 years of social responsibility

Since 1956, OMTRA has been passionately committed to a sustainable future: at the core of our company DNA lies a deep sense of responsibility and a vocation for inclusion that have always distinguished our efforts to improve the economic, social, and environmental well-being of the communities in which we operate.

Over the years, we have undertaken various initiatives to actively support the community: through job reintegration programs, we have offered employment opportunities as alternatives to incarceration and to former drug addicts.

Additionally, we have initiated and supported several projects to provide housing for homeless women.

Our efforts have evolved with the creation of Filiera ONLUS & Purpose Driven Organizations, established with the intent of leveraging common strengths to create concrete aid for the most vulnerable.

We have always firmly believed in the importance of helping those in vulnerable situations and in contributing tangibly to the well-being of the community. Our mission goes beyond mere corporate profit: we are committed to making a difference in the lives of those around us.



ESG Achievements

In 2021, OMTRA embarked on a journey to translate the values rooted in its history and corporate culture into concrete actions for a positive impact on society and the environment.

The main milestones of this journey are:



Transformation into a Benefit Corporation

Looking to the future, it becomes a Benefit Corporation and strengthens the process focused on CSR and environmental sustainability.

Creation of Filiera ONLUS and EcoVadis Silver Medal

OMTRA creates the association Filiera ONLUS & Purpose Driven Organizations and earns the EcoVadis Silver Medal.



B Corp Certification and EcoVadis Gold Medal

With its ESG Team, it becomes a B Corp certified company with a score of 95.2 and earns the EcoVadis Gold Medal.



MISSION

We are committed to providing high-quality services, creating a strong, trust-based relationship with our clients, founded on transparency and integrity, while promoting sustainability in all our operations.

VISION

To be recognized for the excellence of our services, our corporate integrity, and our commitment to sustainability. We aim to inspire and lead change towards a more equitable world, respectful of the environment, and focused on the well-being of present and future generations.

VALUES

Integrity



We operate with honesty and transparency in every aspect of our activities, ensuring a strong trust-based relationship with all stakeholders.

Sustainability



We are committed to reducing the negative impact of our operations and promoting social and environmental sustainability, contributing to the well-being of communities, people, and the planet.

Collaboration



We foster collaboration and teamwork, recognizing that together we can achieve superior results and tackle challenges more effectively.

OMTRA IN NUMBERS

> 200
clients

4

warehouses at the
Lainate headquarters

67 years
of operations

14.000 kg
of recycled metal
material

1

consulting office in
Milan

> 145.000 kg
recycled paper

50%
female
employees

50%
foreign
employees

> 9000 kg
of recycled
electronic material

40%
employees
under 35



OMTRA ^{CERTIFIED} B _{IMPACT}

Overall B Impact Score



Customers 5.9



Community 18.5

Our services



OUR SERVICES



CURRENT ARCHIVING



HISTORICAL ARCHIVING



DIGITAL TRANSFORMATION



INFORMATION GOVERNANCE



CERTIFIED DESTRUCTION



TAPE VAULTING



BUSINESS CONTINUITY



CYBER RESILIENCE



ESG+S CONSULTING

For more details:



ESG+S CONSULTING

After consolidating over 65 years in the logistics, archiving, and *information governance* sectors, OMTRA has introduced a new corporate service: ESG+S (Environmental, Social, Governance + Security) consulting.

Building on its internal expertise in both sustainability and information security, OMTRA has opened an office in Milan entirely dedicated to ESG+S consulting. OMTRAdvisory is composed of a young and specialized team focused on corporate sustainability and security issues.

MISSION

Supporting companies in implementing sustainability strategies through concrete and specialized assistance, founded on our values and our experience as a family business, sustainable since its inception.

VISION

Promoting a sustainable future by supporting companies eager to integrate these principles into their business model, to have a long-term positive impact on the environment, people, and communities, with particular attention to corporate social responsibility.

VALUES



Professionalism



Innovation



Accuracy



OMTRA IS B CORP CERTIFIED!

At the end of May 2023, after a rigorous process of measurement and analysis of the company profile, OMTRA received B Corp certification with a **final score of 95.2**, above the average of Italian B Corps (91.6) and significantly higher than the European (90.7) and global (88.9) results of 2021.

95.2

Our result is the fruit of continuous and consistent commitment, with significant measures implemented in recent years, including a deep renewal of internal practices, optimization of policies related to corporate ethics, the environment, and human resources policies.

What is a B Corp?

A certified B Corp is a company verified by B Lab that meets high standards of social and environmental performance, accountability, and transparency.

Being a B Corp means being part of a global movement of businesses committed to measuring and considering their environmental and social performance with the same attention traditionally given to economic results, using business as a positive force to create value for the environment and society.



For more details:





Highlights

ECOVADIS GOLD MEDAL

After receiving the EcoVadis Silver Medal in 2022, in December 2023 OMTRA improved its performance, achieving the Gold Medal.

The EcoVadis Gold Medal recognizes the continuous commitment to pursuing ethical business practices, responsibly managing natural resources, and promoting fair and safe working conditions.



The Gold Medals are awarded to the top 5% of companies in the EcoVadis database (overall score between 70 and 77).

UNITED WAY

Since 2023, OMTRA has been an **official Ambassador of United Way Spain**, the Spanish branch of the foundation established 135 years ago in the United States with the goal of creating a positive social impact through projects with companies.



United Way in Italy

Today, United Way operates in 37 countries worldwide, contributing to the improvement of the lives of 48 million people each year.

Together, we are working on the implementation of **corporate volunteering** projects to support the local community and region.

FILIERA ONLUS & PURPOSE DRIVEN ORGANIZATIONS

Filiera ONLUS is an association founded in 2022 from the alliance between **OMTRA Srl Benefit Corporation and CSLS** - Cooperativa Sociale di Lavoro e Solidarietà di Lainate to initiate collaborations and a working group among its members.

Mission:

To disseminate the principles of CSR and shared value creation, regeneration, and the circular economy by connecting and coordinating Companies, Third Sector Entities, Institutions, and Foundations.

Vision:

To unite with equal dignity Purpose Driven Organizations (B Corp Companies), Third Sector Entities (ONLUS, NGOs), Institutions, and Foundations to create jobs for "the least advantaged."

Members:



Filiera in 2023:

In 2023, Filiera ONLUS grew by attracting new members and donations for the ongoing projects of its associated entities.

As a recognition of its impact on sustainability, OMTRA nominated the Filiera ONLUS association project for the **Sustainability Awards**, an initiative promoted by the Swedish Chamber of Commerce in Italy.



For more details:



OMTRAcademy

In 2023, OMTRA formalized its commitment to education and training through the **OMTRAcademy** initiative.

This initiative aims to develop close relationships with universities and schools, offering internship and training opportunities to young people.

During the training program, students are involved in various corporate projects related to ESG topics. The activities carried out by the interns include supporting the consulting team, participating in training events, and developing articles on sustainability.

Collaboration with students continues even after the internship period through a communication channel with the company, where relevant news and events on ESG topics are shared.

In 2023, we had the opportunity to strengthen OMTRAcademy through collaboration with various institutions and young students, who made significant contributions to the company.

OMTRAcademy in 2023:



- 2 universities
- 1 vocational training center



- 16 university students
- 3 high school students



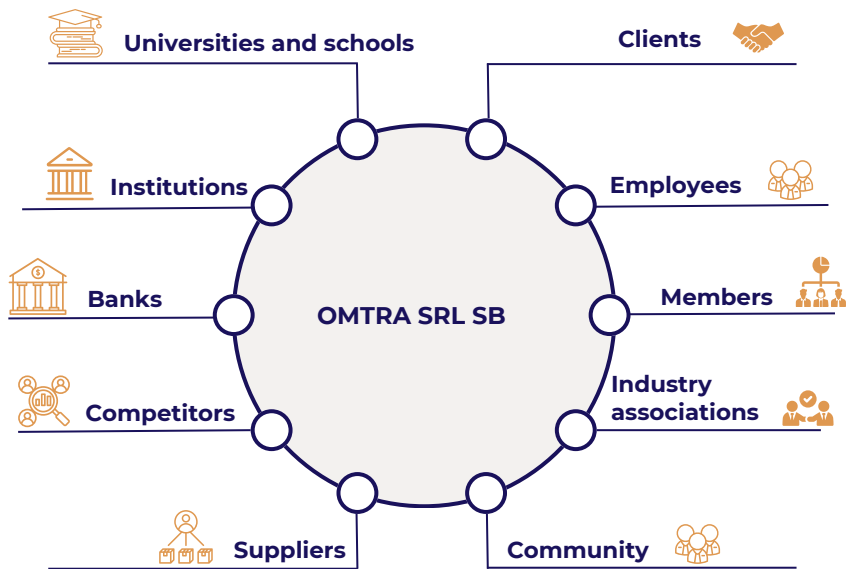
- 9 nationalities
(Albania, Brazil, India, Iran, Italy, Russia, USA, Vietnam, Philippines)

STAKEHOLDER MAPPING

Below, we present a mapping of OMTRA's stakeholders, the result of an internal analysis aimed primarily at identifying and classifying all the most relevant entities.

This analysis considered every entity that, directly or indirectly, influences our organization's activities or is affected by them.

The goal is to create a clear view of the different actors involved, highlighting their relationships with OMTRA in order to improve management and communication with each of them.



MATERIALITY ANALYSIS

The materiality analysis is a process aimed at identifying and understanding the sustainability issues that are most relevant to the company itself and its stakeholders.

This analysis is essential because it allows for a clear and targeted identification of the areas most relevant to the company's sustainability, enabling a strategic and focused management of the most critical and significant issues.

In 2023, the sustainability team conducted an internal mapping at OMTRA to identify the organization's specific material topics, which are listed below.

OMTRA's Material Topics:
Environment
Climate Change and Energy Consumption
Resource Use, Waste Management, and Circular Economy
Sustainable Logistics Practices
Social
Employee Well-being
Diversity, Equity, and Inclusion (DE&I)
Surrounding Community
Customers
Data Protection and Privacy
Governance
Compliance and Corporate Ethics
Resilient Operations



Overall B Impact Score



Workers 24.5

Workers evaluate a company's contribution to its employees' financial security, health, & safety, welfare, career development, and engagement. & satisfaction. In addition, this section recognizes business models designed to benefit its workers, such as companies that offer their own health and retirement programs and those that have wellness development programs to support individuals with barriers to employment.

Customers 3.9

Customers evaluate a company's dedication to its customers through the quality of its products and services, ethical marketing, data privacy and security, and treatment of vendors. In addition, this section recognizes products or services that are designed to address a particular social problem for or through the customers, such as healthy or educational products, arts & media products, serving underserved customers/clients, and services that improve the social impact of other businesses or organizations.

Environment 31.0

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct, indirect, or a company's responsibility and, when relevant, also recognizes those with environmentally responsible manufacturing and distribution practices, including use of renewable energy, and those that use products or services that are environmentally responsible. This section also evaluates the company's high-level and detailed environmental impact, high-level and detailed environmental impact, high-level and detailed environmental impact, high-level and detailed environmental impact.

Governance 17.0

Governance evaluates a company's overall management engagement around its social, environmental, impact, ethics, and transparency. This section also evaluates the extent of a company's policies, procedures and benefits.

1956 **OMTRA** Società Benefit Certified **B** Corporation

Filiera ONLUS & Organizzazioni Purpose Driven

Associazione nata dall'alleanza tra OMTRA SRL Società Benefit e la Cooperativa Sociale di Lavoro e Solidarietà (CSLS) di Lainate

Being a Benefit Corporation and OMTRA's Statute

BEING A BENEFIT CORPORATION AND OMTRA'S STATUTE

Being a Benefit Corporation means embracing an innovative business model oriented not only towards economic profit but also towards generating a positive impact on the environment and the community. Benefit Corporations were introduced in Italy through **Law 28 December 2015, sections 376-384**, and they are distinguished by pursuing a double bottom line, protecting long-term mission, and measuring their impact on sustainability.

With the transformation into a Benefit Corporation, OMTRA commits to operating responsibly, sustainably, and transparently towards individuals, communities, the environment, cultural and social assets, entities, associations, and other stakeholders. Furthermore, in accordance with the law on Benefit Corporations, OMTRA has amended its articles of association to include **specific common benefit purposes**, which are described below:

Objective 1: OMTRA for the environment

We are committed to respecting the planet by adopting more sustainable alternatives for all products and processes, and continuously innovating according to the principles of recycling, reuse, and circular economy. We believe that sustainability is a guiding principle not only for us but also for our customers, whom we support by providing concrete solutions and by raising awareness and educating them.

We are committed to designing services and products that are sustainable "by design," aiming for the lowest possible environmental impact. This includes choosing energy from renewable sources, avoiding the use of plastic materials, extending the average product lifespan through reuse and component recovery, and reducing emissions from goods transportation.



Objective 2: OMTRA for the people

We believe in the value of people and aim to contribute to the happiness and well-being of everyone who is part of OMTRA, whether as employees, partners, or in other roles. We foster enduring relationships built on trust and promote an ethical and positive work environment where people feel respected, accepted, and included. We encourage personal growth and the expression of talents, perspectives, and ideas, with a special focus on integrating and supporting vulnerable groups.



Objective 3: OMTRA for the community

We are committed to playing a positive role in the community where we operate by collaborating with selected clients and suppliers based on shared goals. Our aim is to create a circular supply chain of responsible businesses that generate positive environmental and social impacts in addition to economic benefits.





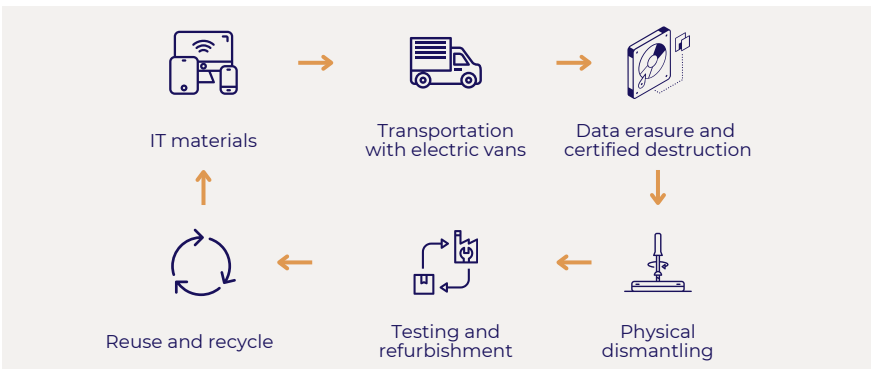
**Our common
benefit objectives**

OBJECTIVE 1: OMTRA FOR THE ENVIRONMENT

ITAD: sustainable management of IT assets

ITAD, which stands for *Information Technology Asset Disposition*, refers to a set of processes dedicated to the responsible and secure management of IT assets within organizations, from their withdrawal from production to their disposal or recycling.

These services include asset assessment, secure data erasure, redistribution or sale of still usable hardware, and taking responsibility for the proper recycling of obsolete devices. The goal is to maximize the value of IT assets in a secure and environmentally sustainable manner, while ensuring regulatory compliance and protecting sensitive data.



Here is the positive environmental impact that OMTRA's ITAD service had in 2023:

- Recycled electronic materials (PCs, servers, RACs): **9.10 metric tonnes**
- Recycled hard disks, LTO tapes, and iron: **14 metric tonnes**
- Refurbished electronic devices: **180 PCs**

Furthermore, to maximize the effectiveness of the ITAD service on the community, as well as to reduce the environmental impact of electronic waste, OMTRA has decided to donate 1 out of every 20 computers recovered to the Salesian Schools or to the Guardia di Finanza, thus increasing access to technological resources in the area.

Reduction of emissions

One of OMTRA's main initiatives to reduce CO2 emissions is through a sustainable paper logistics and destruction service. To reduce the impact of this service, OMTRA uses 100% electric and geolocated vans as well as aluminum containers that are cut and crush resistant, reusable and recyclable.

The paper that is destroyed for our customers is 100% video-tracked and compliant with DIN 66399, ISO and international laws and regulations. In addition, the paper destroyed is fully **recycled and reused** to build **OMTRA Sustainable Box**: patented boxes at the EUIPO level with interlocking technology that does not require adhesive tape, thus recoverable at the end of life as pure cardboard.

These boxes are consequently used to store our customers' documents, in a process based on the circular economy. By 2023, we have recycled more than **145 tons of paper**.

Green Report:

To communicate the positive impact the paper and IT resource destruction service has on the planet, OMTRA provides its customers with the Green Report, which measures environmental impacts and turns them into easily understood indicators.

The Green Report is provided along with the destruction certificate at the customer's request and is useful to enrich the Impact Report and Sustainability Report.





Environmental management system

To operate sustainably and responsibly, it is necessary to structure an appropriate environmental management system. After assessing all potential environmental impacts of our activities, products and services, we structured our environmental management system following various standards and guidelines.

We then implemented specific procedures and processes to manage these impacts, seeking to minimize the use of natural resources, energy consumption and waste generation. In addition, we have established monitoring and control mechanisms to regularly assess our environmental performance and ensure compliance with applicable regulations and standards.

In this context, environmental certifications provide a regulatory and operational framework for environmental management, helping companies implement such practices.

In this regard, in 2023, we achieved **B Corp certification with a score of 95.2**.

In addition, we achieved the EcoVadis gold medal, which is awarded to the best 5 percent of companies evaluated by the rating platform.

Monitoring consumption

	2022	2023	
 WATER	83,8 cu.m.	XX cu.m.	Increased by XX%
 ENERGY	11.178 kWh	12.895 kWh	Increased by 15%

Environmental management system

Per operare in modo sostenibile e responsabile è necessario strutturare un adeguato sistema di gestione ambientale.

Dopo aver valutato tutti i potenziali impatti ambientali delle nostre attività, prodotti e servizi, abbiamo strutturato il nostro sistema di gestione ambientale seguendo diversi standard e linee guida.

Abbiamo quindi implementato procedure e processi specifici per gestire questi impatti, cercando di ridurre al minimo l'utilizzo di risorse naturali, il consumo energetico e la produzione di rifiuti. Inoltre, abbiamo istituito meccanismi di monitoraggio e controllo per valutare regolarmente il nostro rendimento ambientale e garantire il rispetto delle normative e degli standard applicabili.

In questo contesto, le certificazioni ambientali forniscono un quadro normativo e operativo per la gestione ambientale, aiutando le aziende a implementare tali pratiche.

A questo proposito, nel 2023, abbiamo ottenuto la certificazione **B Corp con un punteggio di 95.2.**

Inoltre, abbiamo conseguito la medaglia d'oro EcoVadis che viene assegnata al miglior 5% delle aziende valutate dalla piattaforma di rating.



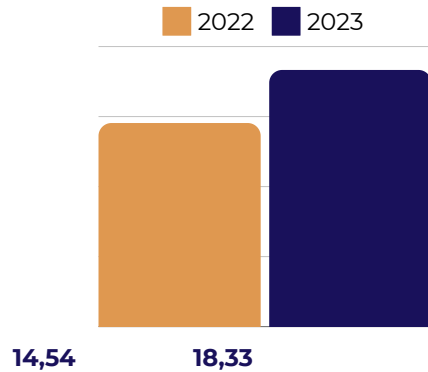
CO2 emissions:

OMTRA releases greenhouse gases through electricity consumption in daily operations, gasoline consumption of company vehicles, and generator sets.

We have monitored our emissions for the past two years (scope 1 and scope 2) and the results are outlined below:

Specific Emissions Scope 1 and 2	2022	2023
Direct – Scope 1 (tCO2e)	11,26	14,54
Indirect – Scope 2 (tCO2e)	3,28	3,78
Total GHG Emissions (t CO2e)	14,54	18,33

Specific Emissions Scope 1 e 2 (tCO2/m2)




However, OMTRA opened a new warehouse in 2023 as part of the expansion plan, thus increasing greenhouse gas emissions for the year 2022.

In 2024, we want to offset this impact by increasing the percentage of renewable energy supplied by the grid, through finding and contracting new suppliers.




OBJECTIVES 2023**Separate and save raw materials**

KPI	Objectives	Result
Electronic material reuse and recycling (by weight)	10 tons	


Supporting a circular economy

KPI	Objectives	Result
Reconditioning and reuse of ITAD: IT assets and electronic equipment (by quantity)	200 electronic devices	

Recovering metals and plastics

KPI	Objectives	Result
Recovery and recycling of metals from hard drives and LTOs (by weight)	15 tons	

Reduction of emissions

KPI	Objectives	Result
Recycled paper that reduces tons of CO2-eq emissions generated	More than 100 tons of paper, or 220 tons of CO2-eq	

Environmental management system

KPI	Objectives	Result
Obtain a higher score in environmental certifications	Certifications that may include B Corp, ISO 14001 and/or EcoVadis Gold Medal.	

Legend:  Objectives achieved  Objectives partially achieved



OBIETTIVI 2024

Aumentare la percentuale di energia rinnovabile fornita dalla rete

KPI	Objectives
% di energia rinnovabile fornita	60%

Riciclare il ferro proveniente da.....

KPI	Objectives
peso del ferro riciclato (t)	5 t

Riciclare la carta

KPI	Objectives
% della carta riciclata	100%

Inviare questionario ESG ai fornitori per valutare la performance ambientale

KPI	Objectives
% di fornitori a cui inviare il questionario	100%

Raccolta dell'acqua piovana

KPI	Objectives
installazione dell'impianto litri di acqua recuperata	da inserire

Sostituire i bicchieri di plastica con vetro/carta

KPI	Objectives
% di bicchieri sostituiti	100%

Acquistare dispenser di acqua per evitare l'utilizzo di bottiglie di plastica monouso

KPI	Objectives
% di bottigliette in plastica sostituite	100%

OBJECTIVE 2: OMTRA FOR THE PEOPLE

Employee training and education

In today's environment of rapid technological changes and changing market dynamics, continuing education for employees has become even more crucial.

In 2023, we focused on enriching the training of our ESG consulting team by providing opportunities to participate in training courses on sustainability-related topics.

In this regard, OMTRA's ESG team attended, in 2023, **45 hours of courses** on the following topics:

- *Materiality analysis*
- *Stakeholder engagement*
- *Sustainability plans*
- *ESG governance*
- *Sustainable finance*
- *Non-financial reporting*
- *Impact assessment*
- *Supply chain and human rights*
- *Climate strategy*
- *ESG due diligence*

Protecting Diversity, Equity, and Inclusion in the company is crucial to creating a work environment that values all people regardless of their differences and to making a business sustainable in the long term.

At OMTRA, diversity has always been a key pillar: in 2023, OMTRA's workforce consisted of 50% men and 50% women. In addition, 50% of our staff come from foreign countries.

This allows us to benefit from a wide range of perspectives and skills, strengthening our ability to innovate and respond effectively to the needs of an ever-changing global market.

To raise awareness of these issues among our employees, we have taken part in 6 training events.

Similarly, in order to raise awareness among external audiences, we have implemented several DE&I-themed marketing campaigns.

Among many actions, in 2023 we placed a "**#StopViolenceAgainstWomen**" banner on the corporate website in support of the #NoExcuse awareness campaign. The campaign is embedded within a broader initiative, UniTe, run by UN Women and launched by the UN Secretary-General in 2008.

To continuously monitor and improve our work environment, we administer a corporate diversity and inclusion questionnaire to our employees every year.

In 2023, we recorded through this tool an increase in the perception of fairness and respect within the work environment, and many showed an improvement in awareness of inclusion issues.



Environmental awareness for employees

Promoting environmental awareness among employees brings benefits both individually and collectively: it not only improves operational efficiency and reduces energy costs, but also helps strengthen corporate reputation.

In the course of our daily activities, we pay special attention to the issue of waste, especially in relation to the paper and electronic document destruction services we offer. Following the principles of the circular economy that guide our

services, both paper and destroyed electronic materials are recycled properly. To this end, our employees are trained to accurately separate these materials, fill out the appropriate forms, and monitor production.

In addition, in 2023, the topic of recycling in the work environment was addressed through various internal training methods, including "on-the-job training," meetings dedicated to certifications obtained (such as B Corp), and informal meetings with management.

Employee welfare

At OMTRA, we firmly believe that employee welfare is the fundamental pillar for the long-term success and sustainability of our company.

Investing in our people is not only an ethical choice, but also a strategy that promotes a positive corporate culture, increases productivity and reduces turnover.

In 2023, we focused our efforts on organizing team-building meetings and activities, with the Objectives of strengthening team spirit and improving the overall well-being of our employees. These initiatives were also extended to our interns, to better integrate them into our team and foster a fruitful exchange among all members of our staff.

To improve the involvement of our staff, in 2023 we organized:

Fridays with reduced hours:

OMTRA introduced the start of the workday at 8:30 a.m. instead of 8:00 a.m. every Friday, thus providing a more relaxed start to the day for its employees.

In addition, the Friday lunch break was extended to 1 hour and 30 minutes, encouraging employees to have lunch together to foster team integration and cohesion.

Team building with interns:

A day dedicated to an exchange between management and interns to strengthen students' involvement and bring them closer to management. During this meeting, there was an icebreaking activity, a time to share articles prepared by the interns on ESG issues, and a session dedicated to gathering feedback on the experience of both parties.

B Corp day:

Following the achievement of B Corp certification, OMTRA organized a day dedicated to raising awareness about this movement. The entire staff was involved, while OMTRA management, together with its ESG team, explained the path to this Result and our performance in the Benefit Impact Assessment.

Employee satisfaction


When employees feel valued and supported, they not only improve their physical and mental health, but also increase their productivity and engagement at work.

In this regard, we constantly invest in their professional development through courses and workshops that enhance both technical and soft skills. In 2023, continuing education was key to their personal development and innovation within the company.


To encourage a better work-life balance, we have introduced reduced working hours on Fridays and, for those roles for which it is possible, implemented smart-working. This flexibility helps balance work and personal needs, reducing travel-related stress and increasing productivity.

In addition, in 2023 we have chosen to open a new office in Milan dedicated to consulting to make it easier for our employees and students doing university internships for our company to travel.


OBJECTIVES 2023**Employee training and education**

KPI	Objectives	Result
Fostering the growth of staff's technical and professional skills	Participation of the consulting team in training courses on ESG issues and non-financial sustainability reporting tools with the purpose of expanding knowledge	


Diversity

KPI	Objectives	Result
Ensuring the presence of diversity in OMTRA's workforce.	Organize an event with a multicultural theme and/or offer workshops on multicultural diversity and inclusion	


Environmental awareness for employees

KPI	Objectives	Result
Training on recycling collection in the work environment (equivalent in hours)	12 hours	

Employee welfare

KPI	Objectives	Result
Recreational/cultural for employees and/or team building	Organize 5 to 10 events per year with team building purposes	

Employee satisfaction

KPI	Objectives	Result
Anonymous survey to measure job satisfaction	Continuous improvement of employee satisfaction and digitization of the survey	

Legend:

Objectives achieved



Objectives partially achieved

OBJECTIVES 2024**Creation of a company garden**

KPI	Objectives
Employee satisfaction survey	Improve employee well-being through the implementation of green spaces within the company

Organizing teambuilding days

KPI	Objectives
Number of days	2 days

Offering training courses to employees

KPI	Objectives
Number of hours	50

Obtain UNI/PdR 125:2022 certification for Gender Equality

KPI	Objectives
Implementation of policies to support gender equality within the company	Obtaining certification

Organize corporate volunteer days with employees at associations

KPI	Objectives
Number of days	1

Develop a policy to support employee volunteerism

KPI	Objectives
Policy development	Allow employees to use one paid day per year for volunteer activities

Create corporate policies to support new parents

KPI	Objectives
Policy development	Implementation of policies



OBJECTIVE 3: OMTRA FOR THE COMMUNITY

Partnerships with schools and universities

Collaboration between companies, schools and universities fosters innovation, access to emerging talent and support for communities, contributing to the professional development of future generations.

During 2023, OMTRA entered into 3 partnerships with colleges/universities and we activated 16 university curricular internships, offering students the opportunity to put their academic knowledge into practice and gain practical experience in the world of work related to their field of study.

Collaboration with external stakeholders

In order to promote issues of social and environmental responsibility with a wide and diverse audience, in 2023 we established partnerships with more than 20 organizations, including companies, professional firms, foundations, associations, professional membership bodies, universities and schools.

Below are the partnership arrangements initiated in 2023, broken down by stakeholder category:

Companies and professional firms:

- Realization of events together on the topic of sustainability, as an invited speaker and guest organizer.
- Involvement of companies to collect donations to the partner associations of Filiera.

Foundations:

Collaboration with United Way in Italy as an Ambassador.

Below are the collaboration arrangements initiated in 2023, broken down by stakeholder category:

Companies and professional firms:

- Implementation of collaborative events on the topic of sustainability, as guest speakers or organizers.
- Involvement of companies to collect donations to the partner associations of Filiera.

Foundations:

Collaboration with United Way in Italy as an Ambassador.

Professional Association Entities:

Participation in Webinars as Speaker together with the Milan Bar Association.

Universities and schools:

Partnership established with the Milan Polytechnic, the University of Milan and the Salesian Schools of Arese especially through offering internships to students.

Associations:

- Mentoring program for Enactus Unimi. Enactus is an international nonprofit organization that partners with business and university leaders to bring college students to make a difference in their communities through the development of innovative projects focused on sustainability.
- Entry of Caritas Ambrosiana and Cascina Biblioteca in Filiera ONLUS.

- Participation in meetings and events at associations and foreign chambers of commerce, including:



Highlight 2023:

Event Brand Protection & Strategic Sustainability: Best Practices for a Sustainable Business Model, organized by IGSA - Information Governance & Security Association and promoted by OMTRA together with BluSec SA and held at the Swiss Chamber of Commerce.



Participation in industry events

Participation in industry events is a crucial element for any company aiming to maintain its relevance and competitiveness in the market.

In 2023, our employees attended more than **10 industry events**, confirming our commitment to responsible and future-oriented business practices. These events provided a valuable opportunity to deepen knowledge and best practices in the field of sustainability, enabling our team to gain new skills and innovative ideas.

Some **highlights** of 2023 are:

- National Day of Benefit Societies (Milan, 14/03/2023)
- Enactus National Competition 2023 (Trento, 25/05/2023)
- Conference "ESG targets and sustainability reporting: new challenges for companies" (Milan, 06/07/2023)
- UICITALIA Summer Meeting 2023 (Vicenza, 10/06/2023)
- ITAD SUMMIT (Scottsdale, Arizona, USA, 18-19/07/2023)
- World4Business Conference (Milan, 04/07/2023)
- AIDAF National Conference (Florence, 05-07/10/2023)
- Italian B Corp Summit (Milan, 18-19/10/2023)
- Brand Protection & Strategic Sustainability: Best Practices for a Sustainable Business Model (Milan, 25/10/2023)
- Webinar "Social Enterprises, Benefit Societies and B Corp - Characteristics and Distinctive Civil and Tax Elements" (Online, 22/11/2023)
- UICI Centum Award (Brescia, 01/12/2023)



Donations of IT resources

OMTRA is committed to purchasing company PCs and phones, adopting certified software for data elimination. As part of our social commitment, we donate 1 device for every 20 to the Salesian Schools of Arese or the Guardia di Finanza.


This initiative promotes a circular economy, reducing costs and also generating additional revenue.



OBJECTIVES 2024**Community relations**

KPI	Objectives	Result
Offering training/internship opportunities to school children and training centers	5 collaborations with schools and vocational training centers	
Collaborate with companies, associations, and NGOs on issues of social or environmental awareness	At least 20 organizations	

Training

KPI	Objectives	Result
Participation in international events such as conferences and other industry events	At least 5 events	

Donations

KPI	Objectives	Result
Donate recycled IT resources	Donate 1 computer to Salesian School and Law Enforcement for every 20 recycled	

Legend:

Objectives achieved



Objectives partially achieved



OBJECTIVES 2024

Develop questionnaire for defining material sustainability issues to be sent to stakeholders

KPI	Objectives
% of stakeholders to whom it was sent	100% employees; 80% suppliers/customers

Activation of curricular internships with universities and schools

KPI	Objectives
Number of internships activated	6

Organizing events on the theme of sustainability

KPI	Objectives
Number of events	4 events

Participate in external online or in-person events on the topic of sustainability

KPI	Objectives
Number of events	20 events

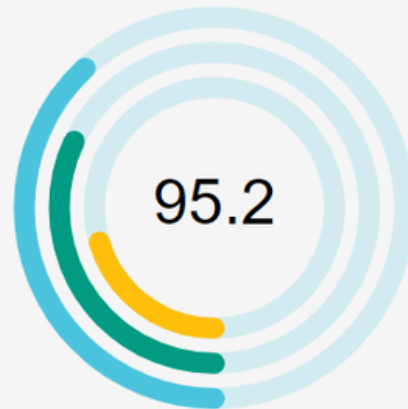
Increasing the number of members of Filiera ONLUS

KPI	Objectives
% increase in the number of members	At least 20%

Impact assessment

Overall B Impact Score

Based on the B Impact assessment, OMTRA S.r.L. Società Benefit earned an overall score of 95.2. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 95.2 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

IMPACT ASSESSMENT

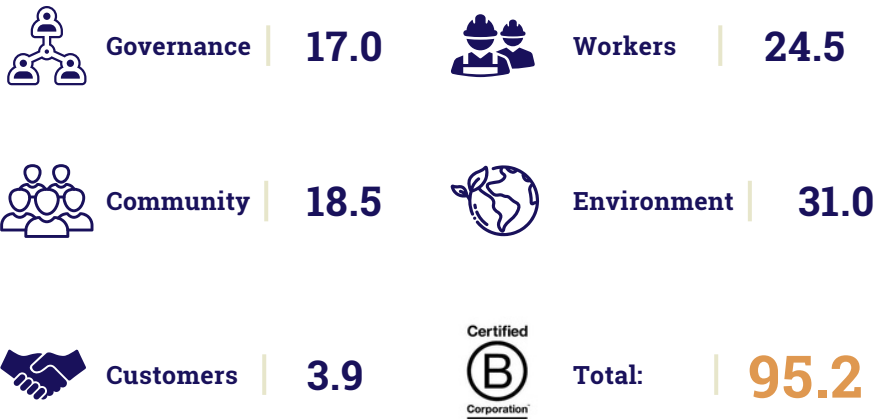
In order to promote greater transparency and accountability, **Law 208/2015 on Benefit Societies**, in paragraphs 376 to 384, requires them to include an **assessment of the impact generated** in their **Annual Impact Report**.

To fulfill the legal obligations related to its status as a Benefit Society, OMTRA conducted an assessment of its impact according to the third-party standard **B Impact Assessment (BIA)**.

The BIA is the tool developed by B Lab, a nonprofit organization, which underpins B Corp certification and assesses a company's performance in terms of its positive impact on society and the environment. It measures various aspects in five areas, including governance, employees, community, environment and customers.

In 2023, the year the company became B Corp certified, **OMTRA** achieved a score of **95.2** in the BIA, demonstrating its commitment and excellent performance in pursuing social and environmental benefit goals.

B Lab Scores:



GLOSSARY

Materiality Analysis

Materiality analysis is a process that organizations use to identify and evaluate the issues most important to them and their stakeholders, organizing efforts and resources effectively.

Benefit Corporation

Benefit Corporation is a type of for-profit company that includes positive impact on society, workers, the community and the environment in addition to profit among its legally defined goals.

CO2 eq (carbon dioxide equivalent)

The CO2 equivalent of a gas, obtained by multiplying its weight by the Global Warming Potential (GWP), is a parameter used to compare greenhouse gas emissions based on their global warming potential.

GHG

Greenhouse Gas: Greenhouse gases, both natural and man-made, absorb and emit radiation in the infrared and include CO₂, CH₄, N₂O, HFCs, PFCs and SF₆.

Governance

Governance refers to the management of companies according to principles of transparency, safety, and accountability, establishing a system of rules and practices to optimize the operation of the company, which is essential for the achievement of ESG goals.

KPI

Key Performance Indicator is a measurable value that demonstrates how effectively an organization is achieving key business objectives.

Scope 1

Includes direct emissions from owned or controlled sources.

Scope 2

Includes indirect emissions from the generation of consumed electricity, steam, heating and cooling.

Scope 3

Includes all other indirect emissions that occur within the broader value chain of an organization. It includes all other indirect emissions that occur within the broader value chain of an organization.

SDGs

The Sustainable Development Goals are 17 global United Nations goals to end poverty, protect the planet and ensure prosperity by 2030.

Stakeholder

This term refers to everyone who has an interest or relationship with a particular organization.

Stakeholder Engagement

Stakeholder engagement is about engaging and considering the perspectives of those who are affected by or influence an organization's activities and decisions.

CONCLUSIONS

In this third Impact Report, we measured our successes, the challenges we faced and the tangible impact of our initiatives.

It has been a period of reflection and action, during which we have worked tirelessly to create value not only for our company, but also for the communities around us.

We are pleased to see the progress we have made over the past few months, but we are no stranger to the challenges that still lie ahead. It is essential for us to remain dedicated to our commitment to shaping a sustainable and inclusive future and to continue to pursue this mission with determination and passion.



THANK YOU



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