

SUSTAINABILITY REPORT

2021





READING GUIDE

This document is the first financial statement of the sustainability activities of OMB Saleri S.p.A. - Sb.

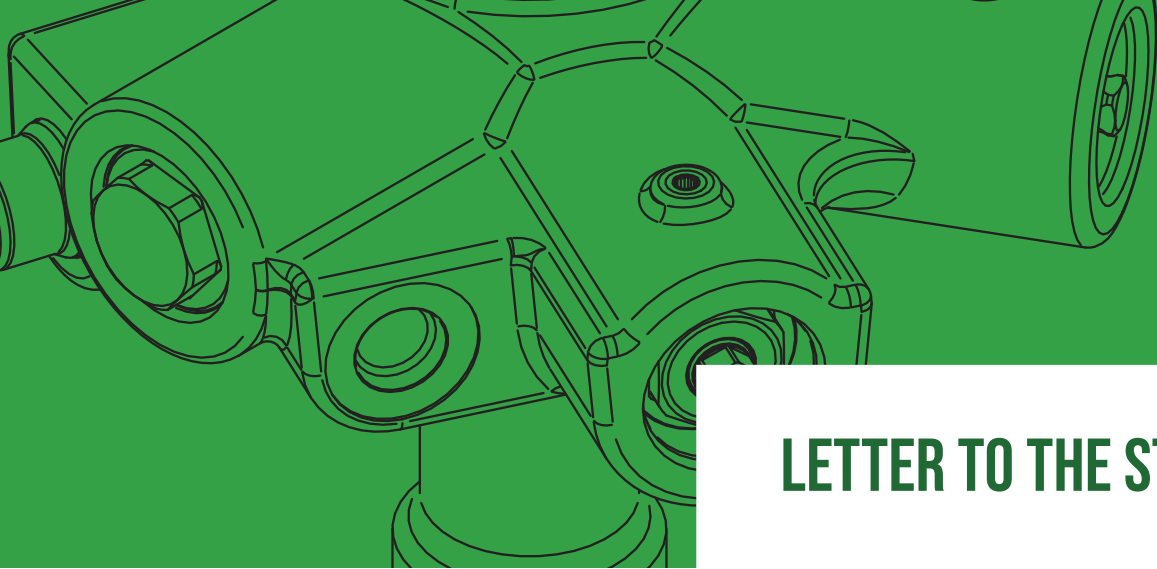
It has been created using the Global Reporting Initiative (GRI) as a reference and as a source to identify indicators for reporting qualitative and quantitative information relating to the year 2021.

The contents of the document have been identified according to the principle of materiality, by selecting the most significant issues for the sustainability of the organization and derived from the interaction between the organization itself and its stakeholders, selected on the basis of the degree of mutual influence between the organisation itself and the identified actors.

Stakeholder involvement has taken place through interviews and dedicated questionnaires which has allowed to identify the material issues of the company. Among the categories involved, there are institutional bodies, trade associations, training institutions, suppliers, consultants and collaborators, customers, employees, media and credit institutions.

INDIX

Letter to the Stakeholders	4	Smart mobility	27
Who we are	5	Social topics	29
OMB history	7	People management	29
OMB Highlights	8	Welfare and well-being	30
Values and principles	9	Diversity, inclusion and equal opportunities	31
Corporate sustainability strategy	11	Training and education	32
UN Global Compact	12	Health and Safety	33
Next steps	13	Creating value in the community	34
Sustainable Development Goals (SDGs)	14	Governance topics	36
Our priorities: material topics	16	Business organization	37
Analysis of risks and opportunities	18	Economic value generated and distributed	38
Environment	19	Management system	39
Energy and energy efficiency	20	Innovation and research	41
Atmospheric emissions	22	Focus: hydrogen as a vector for transition	41
Use of materials	25	Glossary	46
Waste management and treatment	26	GRI Content Index	47
Save the Farm	27		



LETTER TO THE STAKEHOLDERS

The time we are living is sending us important and serious signals that are changing the horizons of our daily commitment.

It is no longer enough for modern Companies to carry out the task of creating work and wealth; other important objectives have to become priorities: respect for the environment, ecological transition and the awareness that we have a social responsibility role to be discharged.

Industries have been changing our lifestyle and we must not forget that, until a few decades ago, there were few families who had water, heating and a bathroom in their house. Even medicines were not accessible to everyone, as well as holidays, mobility, school and fun.

Nowadays all these goods and services are available and accessible to everyone. This is called well-being and we have achieved it through industry. Unfortunately factories have also had a huge impact on the environment: water and air pollution and an uncontrolled occupation of the territory.

What has improved our lives risks bequeathing insurmountable problems to the future generations. It's up to us.

Now the time is too ripe, NOW the industry, entrepreneurs and all mankind has the duty to safeguard the environment around us and recover a renewed balance of our ecosystem.

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Now the time is ripe, now industries, entrepreneurs and all mankind has the duty to safeguard the environment and recover a renewed balance of our ecosystem.

The awareness of our human responsibilities towards the environment has led the United Nations to set up the ESG protocols for the sustainability of industrial activities in environmental, human and economic terms.

OMB administrators and managers have decided to undertake the path and the challenge of combining the efficiency and profitability of the

company with the commitment to safeguard the natural and social environment within which we work.

That is the reason why we do want to adopt the ESG principles.

In our charter we have declared to adhere to the Benefit Company model. This is our first Sustainability Report and in some time we are going to ask to be certified B Corporation.

In the last period we have been increasing several good practices: from the signing of the Pact of Community, created for a recreative welfare of the territory, to the increase of sustainable mobility; we have also promote a travelling exhibition to raise awareness about violence against women.

OMB has always called for the responsible participation of workers in the production processes to ensure the achievement of economic results and from now on, we count on the support of everyone also on sustainability issues; Through daily good practice, workers will help to keep OMB at the levels of excellence achieved in the market.

Paride Saleri

WHO WE ARE

OMB Saleri is a technologically advanced mechanical company that produces valves for the management of gas (hydrogen, LPG, methane) that are mainly used in the automotive field.

OMB was founded in 1980 in Brescia, and it has always been characterized by its great boost towards innovation, both from the point of view of the products developed and for its strategic organization of the company.

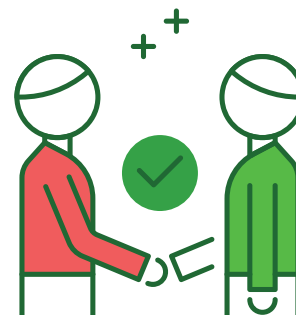
OMB Saleri now consists of about 250 people with an average age of 35 years.



BUSINESS UNITS

Over the years, the company has structured its business into 5 business units:

- Hydrogen division, where hydrogen mobility valves are manufactured
- Automotive division, which is focused on the development of valves for gas mobility
- Domestic applications division, which is focused on the production of valves for gas and water
- Metal machining division, related to the development of valves for mechanical machining
- Aerospace and Cryogenics Division

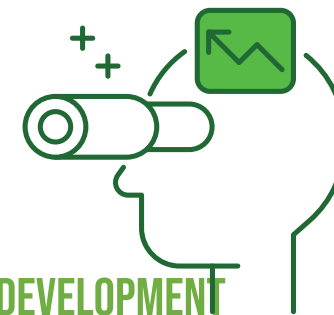


CUSTOMERS

Most of OMB customers belong to the OEM/car makers in various countries such as Germany, Northern Europe, China, Canada, United States.

These are customers active in countries that have already taken strategic decisions related to the development of clean energy and, more generally, to the climate transition.

Other customers of OMB are the European Agencies active in projects on hydrogen ships and trains, the European Space Agency and, since the last year, Bosch, with which it has been tightened a partnership for the development of new products.

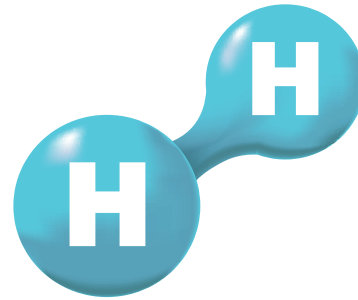


RESEARCH AND DEVELOPMENT

The Department of Research and Development (R&D) is the nerve centre of OMB. Research and innovation represent the distinctive element of the company. Almost 20% of the staff, which has an average age below 30 years, develop their profession in this department.

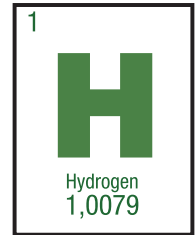
Thanks to its openness to change and the ability to anticipate the market and promote innovations, since 2013 OMB has been looking to the hydrogen market as a field with great prospects for the future of the company.

WHY HYDROGEN?



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

It is an inexhaustible source and unlike oil, hydrogen will always be there.



Where can we find it ?

On earth it is widely present in water, in organic compounds and in living beings; we find it in the stars in the gaseous state. Despite being the most abundant, it is difficult to find it in its pure state (e.g. water).



Is it polluting?

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



The advantages

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



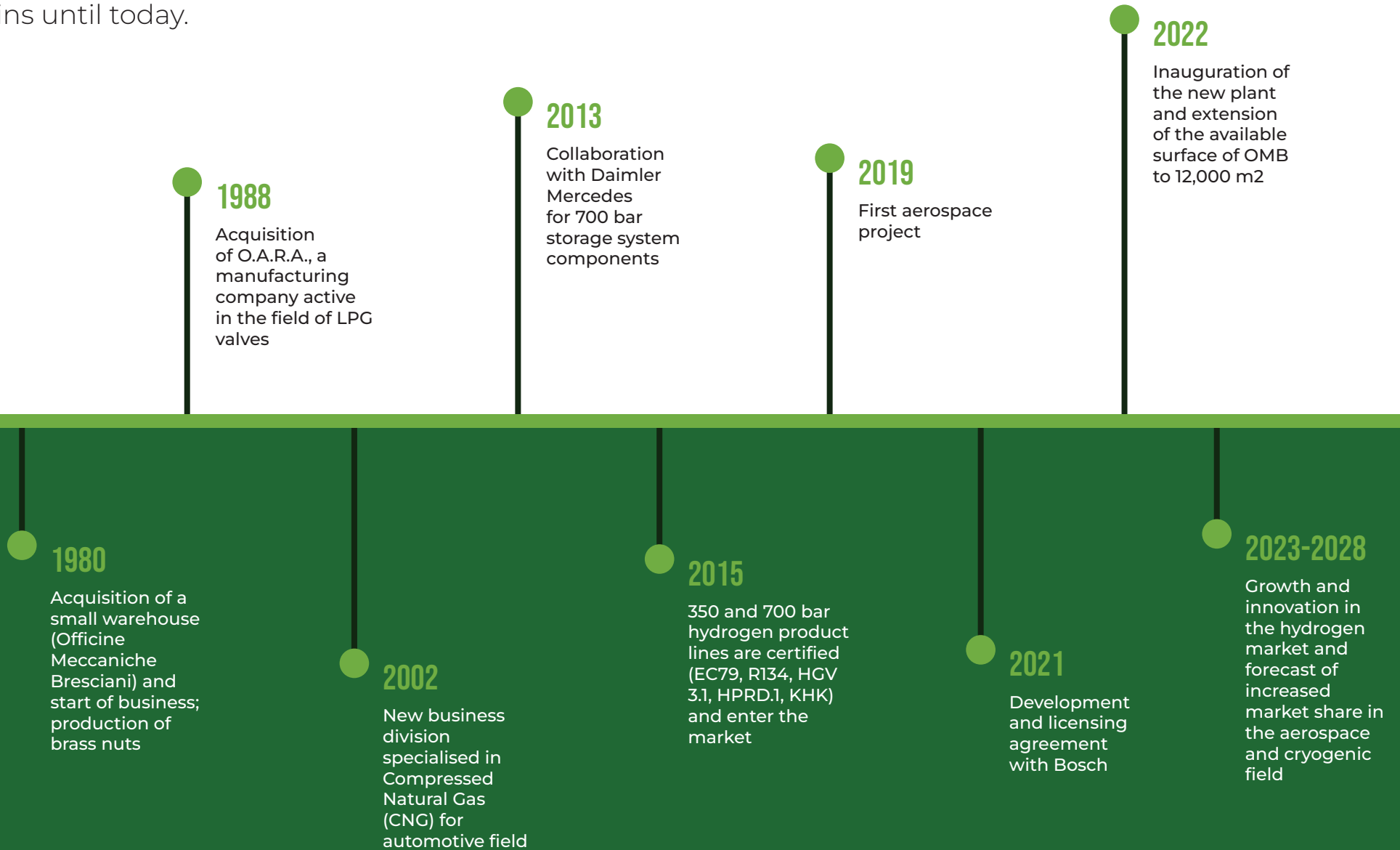
Local production

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

<h3>GREY HYDROGEN</h3> <p>Grey hydrogen is produced using fossil sources, for example natural gas; unfortunately 95% of the hydrogen produced in the world is grey.</p> <p>Process: - Steam reforming</p> <p>Energy source: - methane gas.</p>	<h3>BLUE HYDROGEN</h3> <p>Blue hydrogen is also derived from natural gas but the production impact is coupled with a system of capture and storage of CO2 produced during the process.</p> <p>Process: Steam Reforming or gasification with CCUS</p> <p>Energy source: methane gas</p>	<h3>GREEN HYDROGEN</h3> <p>Hydrogen is generated by exploiting electricity produced by solar, wind or other renewable energy plants. The electricity produced in excess feeds electrolyte cells that produce hydrogen and oxygen from water.</p> <p>Process: electrolysis</p> <p>Energy source: electricity.</p>	
<h3>BROWN HYDROGEN</h3> <p>Process: gasification</p> <p>Energy source: coal</p>	<h3>TURQUOISE HYDROGEN</h3> <p>Process pyrolysis</p> <p>Energy source: methane gas</p>	<h3>YELLOW HYDROGEN</h3> <p>Process: electrolysis</p> <p>Energy source: electricity from the grid</p>	<h3>PINK HYDROGEN</h3> <p>Process: electrolysis</p> <p>Energy source: nuclear energy</p>

OMB HISTORY

OMB Saleri from its origins until today.



OMB HIGHLIGHTS

IN 2021

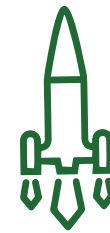
2.112.250
VALVOLE CNG
HAVE BEEN PRODUCT

269.060
HOUSE APPLIANCE VALVES

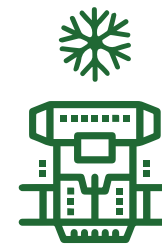
147.610
VALVES FOR CARAVAN

52.226
H2 VALVOLES

NEW MARKET FIELDS



SPACE



CRYOGENIC
HYDROGEN



AERONAUTIC

VALUES AND PRINCIPLES

“As well as generating profits, a company must generate “well-being” for people and their territory. It is an attention that we entrepreneurs can and must have”.

Paride Saleri

OMB Saleri places among its founding values those related to company ethics and civic. The values in which the Company is identified, have been allowing it to strengthen and enrich the corporate culture and to project itself towards a better future thanks to sustainable growth.

The innate and continuous orientation to innovation leads the company to a continuous search for improvement in terms of quality, reduction of environmental impact and anticipation of industrial transformation. The aim of the Company is to try to maintain a balance between being a “company” and the participation and empowerment of employees and collaborators in the decision-making and organizational processes.

The values in which OMB identifies itself are cohesive, in order to generate unity of intent; pervasive, because they are not addressed to an elite but are aimed at anyone and permanent, since they continue over time.

The values in which OMB identifies itself are cohesive, in order to generate unity of intent;

pervasive, because they are not addressed to an elite but are aimed at anyone and permanent, since they continue over time. OMB Saleri before being a Joint Stock Company is first of all a “Society of People” characterized, even in their individuality, by a DNA of shared values in which they are of fundamental importance:

- HUMANISM
- SENSE OF RESPONSIBILITY
- INNOVATION AND OPENNESS
- CO-PARTICIPATION AND COLLABORATION
- CONTINUOUS IMPROVEMENT
- WELL-BEING
- CONTRIBUTION TO ENVIRONMENTAL, SOCIAL AND GOVERNMENTAL SUSTAINABILITY (ESG)

HUMANISM

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



SENSE OF RESPONSIBILITY

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





OPENNESS AND INNOVATION

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



CONTINUOUS IMPROVEMENT

The high technological level and the reliability of the products of OMB Saleri are the result of an important activity of design, prevention of defects and validation tests which perform a meticulous attention to detail. Our goal is always to guarantee the highest quality of products, the excellence of systems and production processes.



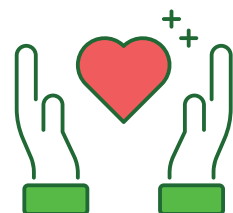
CONTRIBUTION TO ENVIRONMENTAL, SOCIAL AND GOVERNMENTAL SUSTAINABILITY (ESG)

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



CO-PARTICIPATION AND COLLABORATION

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



WELL-BEING

OMB believes that the participatory factory is the way to achieve industrial development and continuity. The precondition is that there is a positive climate among people that takes account of their well-being and satisfaction, that allows workers to manage their time flexibly, to balance and find the balance between private and professional life.

CORPORATE SUSTAINABILITY STRATEGY



FRAME THE QR
CODE TO ACCESS
THE ETHICAL CODE



To actively contribute to the achievement of the Sustainable Development Goals, OMB Saleri S.p.A., in line with the principles that have always been guiding it, has undertaken a sustainability path to monitor and improve its performance in relation to issues of social and environmental responsibility.

During 2022, the company has developed the first Carbon Footprint analysis of the Organization to know the emissions into the atmosphere related to its activity, in reference to the year 2021. This project is part of a wider path that sees OMB at the center of initiatives related to the world of sustainability with the aim of aligning the corporate activity with the European climate goals, in order to promote sustainable development and the change needed to face the climate emergency.

The environmental issue will not be the only one to be analyzed and cared by OMB, since

the organization is developing, with the support of specialized consultants and some internal professionals, a sustainability plan which does allow it to improve the performance in every aspect related to sustainability, implementing actions and defining medium- and long-term objectives also related to the social issue; It is something essential for OMB because people are placed at the center of its business model.

The OMB Codes of Conduct are based on the principles contained in the United Nations Universal Declaration of Human Rights, which the organization supports in all its aspects, in the Tripartite Declaration of Principles on Multinational Enterprises, in the ILO Social Policy and the OECD Guidelines for Multinational Enterprises.

Furthermore, in line with the principles of the UN Global Compact, OMB considers the human rights as fundamental freedom for everyone

without any exception. In order to guarantee respect for these rights, OMB does undertake to respect the legislation of the countries in which it operates. The company uses as reference its internal management system and some references such as the Code of Ethics, the Governance model, the quality, environment and management system and the corporate privacy policy.

Finally, OMB aligns its activities with national and international organisations working to promote the human rights and adheres to projects promoting equal opportunities and to the principles of diversity and inclusion. In 2021, in fact, signed the Charter for Equal Opportunities and Equality at Work promoted by Sodalitas Foundation, which aims to ensure equal opportunities and the absence of discrimination in the workplace.

UN GLOBAL COMPACT

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

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

The United Nations Global Compact is a voluntary adherence to a set of principles that promote the values of sustainability in long term through political actions, business practices, social and civil behaviors; it is also a commitment to contribute to a new phase of globalisation characterised by sustainability, international cooperation and partnership.

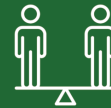
The UN Global Compact requires that the participating companies and organizations share, support, apply and report in their activities, a set of fundamental principles relating to human rights, decent work, environmental protection, equal opportunities and the fight against corruption.

THE FOLLOWING 10 PRINCIPLES HAVE BEEN ADOPTED:

HUMAN RIGHTS



1. To promote and respect universally recognised human rights within their respective spheres of influence



2. Ensure that they are not indirectly complicit in human rights abuses



3. Supporting freedom of association of workers and recognising the right to collective bargaining



4. Eliminate all forms of forced and compulsory labour



5. Ensuring the effective elimination of child labour



6. Eliminate all forms of discrimination in employment and occupation



7. Supporting a preventive approach to environmental challenges



8. Take steps to promote greater environmental responsibility



9. Encouraging the development and dissemination of environmentally friendly technologies



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

ANTI-CORRUPTION

PROSSIMI PASSI

Finally, OMB does want to undertake further commitments in the field of Corporate Social Responsibility and, more generally, in sustainability. In 2022, in fact, the transition to the legal status of Benefit Company is expected, with the formalization within its Statute of the will to create shared well-being and a positive impact on the environment and the community around it.

Among the long-term objectives, however, we do want to obtain the B Corporation certification, a document that aims to verify and ensure that a company combines the goal of profit and the goal of generating shared value for all stakeholders, operating according to the highest standards of sustainability.



SUSTAINABLE DEVELOPMENT GOALS (SDGs)

In addition to the Global Reporting Initiative (GRI) standards, the Sustainable Development Goals - Sustainable Development Goals (SDGs) have been used as international benchmarks for the evaluations reported in this report. These are the 17 objectives of the 2030 Agenda, the common plan for sustainable development signed in 2015 by the UN member countries, to be reached by 2030 through the involvement of governments,

companies and private citizens.

In this report you will find, associated with each theme of sustainability (environmental, social or governance) the reference SDGs, accompanied by a deepening of the actions already implemented by OMB in the year 2021. Below are some links between the SDGs and how OMB is actively contributing.



BELOW ARE SOME LINKS ABOUT THE SDGS AND HOW OMB IS ACTIVELY CONTRIBUTING.

ENVIRONMENT



OMB has joined the Save the Farm project with the adoption of 50 fruit trees. Gea fruits are delivered every week in OMB for a healthy break among colleagues. OMB is certified according to ISO standard 14.001. In 2008 it installed a photovoltaic system whose self-production stands at around 15% of all electricity consumed annually. An additional photovoltaic system is planned within 2022.

ECCLESIA



Ecclesia is born:

Assembly of the Academy which has as its only goal OMB improvement.

Where does its name come from?

Born in the Ancient Greece, It was the first example of a democratic assembly in which, all what was of the interest of the whole city, was discussed. One delegate per department collects needs, ideas and suggestions from his colleagues for OMB welfare.

Every month and a half, a roundtable will be discussing about the suggestions given by the employees and it will decide which of them to pursue. A dialogue which only focuses on OMB welfare and improvement.

SOCIAL



Since 2021, OMB Saleri S.p.A. has been involved in the United Nations Global Compact UN and its principles on human rights, work, environment and anti-corruption.

We have signed the Equal Opportunities Charter for the dissemination of a corporate culture and policies free from prejudice and discrimination.

We are part of the Sodalitas Foundation, a network of companies oriented to build a future of growth, sustainability, inclusion, cohesion, widespread development for the community.

SMART MOBILITY



OMB has been offering its employees a web platform for carpooling among colleagues in the journey home-work.

To encourage people to use shared travels, OMB has provided a cashback: each trip allows the employees to accumulate €0.50, for a maximum of two trips a day.

At the end of the month, or whenever you want, the collected credits may be used to buy on Amazon, Zalando or for fuelling.

Parking places have also been reserved for the car-pooling users.

Another initiative to reduce the environmental impact and to spread the culture of sustainable mobility was to provide employees with some e-bikes to come and go to work.

Thanks to an internal dashboard you can monitor the company results: CO2 saved, Km saved, mobility routes.

ACADEMY



Training has always been subject of attention by our company. After an experimental project shared with the University of Milan in March 2019, Omb launched its own Academy; a project inspired by the Learning Organization, with the aim of promoting continuous learning.

Training takes place during working hours. The proportion of trained people is 60%. The courses focus mainly on technical, qualitative and organizational issues.

English language courses are also organized every year for continuous training. Other foreign languages courses are also provided in case of specific needs.

We have launched an important initiative: a Pact of Community "Polo Primo Maggio"

The Pact foresees the realization of a series of actions : a sewing and mending workshop, digital literacy courses for elderly and for foreign people , reading activities for children, reading meetings for adults, a connection among the libraries from the neighborhood to the inner city , the participation and promotion of cultural events and the birth of a football school at the Oratory.

OUR PRIORITIES: MATERIAL TOPICS

OMB has defined for the first time its analysis of materiality and has identified, thanks to the stakeholder engagement activities developed, the sustainability issues that can have greater impact at the corporate level (material topics). Material themes are topics that reflect the economic, environmental and social impacts significant for the organization or/and that profoundly influence stakeholder assessments and decisions.

In order to assess the external relevance of the various issues, more than 120 external stakeholders have been involved: customers, suppliers, financial institutions, public administration and local associations.

From the answers to interviews and questionnaires, it has emerged that the most relevant theme in reference to this category of

stakeholder is the one about “health and safety at work”, underlining this topic as an indispensable issue to the aims of the organization. With this regard, OMB is increasingly focusing on this issue, in order to ensure high safety standards for all.

Very relevant are also the issues related to “innovation and R&D”, “economic performance”, “training and education” and “energy and energy efficiency”. In particular, from the analysis of the information collected, it is crucial that the company does keep on investing in research and development activities to identify new technological applications and new developments on the market in reference to its core business.

In order to assess the internal relevance, however, the company has decided to involve all the staff.

A questionnaire was sent to the employees with the aim of identifying the priorities of the company shared with all the people who are part of it. At the end of this phase, a confrontation with the management from which the materiality matrix has been defined.

As far as internal stakeholders are concerned, the most significant material issue is “innovation and R&D” for which the organisation shall make continuous investments in order to develop new technologies and contribute to innovation in the market. The topics related to “economic performance”, “customer satisfaction” and “health and safety at work” follow. Very important are also issues related to environmental sustainability, with particular emphasis on energy efficiency interventions and monitoring and reduction of emissions into the atmosphere of the organization.



OMB MATERIALITY MATRIX

The analyses carried out have made it possible to identify issues that, while not falling within the material ones, nevertheless hold an important position for the company or for its stakeholders. These include water use-related projects, “circular economy” and “material management” projects, “sustainable supply chain” projects and “privacy and information security” initiatives.

ANALYSIS OF RISKS AND OPPORTUNITIES

For a better understanding of the risks and opportunities related to the different material issues, OMB has carried out a context analysis aimed at defining the actions to be taken to mitigate risks or exploit the opportunities offered by the market and technological development.

The identified risks, of internal or external importance, have been classified according to the three dimensions of sustainability: environmental, social and economic.

To ensure a homogenous and representative risk analysis of the whole company, the managers were involved to assign the levels of probability and impact to each element of analysis, defining its placement within the risk matrix.

Moreover, for each issue, the means already adopted internally for risk mitigation and management have been identified and initiatives have been identified to contain or limit the related risk. The scale of probability levels and the scale of the extent of the damage/benefit take values from 1 to 5, based on the probability of occurrence and the damage/benefit provided.

Below is the map of the most significant risks divided by the three dimensions of sustainability, obtained by combining probability and impact related to each material theme.



As highlighted in the matrix, the main impacts for OMB may arise from issues related to “health and safety at work”, “customer satisfaction” and “economic performance”; innovation issues are identified as development opportunities (O) (“research and development”) and the possibility of achieving carbon neutrality (“GHG emissions”) , as well as initiatives in the social field which do give a positive contribution to the well-being of the community in which society is identified (“Community value creation”).

ENVIRONMENT

In accordance with the principles of the UN Global Compact and in reference to its corporate sustainability strategy, OMB is committed to developing technologies that have a limited impact on the environment, both in production and in use. For the same reason, the company undertakes to report in a conservative and, therefore, precautionary way, its impact and those of the supply chain, with the aim of developing improvement strategies. In this way, work has always been in compliance with the

laws and the regulations about the environment and it moves in the direction of voluntary adherence to increasingly virtuous schemes.

OMB is certified according to the ISO 14001 standard and defines a precise company policy that constitutes the concrete commitment to reducing the impact on the environment and spreading a culture of eco-sustainability within the organization.



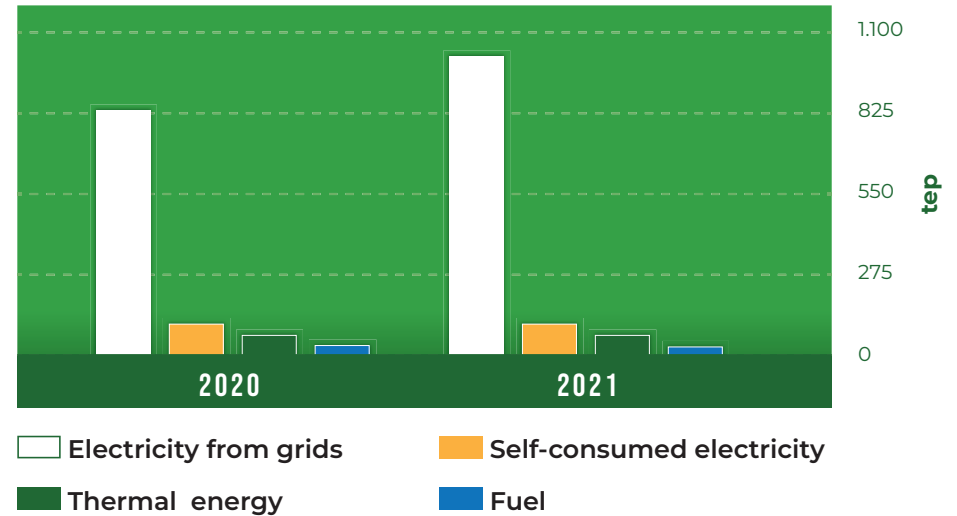
ENERGY AND ENERGY EFFICIENCY



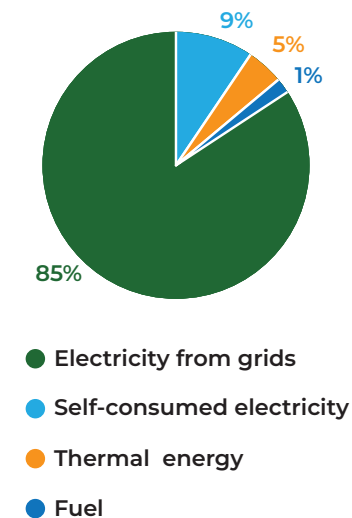
The energy needed for OMB activities is provided by different vectors, as shown in the graph below. The different sizes have been converted into tep (tons of oil equivalent) to be comparable with each other. In this way, it can be noted that, in the year 2021, the majority of energy consumption (85%) is attributable to the withdrawal from the electricity grid. 9% of the electricity consumed by OMB in 2021 comes from renewable self-production: in the year 2008, in fact, OMB installed a photovoltaic system of about 550 kWP on the roof of its plant. The production of the energy has been covering about 10% of the company's electricity consumption.

The thermal energy needed to heat the rooms (5% of the total) is provided by the district heating system and produced by a waste-to-energy plant. The building that houses OMB offices is in energy class A+ and is completely made of wood and equipped with solar screens that automatically adjust their position, in order to facilitate the entry of natural light, to free thermal inputs during the winter season and to repair from excessive heat during the summer season.

ENERGY SOURCES



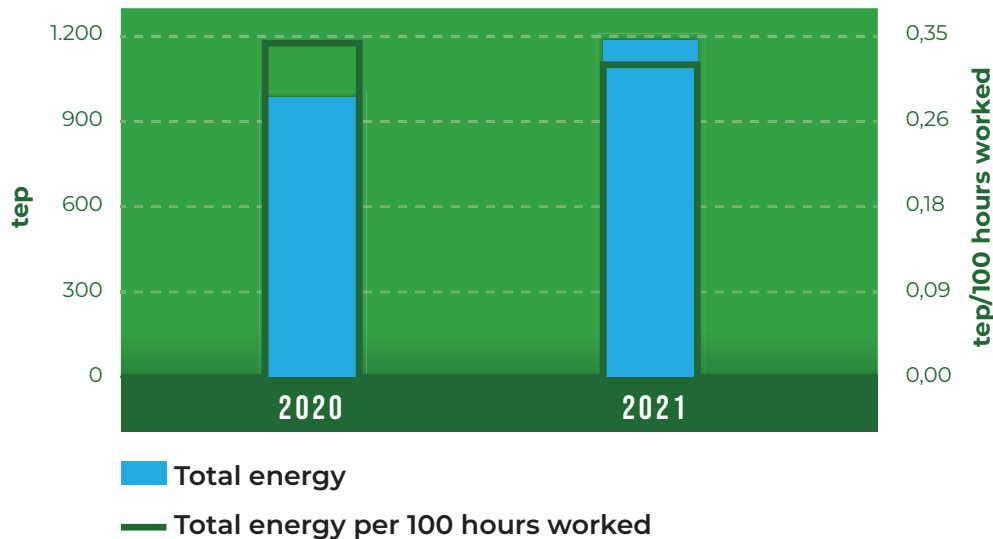
ENERGY SOURCES 2021



The fuels of the company cars have a minimum contribution (1%) on the total energy consumed by OMB. Also in this case, however, the company has applied the principle of reducing the environmental impact by carrying out interventions for the reduction of diesel fuel consumption and the simultaneous switch to LPG and methane.

The total energy consumption grew in 2021 compared to the previous year, an event partly attributable to the growth of the activities and partly to the temporary halt imposed by the pandemic emergency in the year 2020. The commitment towards the optimization of consumption emerges by analyzing the values of energy efficiency indicators related to OMB: energy consumption, in fact, decreased by 6% per hour worked (specific energy consumption - see graph) and 27.4% if compared to turnover (energy intensity index).

TOTAL AND SPECIFIC CONSUMPTION



ATMOSPHERIC EMISSIONS



During 2022 OMB has carried out a Carbon Footprint study, an analysis of greenhouse gas emissions (GHG) in terms of CO2 generated by the activities of the Company and all those related to it, according to the UNI EN ISO 14064 standard. The reference period of the processed data is the year 2021; the study will be updated

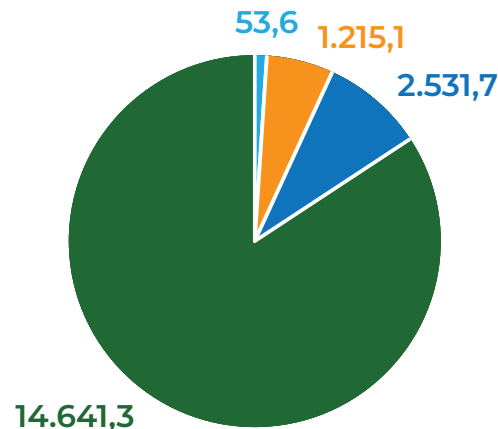
to allow a comparison in absolute and relative terms among the quantities under study and in order to verify the quantitative trend of the emissions.

The Total emissions in 2021 were 18,441.7 tco2eq. According to the standard, GHG emissions are collected in an inventory and separated, depending on the source, into six categories. The first category concerns direct emissions, produced by the fuels of the company cars and has a minor impact if compared to the final result (0.3%). The second category (6.6%) consists of indirect emissions for imported energy, electricity taken from grid and district heating. To category three, indirect emissions for

transport, contribute The movements of goods in and out of the OMB plant and the movements of employees contribute to the third category, indirect emissions for transport, (13.7%).

In category four, indirect emissions are reported for the products used, and therefore those related to upstream production of the materials used for the production process, including third-parties processing and the use of packaging, and downstream, such as waste disposal. The impact of this category constitutes the largest part of the total: 79.4%.

INCIDENCE BY CATEGORY YEAR 2021

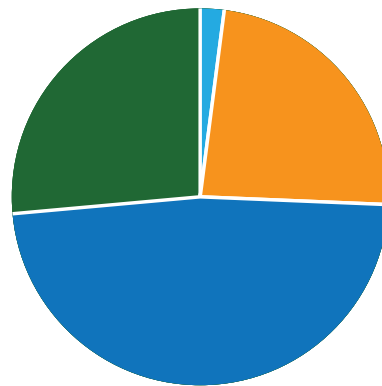


- Direct emissions (tCO2eq)
- Indirect emissions for imported energy (tCO2eq)
- Indirect emissions for transport (tCO2eq)
- Indirect emissions for products used (tCO2eq)

The biggest contribution to category 4 is given by the indirect emissions from the production and the processing of brass and aluminium, which together account for over 71% of total GHG emissions.

In order to better distinguish the portion of the other categories and to reason on possible margins of improvement relative to them, the results are also reported net of these items, represented in the following graph.

INCIDENCE PER CATEGORY EXCLUDING BRASS AND ALUMINIUM



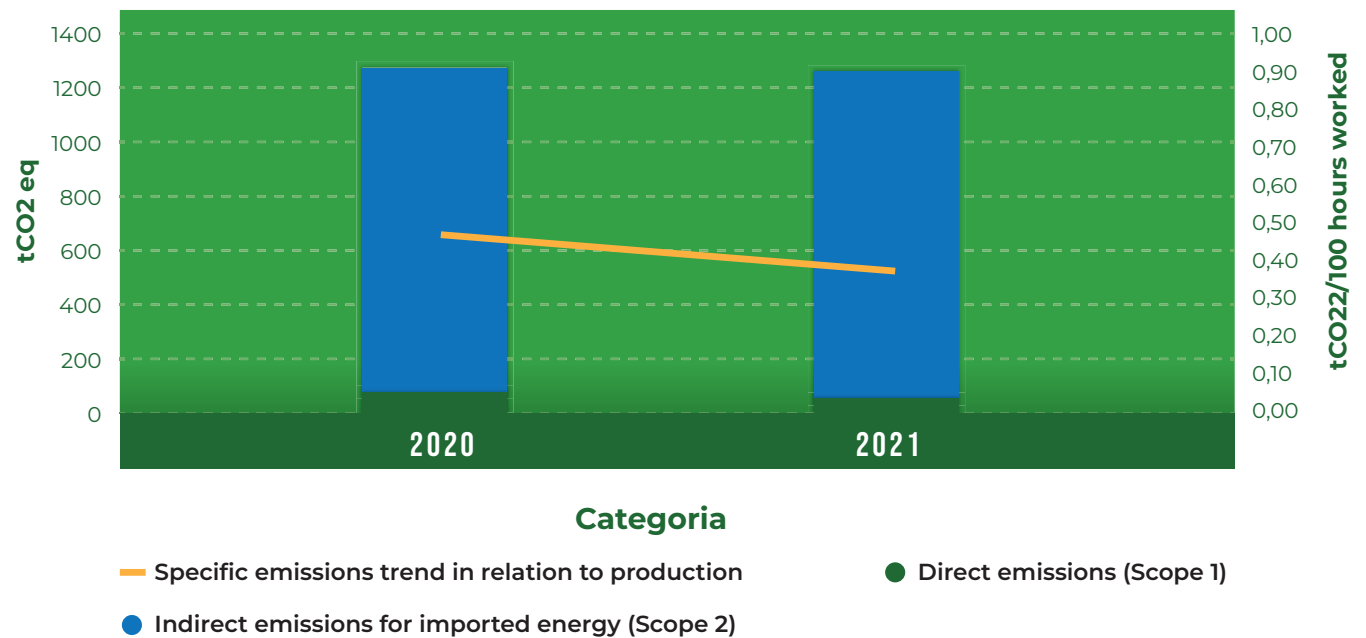
- Direct emissions (tCO2e) 53,6
- Indirect emissions for imported energy (tCO2eq) 1.215,1
- Indirect emissions for transport (tCO2eg) 2.531,7
- Indirect emissions for products used (tCO2eg) 1.377,9

To monitor the evolution of its environmental performance, OMB has calculated GHG emissions for categories 1 and 2 also for the year 2020. The comparison between the two years shows a 6% reduction in direct emissions, attributable to the lower consumption of diesel for company cars.

Although indirect emissions for imported energy remain almost stable in absolute terms (+0.5%), there is an appreciable decrease in the specific impact in relation to production (tco2eq/hours worked, -19%).

This improvement is explained both by the increase in the energy efficiency of the activity (as described in the previous paragraph) and by the reduction of the national emission factor for electricity production.

EMISSIONS OF SERRA EFFECT GAS (SCOPE 1 AND 2)



USE OF MATERIALS

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



OMB operates in a supply chain with a high propensity to circularity and, specifically, it does adopt a practice of recovery and recasting of production metal waste, in order to prevent the extraction of virgin materials and to limit waste production upstream and downstream.

The total weight of the materials used by OMB in 2021 to produce its products is nearly 4,000 tons. They concur to this estimate:

- Raw materials (78% by weight): semi-finished metal products, in particular brass, aluminium and stainless steel bars and die-castings. Part

of the materials in this category comes from recovery and recasting; the processing waste is transferred to the supplier to be regenerated.

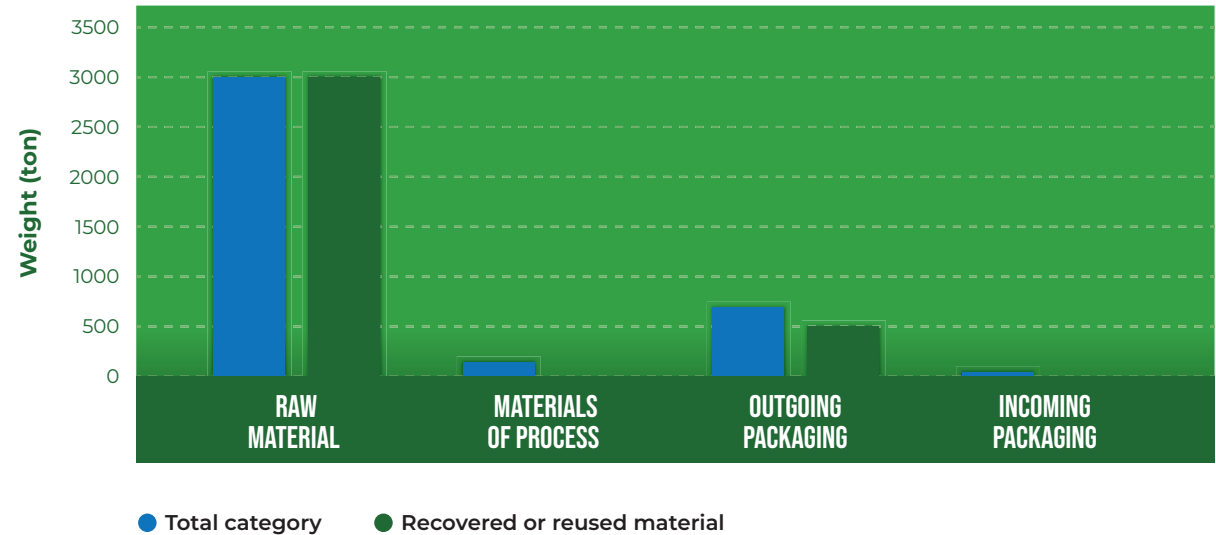
- Auxiliary materials (3% of the total): working instruments, external production components, refined mineral oils, detergents and technical gases including hydrogen, helium and nitrogen.

The materials of this category are of primary origin, but a substantial portion (46%) is made of steel, a renewable material.

- Packaging of the finished product (19% of the total): paper, board and wood packaging. Most of these materials (72%) come from recovery and all of them are of natural and renewable origin.

- Packaging of incoming materials (1% of the total): miscellaneous materials. Most of the packaging (49%) is made of wood.

MATERIALS



WASTE MANAGEMENT AND TREATMENT

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

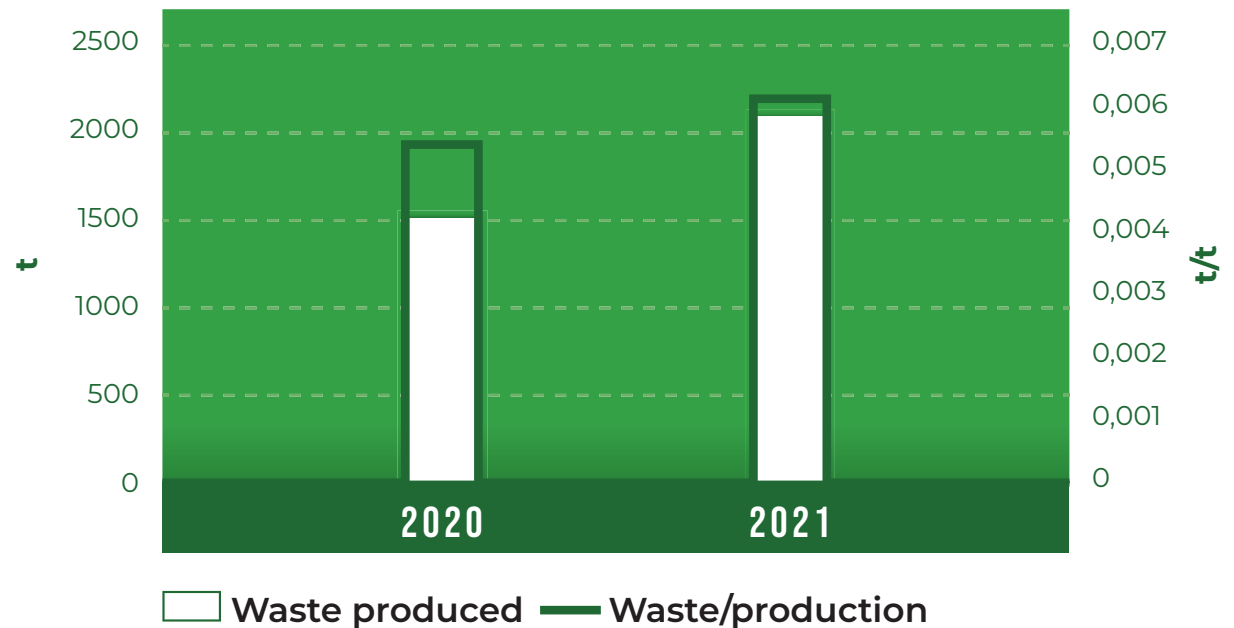


Almost all the waste produced by the company is recovered. Although the total amount of waste generated from 2020 to 2021 increased, the share of hazardous waste in the total decreased.

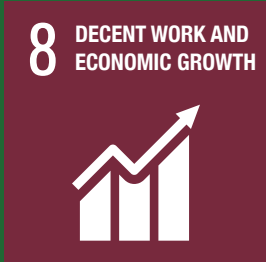
The increase in the amount of waste produced during 2021 compared to the previous year is directly related to the increase in production during the two-year under review.

Finally, the total amount of reused waste, which does not appear as waste in proportion to the waste produced, has increased.

TREND IN WASTE PRODUCTION



SAVE THE FARM



SMART MOBILITY



OMB has joined the “Save the Farm” project with the adoption of 50 fruit trees. The project consists of supporting small Italian farms, to which we guarantee, on the one hand, a minimum price for the purchase of fruit higher than the market price and, on the other hand, the stability of an income also in case of difficulties caused by the current climate emergency.

As a result, OMB receives every week the fruit produced and obtains an estimate of the amount of carbon dioxide absorbed by the atmosphere by the plants in use: for the year 2021 this value was 2.75 tons of CO₂.

OMB aims to reduce the negative environmental impact related to the movements of its employees and to spread the culture of sustainable mobility. The company, in fact, has set up, in collaboration with Jo-job, a web platform for sharing the use of cars among colleagues or for the choice of alternative means of transport, recognizing a cash reward for each journey homework using carpooling, bicycle, scooter or public transport. The same platform is a useful monitoring instrument for the cumulative environmental impact of

the employees and the savings achieved.

To support the initiative, OMB has equipped itself with some e-bikes, made available to the employees as a means for commuting, as well as workstations to charge electric vehicles owned by the employees.

It is estimated that, since this initiative was activated in September 2021, the organization managed to avoid the emission of more than 500 kg of CO₂ into the atmosphere thanks to the promotion of car pooling and the use of company e-bikes.

¹ date updated in 31/12/2021

ENVIRONMENT

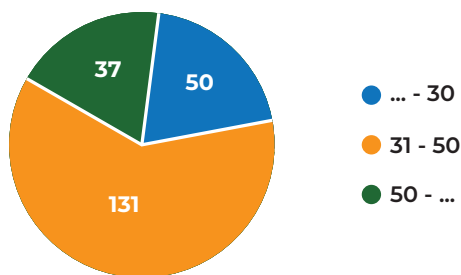
Energy	
As is	To be
9% of electricity from renewable sources	100% of electricity from renewable sources
Emissions	
As is	To be
-6% tCO2 direct emissions 2020-2021	5% tCO2 direct emissions 2021-2022
-19% tCO2e/hours worked 2020-2021 (Scope 1 and 2)	-15% tCO2e/hours worked 2021-2022 (Scope 1 e 2)
Materials	
As is	To be
Raw materials from waste recovery and recasting	Definition of circular economy strategy
Waste	
As is	To be
+ 15% waste/production 2020-2021	-3 % compared to the same period of 2020-2021
Sustainable Mobility	
As is	To be
Incentive for more sustainable commuting	-5% tCO2/employee commuting
5 E-bikes available to employees	10 E-bikes available to employees

SOCIAL TOPICS

OMB Saleri has always been attentive to the professional and personal development of its employees. In addition, it has a series of active initiatives to promote the development of well-being in society, through projects that aim to actively involve the community and the territory in which it is identified.

The valorization of people is fundamental for OMB Saleri: for this reason, continuous growth paths are developing to ensure career paths that are increasingly stimulating and to actively involve all the people who collaborate with the company. The attraction of talents and their enhancement is another challenge that OMB is facing with constant commitment, as well as the creation of an inclusive environment, in which all the people can feel protected and at ease in carrying out their daily activities.

EMPLOYEES BY AGE GROUP



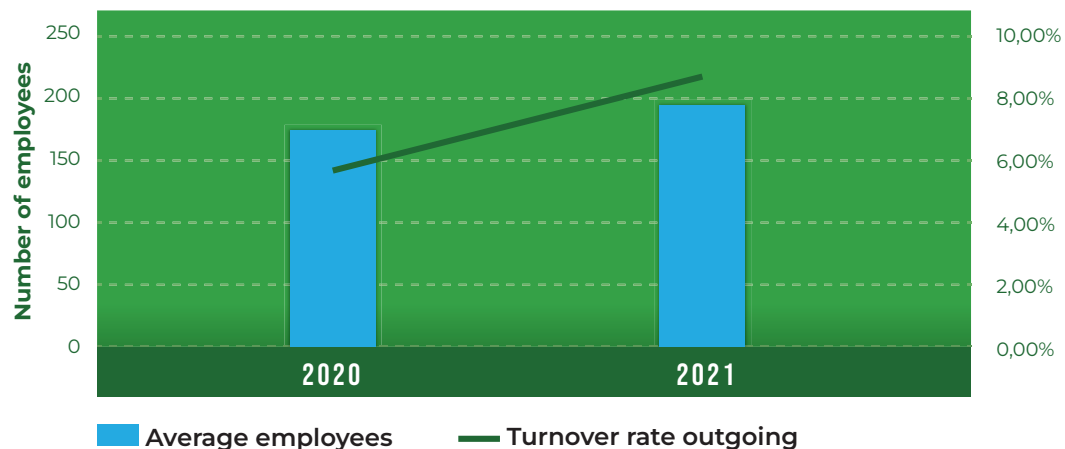
PEOPLE MANAGEMENT

OMB Saleri is committed to ensuring the continuous growth of its people. The changing demands of the market amplify the need to create even more detailed and specialized growth paths for all the staff.

The enhancement of internal human resources and the development of growth opportunities are the pillars on which the company wants to base the present and the future progress. For this reason, OMB, every three years, carries out an analysis of the internal climate with the aim of verifying the well-being of employees and implementing actions related to the continuous improvement of the company climate.

On 31st December 2021, the total number of OMB employees was 213 (142 men - 71 women), an increase of more than 10% over the previous year. The total number of people entered and in force at 31/12/2021 (including temporary recruitment, 5) is 52 people, of which 29 under 30, while the layoffs recorded during 2021 were 17, an increased number if compared to the year 2020. It turns out to be in slight increase the layoffs, which, in 2021 has been of 8.7%. Over 92% of the staff are employed on a permanent basis.

GROWTH OF EMPLOYEES



WELFARE AND WELL-BEING

3 GOOD HEALTH AND WELL-BEING



8 DECENT WORK AND ECONOMIC GROWTH



**“IN ADDITION TO GENERATING PROFITS,
A COMPANY MUST GENERATE
WEALTH FOR PEOPLE
AND FOR THE TERRITORY”.**

Starting from this sentence of the CEO, Paride Saleri, it is understood how fundamental is for the company the well-being of its people. One of the commitments of OMB is to offer employees a welfare system that is able to improve the quality of their life. In 2021, 100% of employees had access to the Welfare Plan.

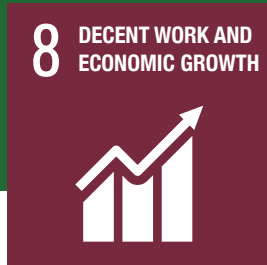
Another initiative to be highlighted is the company library, which is managed voluntarily by a person of the staff; in addition to that there's the offer of continuous education in English, courses in economics, philosophy, health and nutrition, promoted internally by workers. The company also offers guided visits to museums

and promotes participation in cultural events. Since October 2017, there has also been a “bank” that allows the sharing of paid hours among colleagues to support the employees who have specific needs (for example, to assist a family member) but have exhausted their permits.

To promote a good balance between professional and leisure life, a flexible schedule is adopted and, whenever it is possible, employees can have access to smart working. The access to the company canteen is free. Part time work is present within the Company and it is aimed at mothers or workers with special needs.

Among the services offered to the staff in 2022 we mention the free gymnastics courses accessible from Monday to Friday and the homework help for employees children. In 2023, it is planned to introduce, as family support activities, summer and winter camps for the daughters and sons of the employees.

DIVERSITY, INCLUSION AND EQUAL OPPORTUNITIES



“IT IS ESSENTIAL FOR US TO PRESERVE THE UNIQUENESS OF EACH PERSON WITHIN THE COMPANY”.

Ensuring an inclusive working environment which promotes respect and the value of the diversity of everyone is among the main prerogatives of OMB, as recalled in the code of ethics of the Company.

To protect and safeguard these values, OMB has created an internal supervising team which does report behaviour that could constitute a form of discrimination.

In this respect, no discrimination of any kind was reported during 2021.

OMB has also signed the Charter for Equal Opportunities and Equality at Work, a declaration of intent, signed voluntarily by companies of all sizes, for the dissemination of a corporate culture and inclusive policies, free from discriminations and prejudices, able to value talents in all their diversity.

By adopting this Charter, OMB undertakes to:

- To define and implement company policies which, from the top down, involve all levels of the organisation in respecting the principles of equal dignity and treatment at work.

- Identify business functions so that they are given clear responsibilities for equal opportunities.

- Overcoming gender stereotypes, through appropriate business policies, education and awareness, including promoting career paths.

- Integrating the principle of equal treatment into the processes ruling all the stages of professional life and the development of human resources, so that the recruitment decisions, training and career development are taken only on the basis of skills, experience and professional potential.

- Raise awareness and adequately educate all the levels of the organization to the value of diversity and on how they are managed.

- Regularly monitor the development of equal opportunities and assess the impact of good practices.

- To identify and provide the staff with internal means to ensure an effective equality of treatment.

- To provide concrete means to facilitate the combination of working and living times by encouraging the meeting between the supply and the demand of Companies flexibility and people, even with adequate contractual policies, in collaboration with the territory and the agreement of public and private services; ensuring adequate education for the return of parental leaves

- Communicating to the staff, in the most appropriate manner, the commitment to a culture of equal opportunities, informing them about the projects undertaken in these fields and the results achieved.

- Promote the external visibility about the Company engagement, bearing witness to the policies and the progress achieved in a truly supportive and responsible community

TRAINING AND EDUCATION

4 QUALITY EDUCATION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



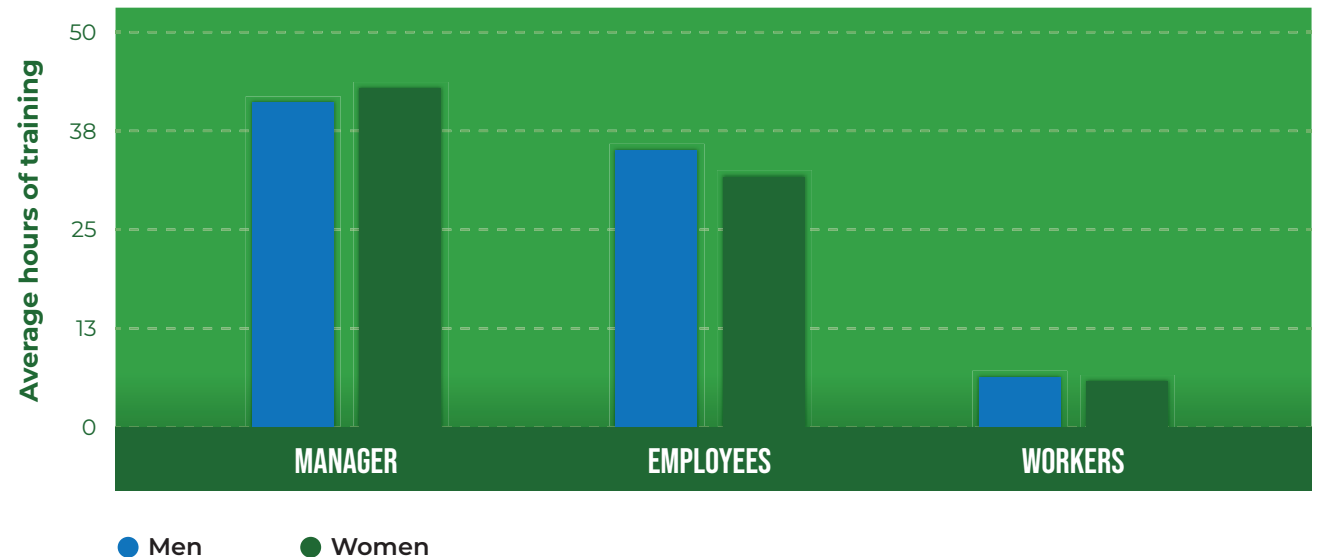
Training has always been a subject of strong attention from the company. After an experimental project shared with the University of Milan, in March 2019, OMB launched an Academy project inspired by the concept of learning organization, with the aim of promoting continuous learning within its own reality.

Training takes place during working hours and the percentage of people who have attended training courses is of 71%. In 2021, 49 courses were organised, managed by both internal staff and external consultants, whose contents mainly concerned technical, qualitative and organizational issues. Periods of study abroad to deepen the language for professional positions is provided, in case of necessity.

The total number of training hours in 2021, excluding compulsory training, was 3,052 hours, slightly up on the previous year when 2,945 hours had been recorded. Among those who have

been trained, 5 employees (4 men and 1 woman) fall into the category of managers, 76 (50 men and 26 women) are classified as employees, while 45 (31 men and 14 women) are workers. The following graph shows the distinction by category and highlights the average hours of training per employee.

HOURS OF TRAINING SUDDIVICE FOR CATEGORY



With regard to the projects and new initiatives that are expected to be introduced in 2022, it is worth mentioning the idea of creating an internal course extended to all the staff joined with sustainability issues in relation to the three spheres ESG (Environment, Social, Governance) with particular focus on the strategy and initiatives introduced by OMB to contribute positively to the creation of sustainable development.

HEALTH AND SAFETY

3 GOOD HEALTH
AND WELL-BEING



8 DECENT WORK AND
ECONOMIC GROWTH



OMB Saleri aims to guarantee a healthy and safe environment for employees, collaborators and visitors in every possible situation, in order to create the best possible working conditions. This objective is achieved in compliance with current regulations, adopting a management system for health and safety certified according to the standard ISO 45001 (Standard for Health and Safety at Work) and implementing policies, procedures and controls in line with internationally recognised best practices.

For OMB the health and safety of all stakeholders is a priority; for this reason, the company pays great attention to implementing all the activities of prevention and continuous improvement necessary to ensure maximum safety, with particular reference to its production facilities.

All the initiatives in health and safety and the careful management of risks by OMB have allowed, in fact, for the fifth consecutive year not to register accidents at work.

PROMOTING HEALTH AND WELL-BEING

In 2021, for employees who did ask for it, it was offered the screening service in breast cancer prevention. In addition, the organisation offers all staff supplementary healthcare and easy access to specialist visits.

In 2022, the company plans to join the Workplace Health Promotion (WHP) program in order to raise awareness and to improve the well-being of its employees. This program is promoted by the World Health Organization and aims to promote organizational changes in the workplace, to make the environment conducive to the adoption of behaviors and positive choices for health.

CREATING VALUE IN THE COMMUNITY



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

The virtuous process of the company is materialized in a series of collaborations and projects, which promote culture and well-being in Brescia. Thanks to the collaboration with other public and private entities, OMB will become the protagonist of the development of the first Pact of Community in Italy.

FONDAZIONE SODALITAS

In 2021, moreover, OMB Saleri joined the Sodalitas Foundation, with which the company has signed the Charter for Equal Opportunities and Equality at Work previously mentioned. Sodalitas represents a network of companies,

volunteers and collaborators committed to generating shared social value and promoting the culture of partnerships oriented to build a future of growth, sustainability, inclusion and cohesion, widespread development for the community.

OTHER INITIATIVES

Further activities promoted by OMB Saleri in 2021:

- a collection of clothing and comfort goods for asylum seekers or refugees,
- joint purchasing by associations promoting the fight against organised crime
- support for small organic farmers through the above-mentioned "Save the Farm" project
- support for Fondazione Veronesi, which has been renewed for years

- adherence to the campaign of Confindustria Brescia "a vaccine for all", which aims to raise funds for the supply of anti-Covid vaccines in countries with limited resources.

THE FIRST COMMUNITY PACT

OMB Saleri, in 2022, will promote the first Pact of Community in Italy, in collaboration with eleven other public entities, private, religious bodies and associations in the territory. The project "Polo Primo Maggio", dedicated to the homonymous district of the city of Brescia, promotes regenerative welfare interventions, to contribute to the active inclusion of all people living in the community.

With the intention of surpassing the purely welfare approach, the Pact provides for the implementation of:

- a sewing and mending workshop,
- digital literacy courses for elderly people and those of foreign origin,
- reading activities for boys and girls,
- reading meetings for adults,
- linking neighbourhood libraries to the city system,
- the participation and promotion of cultural events,
- the birth of a football school at the Oratory.

SOCIAL

People management	
As is	To be
+ 10% 2021 workforce compared to 2020	+ 10% 2022 workforce compared to 2021
Outgoing turnover rate: 8.7%	Outgoing turnover rate: 7 %
Welfare	
As is	To be
100% employees with access to welfare	100% employees with access to welfare
Diversity and equal opportunities	
As is	To be
38% female over the entire company population	>38% female over the entire company population
Charter for equal opportunities and equality at work	ISO 30415 – D&I certificate
Training and education	
As is	To be
5 average hours of training for workers	7 average hours of training for workers
-	100% of employees will receive sustainability training
Health and Safety	
As is	To be
ISO 45001	Joining the WHP Lombardia programme
Absence of accidents at work	Absence of accidents at work
Creating value for the community	
As is	To be
Support and support to local realities	50 hours for the community
-	Establishment of the Community Pact and commencement of activities

GOVERNANCE TOPICS

16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



OMB Saleri places among its primary values the one of corporate and civic ethics. Moreover, it is inspired by the lean production model and it is engaged with a marked orientation towards innovation: the search for continuous improvement in terms of quality, environmental impact and anticipation of industrial transformation. At the same time, the company aims to seek and maintain a balance between growth, participation and empowerment of the employees in the decision-making and organizational process.

The Board of OMB Saleri is composed of three members. There is also an internal assembly, called Ecclesia, which meets every month and a half with the aim of identifying actions to improve the company and the welfare of employees.

OMB Saleri has a code of ethics, based on the principles of the Universal Declaration of Human Rights of the United Nations, in the Tripartite Declaration of Principles on

Multinational Enterprises, ILO Social Policy and OECD Guidelines for Multinational Enterprises. The aim of the Code of Ethics is to promote a working environment inspired by respect, fairness and collaboration in the perimeter of the organization, and in relations with its stakeholders.

In 2021 OMB Saleri joined the UN Global Compact, with the commitment to make the ten principles signed part of the strategy and the corporate culture, also in the daily activities. This effort is evidenced by the progress communication document that each member of the initiative is required to deliver annually.

FOCUS: ECCLESIA

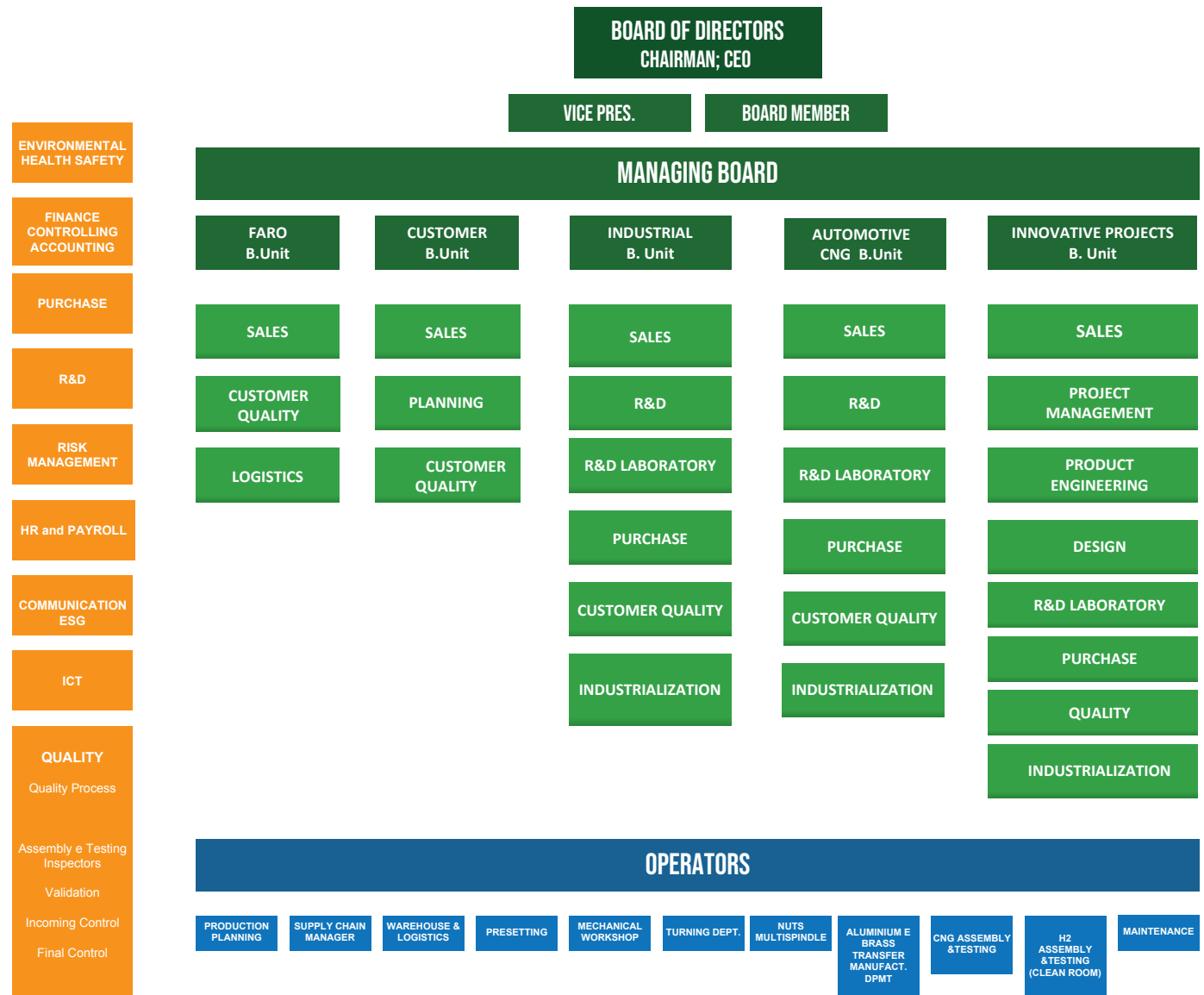
Ecclesia is the assembly of the Academy that has as its sole objective the improvement of well-being in OMB. The idea of calling it Ecclesia was born because this name recalls the first example of a democratic assembly of ancient Greece, where arguments or problems that had to be resolved in the city were discussed.

In OMB this initiative was born with the same purpose: a delegate for each department collects needs, ideas and suggestions from his colleagues and, once every 45 days, there is a round table discussion on the issues collected by delegates, deciding on priorities for action and future developments

BUSINESS ORGANIZATION

The ruling body in OMB, as anticipated, is a board composed of three members. The Board is vested with the broadest powers for ordinary and extraordinary management in order to achieve the purposes defined by the Company.

The organization chart is presented below in order to better understand the company structure.



ECONOMIC VALUE GENERATED AND DISTRIBUTED

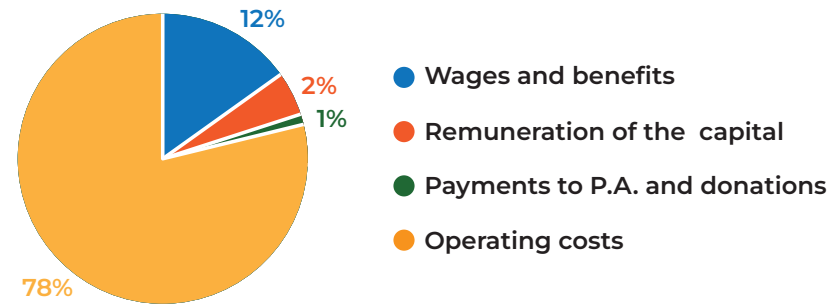
8 DECENT WORK AND ECONOMIC GROWTH



11 SUSTAINABLE CITIES AND COMMUNITIES

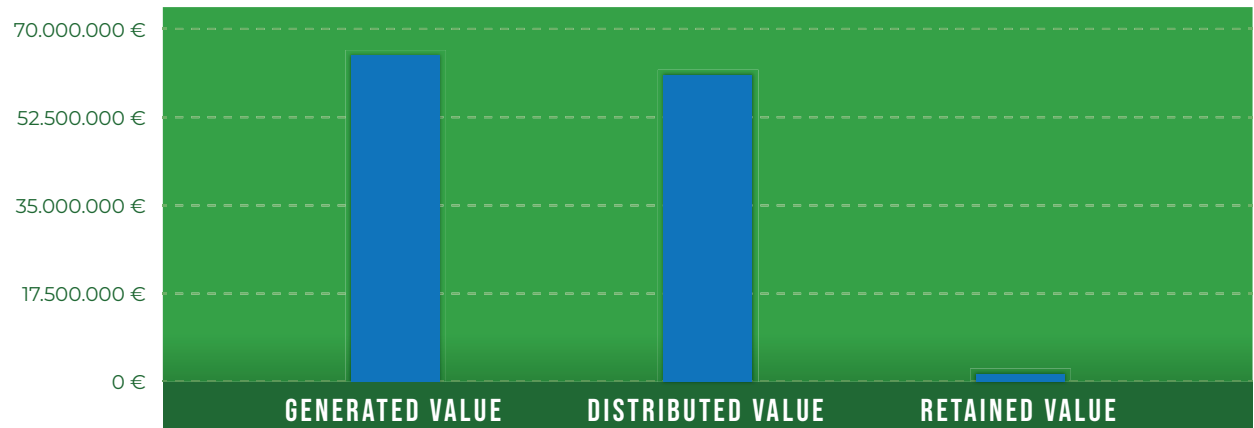


DISTRIBUTED VALUE



In 2021 OMB Saleri sold goods for over 53 million euros, which correspond to a growth of 30.75% compared to the year 2020. The value generated by OMB is around 65 million euros: about 62 million are redistributed among suppliers, employees, shareholders and public bodies, according to the proportions represented in the following chart. The portion of value retained by the company is of the order of 2%, as the histogram shows

GENERATED, RETAINED AND DISTRIBUTED VALUE



MANAGEMENT SYSTEM

8 DECENT WORK AND ECONOMIC GROWTH



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



OMB Saleri aims to have products with a high level of technology and reliable. For this purpose, it provides design, defect prevention and validation testing, planned and applied steps through a combination of procedures. The company has obtained several certifications according to the most common standards for management systems.

These include the product quality standards ISO 9001:2018 and IATF 16949:2016 (specific for the automotive field). OMB Saleri is also certified according to the specific requirements for the aeronautical, aerospace and defence sectors with AS/EN 9100:2018 certification. In line with these standards, the company

has established and adopted a procedure to select suppliers; it is important to underline that suppliers are also evaluated according to sustainability criteria. In addition to that, OMB Saleri has an environmental management system according to the ISO 14001 standard and for health and safety at work ISO 45001.

According to these management models, the company has set up a process of assessment and management of business risks in the short, medium and long term, including an assessment of the negative, potential and current impacts caused by business activities on local communities.

Finally, OMB Saleri has an internal policy of respect for the privacy of its internal and external stakeholders; no anomaly related to **data loss, cybersecurity or phishing phenomena was detected during 2021**. The company also adopts an access control policy, which provides that the data considered sensitive can be accessed only by the personnel office and with permission from the IT department. The company has also adopted an anti-corruption verification system, based on anonymous whistleblowing; **also in this context, no reports were received in 2021**.

INNOVATION AND RESEARCH

8 DECENT WORK AND ECONOMIC GROWTH

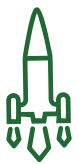


9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



In 2021, OMB Saleri developed new product lines for the aerospace, liquid hydrogen, aviation and defense sectors, and some of them have been patented.

NEW MARKET FIELDS



SPACE



CRYOGENIC
HYDROGEN

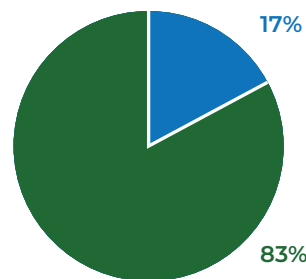


AERONAUTIC

The OMB Research & Development (R&D) department is a team of 33 experts, which in 2021 accounted for approximately 17% of OMB employees (see graph).

The activities of the group are related to the operational and commercial context to provide quick answers and innovative solutions, managing the entire life cycle of the project: design, prototyping, laboratory testing and validation, to get to industrialization. The company also cooperates with public or private external bodies to increase the safety and quality of the products offered.

EMPLOYEES ENGAGED IN RESEARCH AND DEVELOPMENT



- Employees engaged in R&D
- Employees not engaged in R&D activities

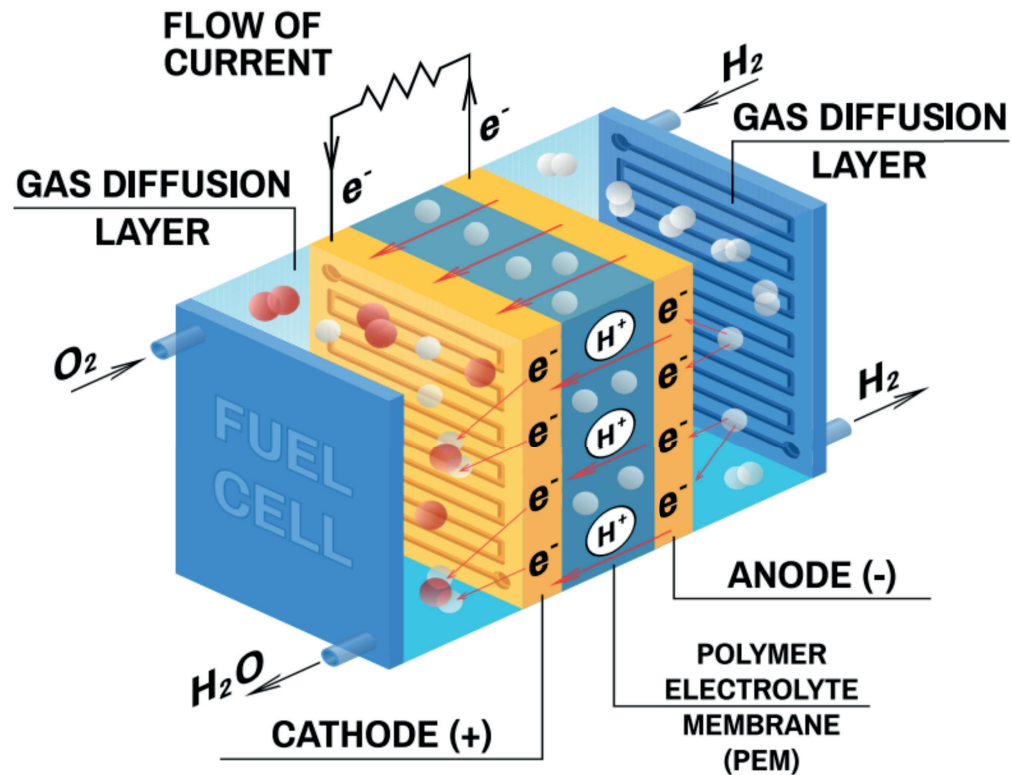
HOW DOES A FUEL CELL WORK?

Hydrogen passes through the pole negative (anode) oxidizing, then losing electrons. The electrons circle in an external circuit, producing electrical work, reaching then the positive pole (cathode) where they meet oxygen, reducing it.

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

This is separated and fed back into the fuel cell.

The fuel cell produces electricity, heat, water and hydrogen residues (also oxygen) which can be reused.

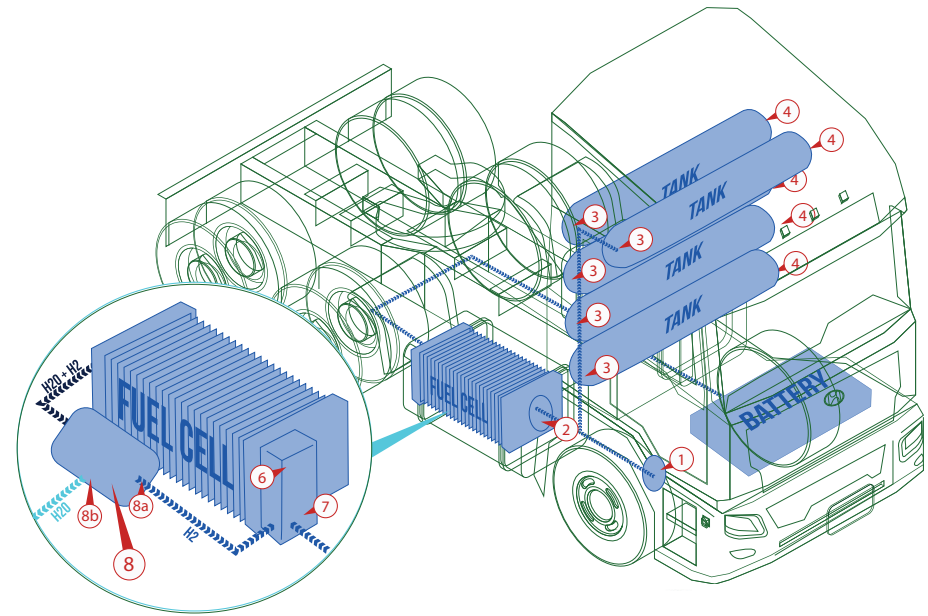


Thanks to dedicated work on the development of hydrogen in the heavy transport sector, valves and devices have been designed and created to promote innovation and progress in the market. Below are some products developed by the organization in this area.

HYDROGEN AS A VECTOR FOR TRANSITION

OMB is a precursor in the hydrogen market, which in the recent period is experiencing a huge development. To understand the R&D work done by the company, it is necessary to start from a brief explanation of the concept of fuel cell.

OMB COMPONENTS ON APPLICATIONS HEAVY DUTY



1 HFR
Hydrogen filling receptacle
It is the charge valve. It is installed at the beginning of the hydrogen system and it is the valve from which one refuels.

2 HPR
Hydrogen pressure regulator
It is the valve used to reduce the pressure of 700 or 300 bar of the cylinders at about 20 bar used in low pressure. The regulator is equipped with two safety valves that limit the flow of hydrogen in case of damage to the system and discharge any exceeding pressure in the environment.

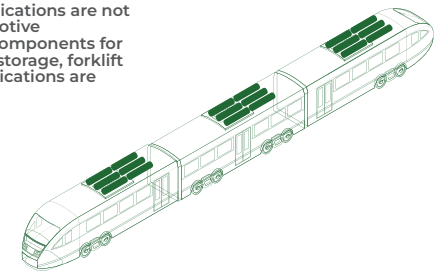
3 OTV 700GEN2
On tank valve
It is the valve that has to be mounted on the hydrogen cylinder, it has an electronically powered solenoid and a system of safety such as excess flow, TPRD and manual safety to insulate the valve.

OTHER APPLICATION
NOT ONLY AUTOMOTIVE !
Hydrogen applications are not only for automotive applications. Components for aircraft, ships, storage, forklift and other applications are being studied.

4 END PLUG
with tprd
It is a thermal safety installed on the bottom of the tank.

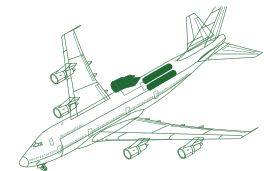
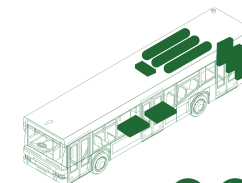
6 LPRV
It is a safety valve used to discharge pressure critical for the membranes contained in the Fuel Cell.

7 SOV SHUT OFF VALVE
It is a safety valve opened when you start the vehicle. The valve acts as a slider and protects the elements in low pressure from any leakage of pressure when the vehicle is off. In case of malfunction while driving, this valve is closed and the H2 circuit of the Fuel Cell is isolated.



8 AWS WATER SEPARATOR
The waste product of the Fuel Cell is water vapor from hydrogen. The AWS condenses water that is evacuated by Drain Valves. Then, by means of a cyclonic action, the AWS separates unburned hydrogen from water vapor by putting it back into circulation and increasing vehicle efficiency.

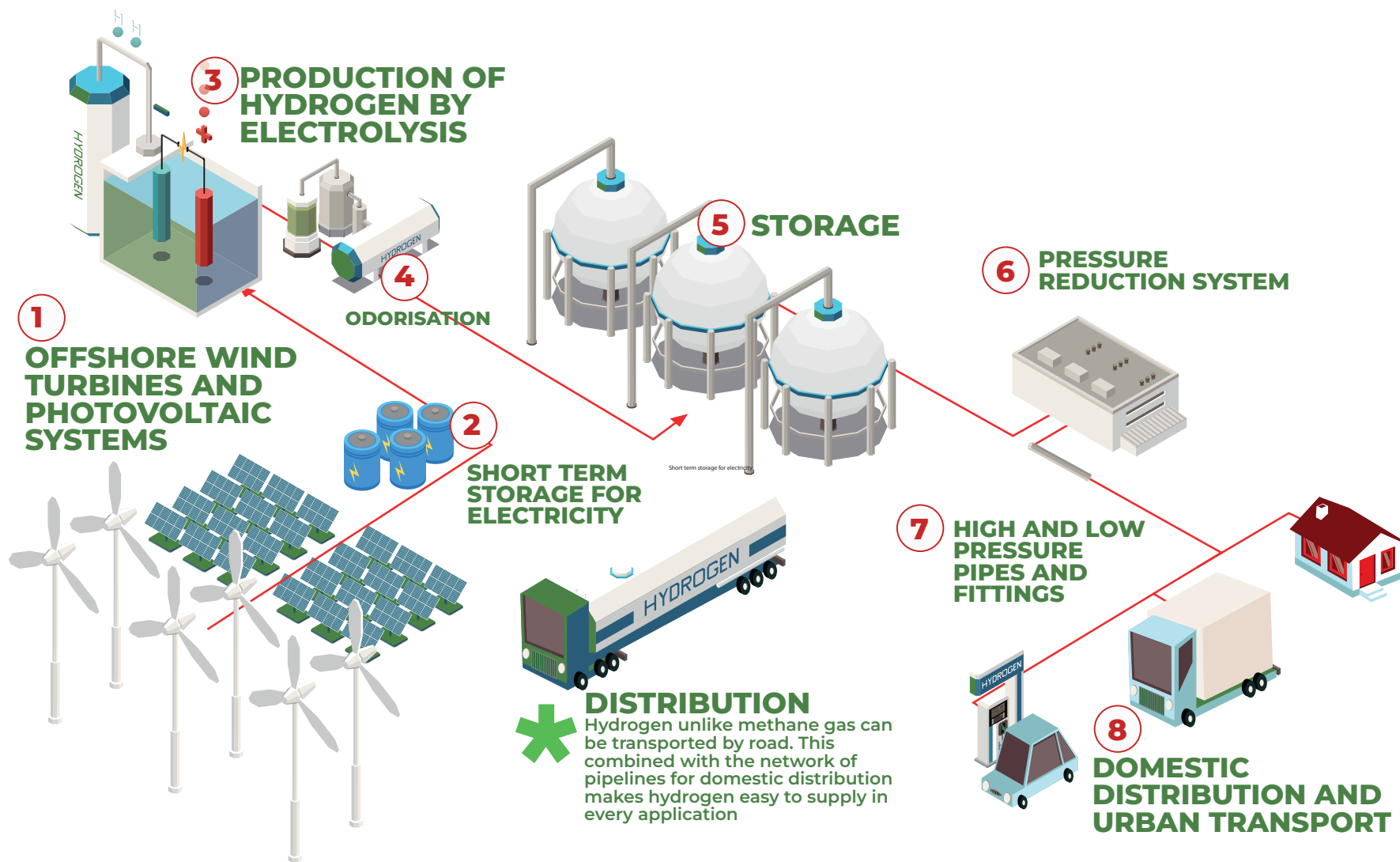
8a/b APV & ADV
anode purge and drain valves
They are the valves mounted on the AWS. They allow to discharge the water produced by the vehicle and to recycle hydrogen separated in the AWS. Some versions have heating elements, useful to accelerate the ignition of the vehicle in icy or cold conditions.



Ma perché proprio l'idrogeno? Sono diversi gli studi scientifici che affermano che grazie all'utilizzo di questo elemento chimico, se prodotto attraverso l'uso di energia proveniente da fonti rinnovabili (cd. idrogeno verde), si

possano ridurre le emissioni in atmosfera e combattere l'emergenza climatica. I dati presentati nelle infografiche che seguono permettono di comprendere il processo di produzione dell'idrogeno green e i vantaggi e

gli svantaggi legati alla capacità di sviluppo sul mercato di queste applicazioni, con un focus particolare sul settore dei trasporti.



COMPARAZIONE FRA MOTORE TERMICO, ELETTRICO ED IMPIANTO A IDROGENO

Emissions produced.

In reference to the equivalent of a compact car/year



3,000 KG CO₂
20 KG SO₂
2 KG NA₂



1.646 KG CO₂
0 KG SO₂
0 KG NA₂



0 KG CO₂
0 KG SO₂
0 KG NA₂
the only emissions are water vapour

*** approximate values

Time of refueling.

In reference to the equivalent of a compact car



3 MIN. FOR FULL TANK



2 H. FULL BATTERY



5 MIN. FOR FULL TANK

Km with a full tank of petrol

In reference to the equivalent of a compact car/year.



650 KM
COUNTING 13 KM PER LITER WITH A 50L TANK.



400 / 700 KM



800 / 1000 KM



The 10 European countries with In reference to the year 2021.

In riferimento all'anno 2021

1 - SWEDEN	33%
2 - HOLLAND	28%
3 - FINLAND	19%
4 - DENMARK	16%
5 - GERMANY	14%
6 - PORTUGAL	13%
7 - LUXEMBURG	12%
8 - FRANCE	11%
9 - BELGIUM	10%
10 - AUSTRIA AND IRELAND	8%

Sustainable mobility pros and cons



PROS
Most cars have a thermal engine.

CONS
They use a polluting system.

In 2035 they will disappear from the market

Much maintenance for items such as spark plugs, filters, injectors, liquids etc.

No incentive or eco bonus. Traffic jams and ZTL.



PROS
Reduced environmental impact, thanks to zero missions.

CONS
a supply can last for hours

Battery disposal is very polluting

the price of batteries is very high

the average battery life is around 5 years

scarsa autonomia
Lack of travel autonomy



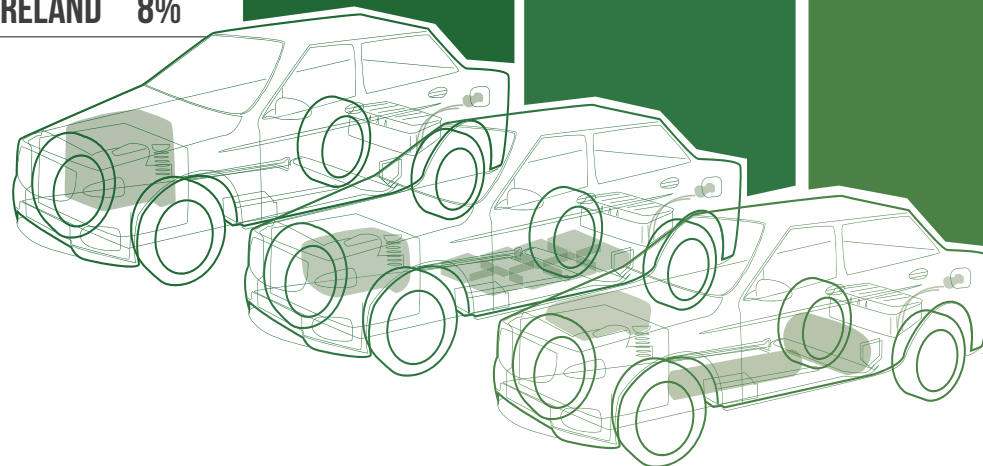
PRO
Fast refueling: the dispensing time of a full and a few minutes

the only emissions are water vapor

Hydrogen by electrolysis is available in infinite quantities

a full tank of petrol can cover many kilometers.

CONS
to date there is no real distribution network



SFERA GOVERNANCE

Overall	
As is	To be
Adhesion to the UN Global Compact	Filling out the Annual Progress Statement
	Change of bylaws to Benefit Society
Economic value generated and distributed	
As is	To be
+ 30% more sales in 2021 than in 2020	+ 20% more sales in 2022 than in 2021
1% of value distributed to PA and donations	1,2% of value distributed to PA and donations
Management system	
As is	To be
Sustainability criteria in supplier selection	Code of ethics for suppliers
Access control and cybersecurity practices	Formal cybersecurity policy or procedure
Maintenance of certifications for the environment (ISO 14001) and security (ISO 45001)	Implementation of energy management system according to the ISO 50001 standard
Innovation and Research	
As is	To be
New market sector: liquid hydrogen and aerospace sector	New market sector: cryogenic hydrogen
Collaboration with research institutions for product development/safety	Collaboration with research and educational institutions in the area of Industry 4.0

GLOSSARY

CARBON FOOTPRINT

Analysis aimed at quantifying the emissive impacts associated with a product, process or activity. It allows organizations to prepare an inventory of greenhouse gas emissions according to UNI EN ISO 14064 and 14067, considering both the aspects directly attributable to the Organization, and indirect ones generated by upstream and downstream activities.

CO₂ EQUIVALENT

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

TONNES OF OIL EQUIVALENT

The tonne of oil equivalent (TEP) is a unit of energy defined as the amount of energy released by burning a ton of crude oil. It's about 42 gigajoules or 11,630 megawatt-hours. It is a method used to measure energy consumption relative to economic productivity and is based on the energy value of oil.

CARBON NEUTRALITY

The objective of the carbon neutral strategy is to achieve a balance between direct greenhouse gas emissions produced by business activities and those avoided and/or absorbed by the atmosphere, according to a reduction path defined by the company. The balancing of emissions takes place through the offsetting of the remaining emissions through the reduction of the same outside of the corporate value chain or their seizure/ absorption.

B CORPORATION

B Corporation is a certification issued by the non-profit organization B Lab to companies that are committed to producing positive impacts on the environment and society. To obtain the certification, companies must obtain a score of at least 80 points in the B Impact Assessment, a questionnaire that allows to assess the impact of the company on different environmental, social and economic issues. The certification must be renewed every three years.

BENEFIT SOCIETY

The term Society Benefit refers to a legal form of enterprise that defines the companies that have the intention to integrate into their social object, in addition to profit objectives, the purpose of having a positive impact on society and the biosphere. The self-declaration of the status of Benefit Company entails the amendment of the Company Statute with the inclusion of the purposes of common benefit. In addition, Benefit Companies are required to report their positive and negative impacts through an annual impact report, which describes the actions taken and the improvement objectives for the future.



GRI CONTENT INDEX

Standard	Title	Reference
GRI 102: General Disclosure 2016		
1 - Profile of the organisation		
102-1	Name of the organization	Title
102-2	Activities, brands, products, and services	Who we are
102-3	Location of headquarters	Who we are
102-4	Location of operations	Who we are
102-5	Ownership and legal form	Introduction Governance issue
102-6	Markets served	Who we are
102-7	Scale of the organization	Who we are
102-8	Information on employees and other workers	Staff management
102-9	Supply chain	Use of materials
102-12	External initiatives	Corporate sustainability strategy; UN Global Compact; Save the farm; Diversity and equal opportunities; Community value creation; Research and development
102-13	Membership of associations	Creating value in the community
2 - Strategy		
102-14	Statement from senior decision-maker	Letters to stakeholders
102-15	Key impacts, risks, and opportunities	Analysis of risks and opportunities
3 - Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	Code of Conduct
4 - Governance		
102-18	Governance structure	Introduction Governance topics
102-19	Delegating authority	Introduction Governance topics
102-20	Executive-level responsibility for economic, environmental, and social topics	
102-21	Consulting stakeholders on economic, environmental, and social topics	Our priorities: material topics
102-26	Role of highest governance body in setting purpose, values, and strategy	Introduction Governance topics
102-27	Collective knowledge of highest governance body	Introduction Governance topics

102-29	Identifying and managing economic, environmental, and social impacts	Our priorities: material topics
102-30	Effectiveness of risk management processes	Analysis of risks and opportunities
102-32	Highest governance body's role in sustainability reporting	Corporate strategy of sustainability Business organisation
102-38	Annual total compensation ratio	Value generated and distributed
5 - Stakeholder involvement		
102-40	List of stakeholder groups	Our priorities: material topics
102-41	Collective bargaining agreements	People management
102-42	Identifying and selecting stakeholders	Our priorities: material topics
102-43	Approach to stakeholder engagement	Our priorities: material topics
102-44	Key topics and concerns raised	Our priorities: material topics
6 - Reporting practice		
102-45	Entities included in the consolidated financial statements	Who we are
102-46	Defining report content and topic Boundaries	Reading guide
102-47	List of material topics	Our priorities: material topics Value generated and distributed
102-50	Reporting period	Reading guide
102-53	Contact point for questions regarding the report	Cover
102-55	GRI content index	List of the contents GRI
GRI 201: Economic performance 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics Corporate strategy of sustainability Creating value in the community
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
201-1	Economic value directly generated and distributed	Value generated and distributed
GRI 203: Indirect economic impacts 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics Corporate strategy of sustainability Creating value in the community
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
203-1	Infrastructure investments and services financed	Corporate strategy of sustainability Creating value in the community
203-2	Significant indirect economic impacts	Corporate strategy of sustainability Creating value in the community

GRI 301: Materials 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics use of materials
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
301-1	Materials used by weight or volume	Use of materials
301-2	Materials used coming from recycling	Use of materials
301-3	Recovered or reclaimed products and their packaging materials	Use of materials
GRI 302: Energy 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics energy and energy efficiency
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
302-1	Energy consumed within the organisation	Energy and energy efficiency
302-3	Energy intensity	Energy and energy efficiency
302-4	Reduction of energy consumption	Energy and energy efficiency
GRI 305: Emissions 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
305-1	Direct emissions of GHG (Scope 1)	Atmospheric emissions
305-2	Indirect GHG emissions from energy consumption (Scope 2)	Atmospheric emissions
305-3	Other indirect emissions of GHG (Scope 3)	Atmospheric emissions
305-4	Intensity of GHG emissions	Atmospheric emissions
305-5	Reduction of GHG emissions	Atmospheric emissions
305-6	Emissions of ozone-depleting substances (ODS)	Inventory GHG 2022
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant emissions	Inventory GHG 2022
GRI 306: Waste 2020		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics Waste management and treatment
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
306-1	Waste generation and significant waste-related impacts	Waste management and treatment

306-2	Management of significant impacts related to waste	Use of materials
306-3	Waste produced	Waste management and treatment
GRI 307: Environmental Compliance 2016		
103-1	Explanation of the material issue and its perimeter	Our priorities: material topics Introduction Environment
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
307-1	Non-compliance with environmental laws and regulations	Introduction Environmental issue
GRI 401: Occupation 2016		
103-1	Explanation of material issue and its perimeter	Our priorities: material topics Staff management
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
401-1	New recruitment and turnover	Staff management
GRI 403: Health and Safety at Work 2018		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics Health and safety at work in OMB
103-2	The management approach and its components	
103-3	Assessment of management arrangements	
403-1	Occupational health and safety management system	Health and safety at work in OMB
403-2	Dangers identification, risk assessment and accident investigation	Health and safety at work in OMB
403-5	Workers health and safety training	Training and education
403-6	Promoting health of workers	Health and safety at work in OMB
403-9	Accidents at work	Health and safety at work in OMB
GRI 405: Diversity and Equal Opportunities 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics Staff management
103-2	Management and its components	
103-3	Evaluation of the management approach	
405-1	Diversity in government bodies and among employees	Staff management
GRI 405: Diversity and Equal Opportunities 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics Diversity and equal opportunities
103-2	The management approach and its components	

103-3	Evaluation of the management approach	Diversity and equal opportunities
406-1	Discrimination and corrective action taken	
GRI 412: Human Rights Assessment 2016		
103-1	Explanation of the material topic and its Boundaries	Our priorities: material topics
103-2	Management and its components	
103-3	Evaluation of the management approach	
412-1	Activities subjected to human rights audits or impact assessments	Code of Conduct
412-2	Training employees on human rights policies or procedures	Code of Conduct
GRI 413: Local communities		
103-1	Explanation of the material issue and its perimeter	Our priorities: material topics creating value in the community
103-2	Management and its components	
103-3	Evaluation of the management approach	
413-1	Activities involving local communities, impact assessments and development programmes	Creating value in the community

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