

# Impact Report

20  
24

OMIRA

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# Introduction

# 01

## Reading Guide



# Reading Guide



This **Impact Report** has been prepared in accordance with the Law No. 208 of December 28, 2015, which requires Benefit Corporations to measure and report their impact in relation to the common benefit objectives defined in their Articles of Association.

For the year 2024, OMTRA adopted a structured and participatory approach to evaluating its activities, analyzing the value generated for people, the environment, and the community. The reporting was developed through the identification of both qualitative and quantitative Key Performance Indicators (KPIs), which are essential for measuring impacts and guiding future improvement strategies.

The analysis process actively involved the company team, enabling a transparent and consistent mapping of the initiatives undertaken in each area of common benefit.

Through this Impact Report, OMTRA reaffirms its commitment to creating shared and lasting value, promoting a business model that integrates social responsibility, innovation, and attention to environmental and social challenges.

# Letter to the Stakeholders

# 02

**Letter from the CEO**

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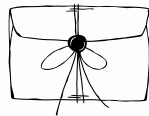
**Letter from the President**



# Letter from the CEO



**Giovanna Giulia Spadoni**



*Dear Stakeholders,*

*This year, in addition to celebrating the goals we have achieved together, we recognize the value of the work done to turn into reality the objectives we set out in previous reports. I am pleased to say that many of those aspirations have now taken shape.*

*On March 8<sup>th</sup> 2024, OMTRA S.r.l. Società Benefit obtained Gender Equality Certification, thanks to the collaborative efforts of our department, which is entirely dedicated to sustainability.*

*This milestone highlights our concrete commitment to building a fair, transparent, and inclusive workplace.*

*This recognition rewards the efforts made to value each individual's talent, eliminate all forms of discrimination and promote equal opportunities, through policies we are proud of - such as our carefully developed parenthood policy.*

*As a certified B Corp since 2023, we have further strengthened our commitment to high standards of sustainability, transparency, and accountability, reaffirming our role in working toward a better future.*

*These results are not just achievements, they are a starting point for even greater ambitions. Looking ahead, our goal is to keep improving, deepening dialogue with our stakeholders, and identifying new opportunities to make a meaningful difference.*

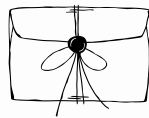
*Thank you sincerely for your continued support and for the active role you play in this shared journey.*

*I am confident that by joining forces, we can open up new horizons in sustainability and innovation, always keeping the future generations in mind.*

# Letter from the President



Giorgio Spadoni



*Dear Stakeholders,  
Once again this year, we would like to share with you the meaning behind our journey, the results we have achieved, and the commitments that guide us every day. OMTRA continues to evolve with a clear purpose: to generate value for people and for the community.*

*Since 1956, our family business has faced challenges and transformations while keeping a clear vision at its core: work is a tool for dignity and redemption. Today, alongside our industrial, archival, and consulting activities, we promote a business model that combines efficiency, sustainability, and social responsibility.*

*In 2024 this commitment was further strengthened through our work in founding the Filiera Purpose Driven association, an initiative launched by OMTRA to build a bridge, an alliance, between the business world and the social sector.*

*Through Filiera, we offer new opportunities to those facing vulnerable situations, because we believe inclusion comes from recognizing dignity through work.*

*Filiera is a HUB that, through partnerships with third-sector organizations, institutions, and socially responsible businesses, creates jobs for people in fragile conditions.*

*OMTRA places itself at the heart of a culture rooted in regeneration, and in circular and social economy principles: our goal is not only to run a successful business, but also to help build a fairer society.*

*We invite you to read this report with the same spirit that inspires our decisions: concreteness, care, and responsibility.*

*Thank you for joining us on this journey, we welcome your support!*

# This is OMTRA

# 03

**A Family Business**

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**Mission, Vision, and Values**

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**OMTRA in Numbers**

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**Our Services**

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**Associations**

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**OMTRAcademy**

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**Filiera Purpose Driven**



# A family business

*For over 69 years and now in its third generation, OMTRA has always been deeply committed to social and community issues.*

## 1956

Founded in Milan in 1956 by Silvio Spadoni, OMTRA was born from the insight to manage logistics innovation according to the highest standards and practices for multinational companies based in Italy.

Giorgio Spadoni, son of the founder, was the first to introduce Records Management in Italy, offering innovative solutions such as third-party archiving, secure document destruction, and Information Governance, aimed at law firms, multinational companies, and government institutions.

## 1979

## 2008

Giovanna Spadoni, drawing on her studies and practical experience gained in Europe and the United States, joined OMTRA and introduced consulting services in Information Governance, bringing an international and innovative perspective.

OMTRA founded Fileria Purpose Driven, an innovative network that brings together non-profit entities, NGOs, businesses, foundations, and institutions to create employment opportunities for people in vulnerable situations.

## 2022

## 2023

With the new ESG+S consulting department, OMTRA achieved B Corp certification with a score of 95.2 and expanded its services, offering companies the expertise gained as a family-owned industrial business to guide them on their sustainability journey.

The company obtained the UNI/PdR 125:2022 Gender Equality certification, a milestone that reflects its ongoing commitment to fostering an inclusive, fair, and equal-opportunity work environment.

## 2024

# Mission, Vision



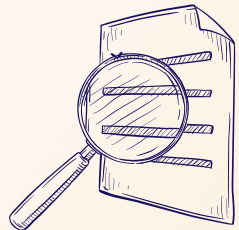
## Mission

We are committed to delivering excellent services, building strong and lasting relationships of trust with our clients.

We operate with transparency and integrity, integrating sustainability into every aspect of our work to generate a positive impact on business, society, and the environment

We aim to be recognized as a benchmark for the excellence of our services, our corporate integrity, and our genuine commitment to sustainability.

Our ambition is to inspire and lead change toward a more equitable, sustainable future focused on the well-being of present and future generations.



## Vision

# Values



## COLLABORATION

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

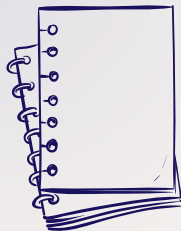
## SUSTAINABILITY

We promote social and environmental sustainability by reducing the impact of our activities and contributing to the well-being of the community and the planet.

## INTEGRITY

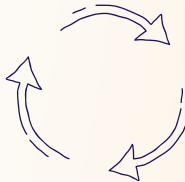
We act with transparency in every area, building strong relationships based on trust, mutual respect, and shared responsibility.

# Our services



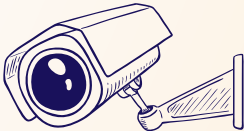
**PHYSICAL, DIGITAL,  
AND HISTORICAL  
ARCHIVING**

**END-OF-LIFE  
ASSET  
MANAGEMENT**



**SECURE AND  
SUSTAINABLE  
LOGISTICS**

**TAPE VAULTING  
& CYBER SECURITY**



**CERTIFIED  
DESTRUCTION**

**ADVISORY  
ESG+S**



# OMTRAdvisory



## Mission

Supporting companies in implementing sustainability strategies through concrete, specialized guidance, grounded in our values and our experience as a family-owned business committed to sustainability since its founding.

## Vision

Promoting a sustainable future by supporting companies eager to integrate these principles into their business model, in order to have a long-term positive impact on the environment, people, and communities.

## Valori

PROFESSIONALITY



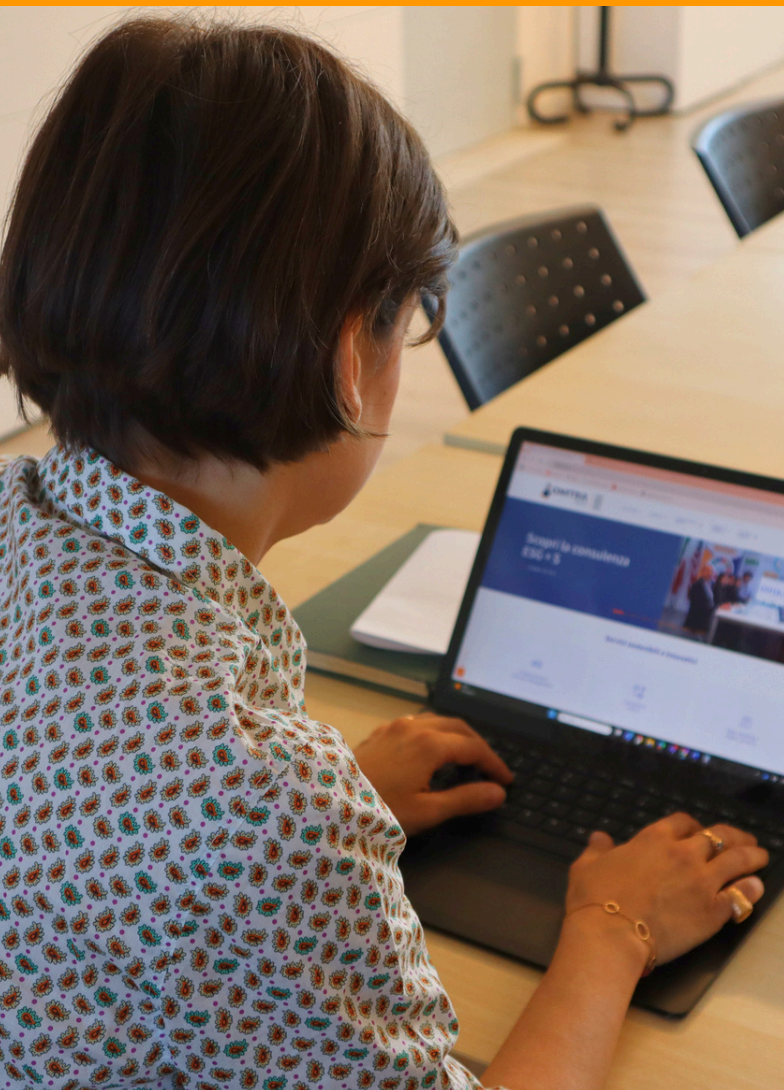
INNOVATION



PRACTICALITY



# OMTRAdvisory



## ESG+S CONSULTING

After more than 65 years of experience in logistics, archiving, and information governance, OMTRA has introduced a new corporate service: ESG+S consulting (Environmental, Social, Governance + Security).

Building on its internal expertise in both sustainability and information security, OMTRA has opened an office in Milan entirely dedicated to ESG+S consulting.

### STRATEGY



### MEASUREMENT



### SECURITY



### REPORTING



### CERTIFICATIONS



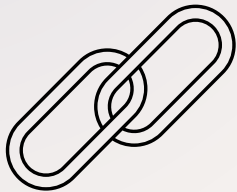
### SUPPLY CHAIN



# OMTRA in Numbers

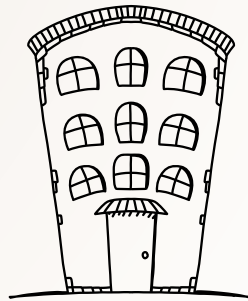
**45%**

Female employees



**2 offices**

Milan and Lainate



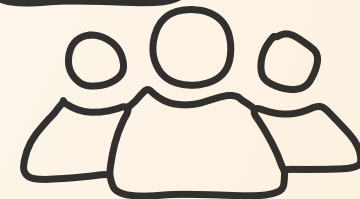
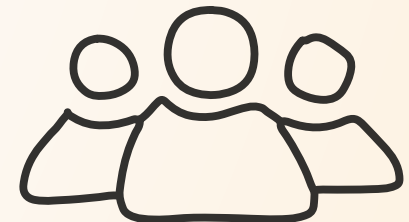
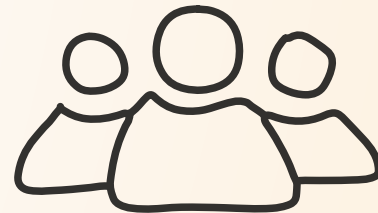
**80%**

Under 35



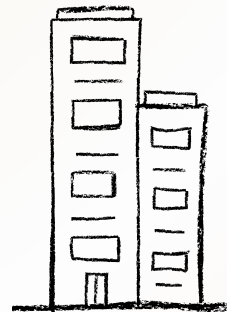
**200**

Clients



**40%**

Employees of foreign nationality



**68 years**

of history



# Associations



SWISS  
CHAMBER

Camera  
di Commercio  
Svizzera  
in Italia



Since  
1919



Camera di Commercio Italo-Svedese  
Assosvezia



Member of



# OMTRAcademy



**3** Universities

**1** Professional training center



**24** Uni students

**3** Highschool students



**9** Nationalities

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

*OMTRAcademy was created with the goal of building a bridge between the academic and corporate worlds, offering young talents concrete opportunities for professional growth.*

In 2024, our commitment to training and education remained a priority, strengthening **collaborations** with universities, schools, and research institutes.

We have strengthened our highly **educational internship** and **traineeship** programs, guiding a growing number of students and recent graduates through immersive learning experiences tailored to the challenges of the sustainable market.

Thanks to our permanent network, we maintain an active communication channel with participants even after their internship period ends, providing updates on events, career opportunities, and new initiatives in the field of sustainability.

Ours is a concrete commitment to training a new generation of conscious professionals, capable of operating in a market increasingly driven by **responsibility**.



## FILIERA in 2024

+ 10 Partners



### 2024 Events

#### may

Presentation of the Filiera project at the global conference of social entrepreneurs in **Amsterdam.**

*Rethinking Business – Social Responsibility as a Driver of Change*  
- organized by Filiera and ILAS at **Villa Litta**

#### sempتمبر

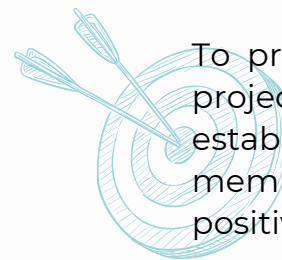
Roundtable 'Commons: Places, Connections, and Participation' – event organized by **Cascina Biblioteca** with a contribution from Filiera.

#### october

Presentation of Filiera at the AIDAF Conference in Rome

**Filiera Purpose Driven** is an association founded in 2022 through the collaboration between OMTRA Srl Società Benefit and CSLS – Cooperativa Sociale di Lavoro e Solidarietà of Lainate.

### MISSION



To promote social inclusion and sustainability projects by initiating collaborations and establishing a working group among its members, with the goal of generating a positive impact in the community.

### VISION



Our concept of social collaboration adopts an innovative approach that merges the social and industrial sectors, offering job opportunities to individuals in vulnerable situations or those facing barriers entering the labor market.

# Sustainability

# 04

**Sustainability Strategy**

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**Benefit Corporation**

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**B Corp Certified**

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**Gender Equality**

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**Impact Assessment**

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**Our Stakeholder**

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**Materiality Analysis**



# Sustainability Strategy

OMTRA embraces **sustainability** with such conviction that it has made it the core of its **business strategy**, applying it consistently across every aspect of its operations. This is not just an internal commitment, but a model we aim to share—helping other companies achieve the same goals.

OMTRA continues to evolve its **sustainability strategy** not only to strengthen its own business model but also to inspire positive change across the entire **economic ecosystem**.

Our experience shows that a company can be both **competitive** and **responsible**, creating value for all stakeholders and for the planet.

Our approach goes beyond **regulatory compliance** or simple **green initiatives**; it aims for a **structural** and **cultural transformation** of the company, built on three fundamental pillars.



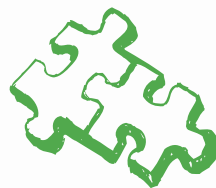
## RESPECT THE PLANET

We are committed to a continuous innovation process to reduce our environmental impact by adopting circular economy solutions, minimizing waste, and using energy from renewable sources. We are investing in the installation of solar panels and in reducing emissions from our logistics operations.



## THE VALUE OF PEOPLE

We believe that the well-being and growth of people are the foundation of every progress. We promote an inclusive and collaborative work environment by investing in continuous training, safety, and work-life balance. We value the talent and contribution of every individual in building our future.



## A POSITIVE ROLE FOR THE COMMUNITY

We are committed to being a responsible point of reference in the communities where we operate, supporting social, cultural, and environmental initiatives. We collaborate with schools, universities, associations, and institutions to promote a culture of sustainability, generating shared value and positive impact.

# Benefit Corporation



What does it mean to be

**BENEFIT CORPORATION?**



The Law of December 28, 2015, paragraphs 376–384, introduced in Italy, allows companies to formally include their commitment to the common good within their corporate bylaws. By adopting the specific legal status of a **Benefit Corporation**, a company commits to pursuing a double purpose, combining economic goals with specific social and environmental impact objectives.

OMTRA is committed to embracing an innovative business model, adopting a **responsible, sustainable, and transparent approach** toward people, communities, the environment, local areas, cultural and social assets and activities, institutions and associations, and other stakeholders.



What does it represent for

**OMTRA?**

# B Corp Certified

## What does it mean to be **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 rigor traditionally reserved for financial results, using business as a force for good to create value for the environment and society.

95.2

## **OMTRA** is B Corp certified

In May 2023, OMTRA Srl Società Benefit obtained B Corp certification with a score of 95.2, becoming the first certified company in the corporate archiving sector.

## What does it represent for **OMTRA**?

For us at OMTRA, it represents a concrete and measurable commitment. It means using business as a force for good, integrating sustainability, social inclusion, and circular economy principles to create measurable value for people, communities, and the environment.

# Impact Assessment

OMTRA, as a Benefit Corporation, is committed to generating a **positive** and **measurable impact** on society and the environment through its activities.

In compliance with Law 208/2015 on Benefit Corporations, OMTRA conducted its impact assessment using the B Impact Assessment (BIA).

Thanks to this tool developed by B Lab, the non-profit organization behind B Corp certification, the company evaluates its performance based on specific standards, ranging from governance to its impact on the environment, suppliers, employees, and the community.

24.5

WORKERS

31.0

COMMUNITY

3.9

CLIENTS

18.5

ENVIROMENT

17.0

GOVERNANCE

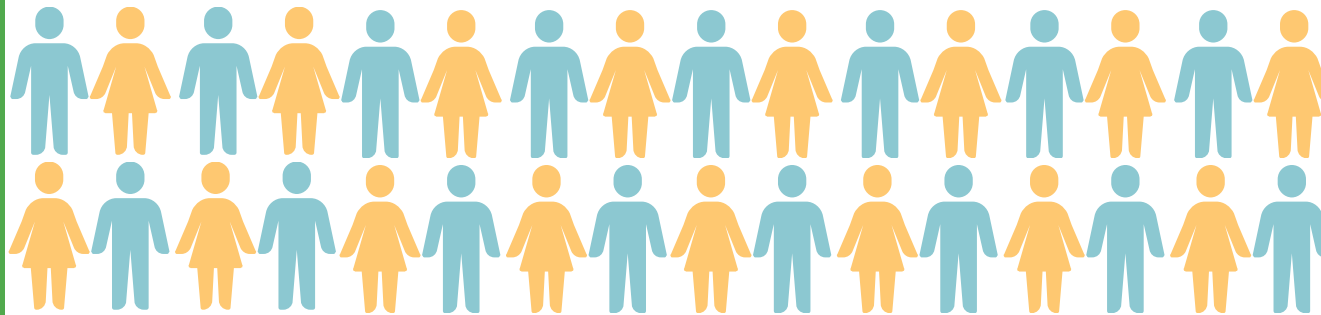
In 2023, the year the company became B Corp certified, OMTRA achieved a score of 95.2 on the BIA, demonstrating its commitment and strong performance in pursuing social and environmental benefit objectives.

# Gender Equality

In 2024, OMTRA obtained the **UNI/PdR 125:2022 Gender Equality Certification!**

We are proud to share with you an official recognition of our commitment to equity, inclusion, and the elimination of gender-based discrimination in the workplace.

The certification confirms that OMTRA has implemented structured and measurable policies to promote **fair** and **inclusive work practices**, in line with the **Sustainable Development Goals of the 2030 Agenda**, specifically **Goal 5** (Gender Equality) and **Goal 8** (Decent Work and Economic Growth).



**45%** Female Employees

**55%** Male Employees

**100%**



Employees who participated in the Gender Equality training

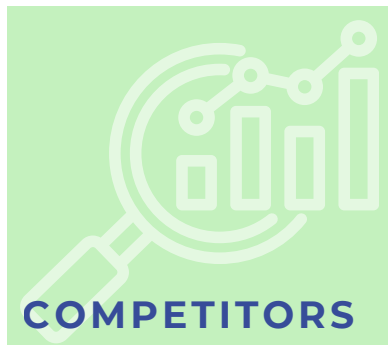
**0%**



Gender Pay Gap

# Our Stakeholder

*“We aim to engage stakeholders in transforming challenges into shared opportunities for change”*



# Materiality Analysis

Materiality analysis is a **key tool** for identifying sustainability issues that have a **significant impact** on both the company and its stakeholders.

Through this process, it is possible to more precisely define strategic priorities, focusing attention on the most relevant issues for responsible and long-term sustainable growth.

In 2024, OMTRA's sustainability team carried out an internal mapping to identify the organization's specific material topics, listed alongside.

## OMTRA MATERIAL THEMES

### Enviroment

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)

Local community

Clients

Data protection and privacy

### Governance

Compliance and business ethics

Resilient operations

# Our objectives

# 05

**SDGs**

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**Environment**

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**People**

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**Community**



# SDGs

## The Sustainable Development Goals

### Objective 1: OMTRA for the environment

We are committed to respecting the planet by adopting more sustainable alternatives in all our products and processes, and by continuously innovating according to the principles of **recycling**, **reuse**, and **circular economy**.

We believe that sustainability is not only a guiding principle for us, but also for our clients, whom we support both by offering concrete solutions and by raising awareness and educating them.

We are dedicated to designing sustainable products and services by design, with the **lowest possible environmental impact**: we choose energy from renewable sources, avoid the use of plastic materials, extend product life through reuse and component recovery, and reduce emissions related to the transportation of goods.

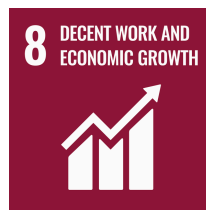


### Objective 2: OMTRA for people

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 build lasting, trust-based relationships and promote a **positive and ethical work environment** where individuals feel respected, accepted, and included.

We are committed to fostering a culture where everyone can grow and freely express their talents, perspectives, and ideas, with special attention to the integration and support of vulnerable groups.



### Objective 3: OMTRA for community

We are committed to playing a positive role in the community where we operate by collaborating with clients and suppliers selected based on **shared values and purpose**.

Our goal is to create a circular supply chain of responsible businesses that generate positive environmental and social impact—alongside economic value.



# Environment

## Objective 1: OMTRA for the environment



**ITAD** (Information Technology Asset Disposition) services represent a structured and strategic process for the responsible and secure management of end-of-life IT assets.

Activities include asset evaluation, certified data erasure, reuse or resale of functional equipment, and the ethical and sustainable recycling of non-operational devices.

The goal is to **maximize the value of IT assets in a secure and environmentally sustainable way**, while ensuring regulatory compliance and the protection of sensitive data.

Below is a breakdown of the positive environmental impact generated by OMTRA's ITAD service during 2024:

- Electronic material recycled: **2.191 tonnes**
- Iron/steel recycled: **2.54 tonnes**



IT Material



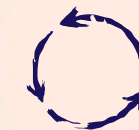
Transportation with electric vans



Data erasure and certified destruction



Reuse or Recycle



Testing and refurbishment



Physical disassembly

To enhance the social impact of its ITAD service, OMTRA has paired the reduction of environmental footprint from e-waste management with a **solidarity initiative**: For every 20 devices recovered, 1 computer is donated to Salesian Schools or the Guardia di Finanza, helping promote equitable access to technology within the local community.

# Environment

## Objective 1: OMTRA for the environment

OMTRA actively contributes to **reducing CO<sub>2</sub> emissions** by offering a **logistics and paper destruction service** rooted in sustainability.

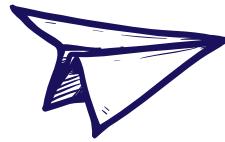
To minimize environmental impact, the company uses **100% electric vans** equipped with **geolocation** systems and anti-cut, anti-crush aluminum containers that are fully reusable and recyclable.

Paper destruction is carried out in compliance with DIN 66399, **ISO standards**, and **international regulations**, with full traceability ensured through video recordings—guaranteeing proper recycling.

And it is also from recycled paper that the OMTRA Sustainable Box is made: a patented EUIPO-registered box featuring interlocking technology that eliminates the need for adhesive tape and allows for 100% recovery as pure cardboard at the end of life cycle.

These boxes are then used for clients' document archiving, promoting a process based on the principles of the circular economy.

### In 2024 we recycled



# 157

## Tonnes of paper



# 2.1

## Tonnes of electronic material

### GREEN REPORT

OMTRA provides its clients with the Green Report: a tool that quantifies the **environmental impact of services rendered**, translating it into clear and easily interpretable indicators.

Available upon request along with the Certificate of Destruction, the Green Report is a valuable resource for incorporating objective data into Impact Reports and Sustainability Reports, supporting transparent, measurable, and consistent communication aligned with the company's environmental commitments.

# Environment

## Objective 1: OMTRA for the environment







### Environmental Management System

OMTRA has implemented robust monitoring and control systems to continuously assess its environmental performance, ensure compliance with relevant regulations and standards, and minimize the environmental impact of its operations.

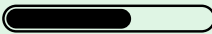





In this context, environmental certifications serve as a fundamental pillar, providing a regulatory and operational framework that guides the adoption of sustainable, responsible, and effective business practices.

### Consumption monitoring

	2022	2023	2024
 WATER	83,8 mc	310,51 mc	189,50 mc
 ENERGY	84,72 MWh	86,90 MWh	83,05 MWh
 CO2 EMISSIONS	31,58 TCO <sub>2</sub>	35,39 TCO <sub>2</sub>	34,90 TCO <sub>2</sub>
 FUEL	4820,57 L	6227,24 L	5846,34 L

# 2024 Results

## Enviroment

	KPI	GOAL	RESULT
Increase the percentage of energy supplied by the grid	% of renewable energy supplied	60%	
Recycle iron from production waste	Weight of the recycled iron	5 tonnes	
Recycle paper	% of paper recycled	100%	
Send ESG questionnaire to suppliers to assess environmental performance	% of suppliers targeted for questionnaire distribution	100%	
Replace plastic cups with glass or paper alternatives	% of cups replaced	100%	
Install water dispensers to avoid the use of single-use plastic bottles	% of water bottles substituted	100%	

# 2025 Objectives

## Environment

	KPI	GOAL
Recycle iron from production waste	Weight of the recycled iron	100%
Recycle paper	% of paper recycled	100%
Expand the company garden with native species to enhance biodiversity	Number of native plants and species planted	Minimum 20 plants across at least 4 species
ISO 14001	Implementation of preparatory policies to achieve certification	100%
Reduce office waste generation	% of reduction	10%
Renew our EcoVadis medal award	Implementation of policies to regain the EcoVadis medal	Obtain the medal

# People

## Objective 2: OMTRA for people

### Employee training and education

OMTRA promotes a corporate culture rooted in **continuous learning**, providing employees with **concrete tools** to develop new skills and stay up to date with industry developments.

In 2024, we strengthened this commitment through a **comprehensive training program**, with a particular focus on enhancing the skills of our ESG consulting team and deepening key sustainability topics.

In total, approximately **300 hours of training** were delivered, covering a wide range of subjects—reflecting our commitment to building cross-functional, current, and future-oriented expertise.

### Environmental awareness for employees

Promoting environmental awareness among employees brings benefits both at the individual and collective level.

With this in mind, we created a **company vegetable garden**, a shared green space that supports employee **well-being**, encourages **collaboration** among colleagues, and promotes **sustainable habits**.

The garden also offers a tangible opportunity to reconnect with nature and reflect on the positive impact of small everyday actions.

*We believe that a company's success depends on the growth and well-being of its people.*

*That's why we invest every day in continuous training, inclusive policies, workplace safety, and employee well-being.*



# People

## Objective 2: OMTRA for people



### Formazione ed istruzione dei dipendenti: Gender Equality

Another key pillar of our training strategy has been the **awareness and promotion of gender equity**, through targeted initiatives that have strengthened our commitment to building an inclusive, fair, and respectful workplace for all forms of diversity.

Thanks to this structured and ongoing effort, we have achieved a major milestone: **certification in compliance with UNI/PdR 125:2022 on Gender Equality**.

This certification is not only a formal recognition, but a tangible affirmation of our commitment to fostering a corporate culture based on inclusion, pay equity, the enhancement of female talent, and work-life balance.

It is a strategic tool that allows us to **measure progress, identify areas for improvement, and implement increasingly effective policies**.

Moreover, it marks a crucial step on our path toward obtaining **ISO 30415:2021 certification on Diversity and Inclusion**, which will further solidify our vision of a sustainable and responsible enterprise.

At OMTRA, Diversity, Equity, and Inclusion (DE&I) are not just values—they are foundational principles of our corporate culture.

We believe that an inclusive workplace—where every individual is valued regardless of their differences—is essential to long-term business growth and sustainability.

By embracing diverse perspectives and skillsets, we are better equipped to **innovate, evolve, and face the challenges of the future** with broader awareness and vision.

# People

## Objective 2: OMTRA for people



### Employee well-being and satisfaction

At OMTRA, people's well-being is a top priority. **We believe that a healthy, inclusive, and stimulating work environment is key to fostering both professional growth and individual well-being.**

In 2024, we reinforced this commitment through targeted initiatives aimed at promoting a sense of belonging and collaboration among colleagues. These activities were also extended to our interns, ensuring their full integration into the team.

Among the most meaningful initiatives were our **team-building** sessions, where employees created their own ceramic mugs.

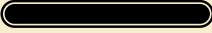



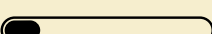


This creative workshop was chosen as the perfect metaphor for teamwork: just like in the circular economy, where nothing goes to waste, every person in our team plays an essential role in shaping a result that is unique and lasting.

To further enhance the well-being of the OMTRA team, we have introduced and formalized our **Right to Disconnect Policy**.

All employees have the right not to be contacted outside of working hours.

# 2024 Results

## People

	KPI	GOAL	RESULT
Creation of a corporate vegetable garden	Employee satisfaction survey	Improve employee well-being	
Organize team building days	Number of days	2 days	
Offer training programs to employee	Number of hours	50 hours	
Achieve UNI/PdR 125:2022 Gender Equality Certification	Adoption of gender equality policies within the company	Achievement of the certification	
Organize corporate volunteering days with employees at nonprofit organizations	Number of days	1 day	
Develop a volunteer support policy for employees	Policy development	Engage in volunteer activities	
Create corporate policies to support new parents	Policy development	Policy implementation	

# 2025 Objectives

## People

	KPI	GOAL
Organize team building days	Number of days	1
Offer training programs to employee	Number of hours	100
Employee training on corruption prevention – general policy update	Number of training days	1
Organize corporate volunteering days with employees at nonprofit organizations	Number of days	1
Establishing workplace systems that support parenthood	Participation in initiatives supporting parenthood	1

# Community

## Objective 3: OMTRA for community



*People are the heart of OMTRA.*

### Partnership with school and universities

At OMTRA, we actively collaborate with schools and universities to promote **education**, foster **entry into the work world**, and spread a **culture rooted in sustainability**.

In 2024, we launched partnerships with academic institutions, offering curricular internships to students eager to expand their skills beyond the classroom and gain firsthand experience in the working world.

These collaborations represent a concrete opportunity for young people to develop practical competencies and contribute to innovative, sustainability-focused projects.

### Collaboration with external stakeholders

**Engaging stakeholders** is essential to building effective and shared sustainability strategies.

That's why over the past year we have established partnerships with a range of organizations, including companies, professional firms, foundations, associations, professional bodies, universities, and schools.

# Community

## Objective 3: OMTRA for community

### Attending sector-specific events

At OMTRA, we actively collaborate with schools and universities to **support education**, promote **access to the job market**, and foster a **culture focused on sustainability**.

Participation in industry events is a key element for any company seeking to remain competitive and forward-thinking in a constantly evolving market.

In 2024, OMTRA took part in numerous high-profile events, seizing the opportunity to engage with experts, build new partnerships, and strengthen its growth.

These moments of exchange allowed us to expand our network, share success stories, and actively contribute to the discussion on strategic topics such as **sustainability**, **governance**, and **innovation**.






Here are some of the most significant events that marked our year:

- OMTRA at the B for Good Leaders Summit 2024
- Global Event – Women in IP Law Networking
- Midsommar 2024 with the Swedish Chamber of Commerce
- Corporate volunteering with Cellnex Foundation and Cellnex Italia at IIS Lagrange
- Green Week at Cascina Biblioteca
- AIDAF Conference: FILIERA and Purpose-Driven Companies
- Avanzi event on the Right to Disconnect
- Meeting in Brussels with Pierfrancesco Maran (EU Internal Market Committee)



# 2024 Results

## Community

	KPI	GOAL	RESULT
Develop a questionnaire to define the material sustainability topics and send it to stakeholders	% of stakeholders surveyed	100% dipendenti 80% fornitori/clienti	
Activation of curricular internships with universities and schools	N. of programs activated	6	
Organize events on the topic of sustainability	N. of events	4 events	
Take part in external events on sustainability, held either online or in person	N. of events	20 events	
Increase the number of members in the FILIERA Purpose Driven network	% increase of members number	at least 20%	

# 2025 Objectives

## People

	KPI	GOAL
Activation of curricular internships with universities and schools	N. of programs activated	5
Organizzare eventi su temi ESG	N. of events	2
Organize events in compliance with ISO 20121:2024	N. of events	1
Participate in external ESG-related events, both online and in person	N. of events	20
Contribute to the growth of FILIERA	N. of new members	5

# Conclusions

# 06

**Glossary**



# Glossary

<b>MATERIALITY ANALYSIS</b>	It is a process through which an organization identifies and assesses the most relevant ESG (Environmental, Social, and Governance) topics for itself and its stakeholders, with the aim of guiding strategic decisions and reporting efforts.	<b>SCOPE 1</b>	Direct greenhouse gas emissions generated from sources owned or controlled by the company (e.g., boiler combustion, company vehicles).
<b>BENEFIT CORPORATION</b>	A Benefit Corporation is a type of for-profit company that includes positive impact on society, workers, the community, and the environment among its legally defined goals.	<b>SCOPE 2</b>	Indirect emissions resulting from purchased and consumed energy (e.g., electricity, heating or cooling generated by third parties but used by the company).
<b>CO<sub>2</sub> EQ</b> (carbon dioxide equivalent)	The CO <sub>2</sub> equivalent of a gas, obtained by multiplying its mass by its Global Warming Potential (GWP), is a parameter used to compare greenhouse gas emissions in terms of CO <sub>2</sub> , based on their global warming potential.	<b>SCOPE 3</b>	All other indirect emissions across the value chain, both from the top (e.g., production of purchased materials) and the bottom (e.g., use of sold products).
<b>GHG</b>	Gas serra responsabili del cambiamento climatico, sia di origine naturale sia antropica. I principali sono: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC, PFC e SF <sub>6</sub> . Tali gas assorbono riemettono radiazione infrarossa, contribuendo al riscaldamento globale.	<b>SDG<sub>s</sub></b>	The 17 Sustainable Development Goals (SDGs) adopted by the United Nations in the 2030 Agenda to address global challenges, including poverty, climate change, inequality, and justice.
<b>GOVERNANCE</b>	Greenhouse gases responsible for climate change, both of natural and anthropogenic origin. The main ones are: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFCs, PFCs, and SF <sub>6</sub> . These gases absorb and re-emit infrared radiation, contributing to global warming.	<b>STAKEHOLDER</b>	Individuals or groups who influence or are influenced by the company's activities (e.g., employees, customers, suppliers, local communities, investors, institutions).
<b>KPI</b>	Quantitative performance indicators used to measure results regarding specific strategic or operational objectives. In the ESG context, they are used to monitor environmental, social, and governance impact and progress.	<b>STAKEHOLDER ENGAGEMENT</b>	A systematic process of stakeholder engagement aimed at understanding expectations, building trust-based relationships, co-designing strategies, and transparently reporting corporate activities.

# Conclusions



*2024 was a year of growth, innovation, and consolidation for OMTRA.*

In this Impact Report, we have reviewed the goals achieved and the challenges faced, bearing witness to our ongoing commitment to sustainability and corporate responsibility.

Our journey continues with the same ideals and values that have always guided us: to build a company that not only generates economic value but also operates with responsibility, transparency, and a focus on the common good.

We know that **the path toward a more sustainable future requires constant dedication.**

We look ahead to 2025 with determination, ready to turn challenges into opportunities and to continue making a difference.