



Always Inspired Always in Motion

2024 SUSTAINABILITY REPORT

Message to Stakeholders

Dear readers,

It is with pride that we present the second edition of OPEM's Sustainability Report, a document in which we aim to recount the main achievements and goals of our path towards the integration of sustainability into business operations.

In 2024, OPEM's journey to the **forefront of technological solutions** continued, anticipating industry needs and market trends to offer consistently unique and innovative products. Our numbers speak of speed of execution, flexibility in meeting diversified needs, durability to ensure reliability over time, focus on end-product quality, and commitment to sustainability. This positions us as a strategic partner in the transition to increasingly responsible production models.

International expansion is an increasingly strategic lever: we have consolidated our presence in Brazil and the United States and resolutely entered new markets. In an increasingly interconnected world,

growth also means internationalization, and by remaining firmly attached to our roots and values, we cultivate the dream of a global OPEM. In un mondo sempre più interconnesso, crescita significa anche internazionalizzazione e, rimanendo saldamente legati alle nostre radici e ai nostri valori, coltiviamo il sogno di una OPEM globale.

People remain at the heart of OPEM's strategy and success. Our commitment is focused on enhancing human capital, ensuring the continuous development of unique know-how for all our employees. We maintain strong ties with Parma's technical institutes, concretely supporting the training of young people and welcoming foreign students through the Erasmus+ program.

With its eyes on the great global challenges, OPEM remains deeply rooted in its local area, which has welcomed it and seen it grow. This is why we support sports, culture and local development, both in Parma and overseas: wherever OPEM carries out

its activities, it will be close to the communities. This is because we believe in constant dialogue with the realities of the territory, to generate shared value and ensure that work and enterprise become concrete tools for building a fairer and more inclusive future.

While remaining anchored to our roots, we do not underestimate the value of change. It is by changing, in fact, that we have achieved the most important milestones: from the 1970s, when we developed our first machines within a single workshop, to today, exporting OPEM's solutions all over the world. It is in this spirit that in this new edition we present **OPEM 2035**: a plan of **10 measurable and concrete goals** to outline the **future of sustainability at OPEM 10 years from now.**

In a time of uncertainty and change, once again, companies have the power to turn the page.

Happy reading.

Ombretta Sarassi
General Director



SUSANNA BINACCHI
- HEALTH AND SAFETY MANAGER

ELENA BINACCHI
- MARKETING MANAGER

VITTORIA BINACCHI
- AFTER SALES MANAGER



FABIO BINACCHI
- PRESIDENT

OMBRETTA SARASSI
- GENERAL DIRECTOR



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2024: Key facts and numbers

<p>High efficiency</p> <ul style="list-style-type: none"> -40% nitrogen -50% compressed air -50% electricity <p>OPEM's machine consumption over the past 6 years</p>	<p>95%</p> <p>of machines is built with recyclable materials</p>	<p>Doubled capacity and reduced consumption</p> <p>in last-generation machines, such as Arabella MAXI</p>
<p>Qualitative excellence and reduced waste thanks to the implementation of</p> <p>Artificial Intelligence</p>	<p>10 ESG goals</p> <p>will guide OPEM's sustainability strategy throughout 2035</p>	<p>Unique Know-how</p> <p>thanks to the skills developed over the years, OPEM is able to train young professionals</p>
<p>€372 K</p> <p>donations and sponsorships to support culture and sports in 2024</p>	<p>Supporting local communities</p> <p>thanks to collaborations with important Parma entities, including Teatro Regio, Associazione Amici della Pilotta, Verdi OFF and FAI (Fondo Ambiente Italiano)</p>	<p>1.120</p> <p>hours of training to Parma high schools students</p>
<p>80</p> <p>vocational training hours to students in the Erasmus+ program</p>	<p>OPEM Global</p> <p>expansion of activities in Brazil, the United States and entry into new markets</p>	<p>57%</p> <p>of suppliers are located in Emilia-Romagna</p>

OPEM is

Constant search for unique and cutting-edge solutions for tailor-made answers to the production development needs of the market. An entrepreneurial philosophy that has taken OPEM to levels of technological excellence, while preserving an artisan approach to their unique products that leave their mark.

OPEM is a family-owned company that is a leader in the design and manufacture of automatic processing and packaging equipment of food products, coffee, cosmetics and pet food, tailored to the specific needs of each customer. Founded in 1974, in its 50-year history the company has registered approximately 2,000 plants and filed numerous patents, with a 100% success rate.

Customization is what sets OPEM apart. The solutions the company produces are designed to transform customer requirements into highly-efficient industrial installations. **OPEM develops unique plant and equipment solutions**, including heart-shaped coffee pods, compostable capsules, resealable bags and more.

Founded with a versatile soul and ready to embrace requests for more

alternative and innovative packaging solutions, **over time OPEM has set new industry standards, particularly with regard to coffee.** In fact, it was thanks to this product that the Company first entered the international markets, offering avant-garde and sustainable packaging.

Today OPEM, on the strength of fifty years of experience, offers the same passion and desire to innovate to customers in numerous sectors, united by the constant search for excellence in packaging.

The company's roots are in the Parma area, where it started and has continued to expand its activities. Today, it follows clients in Italy and international markets, including through two subsidiaries: OPEM USA and OPEM Brazil.

A global ambition

Always oriented to meet the demands of customers from all over the world, over the years OPEM has expanded its presence in foreign markets in an ambitious internationalization drive.

In 2016, **OPEM Brazil** was established, first as a sales office and then, from 2023, with a production facility capable of pandering to the needs of local customers. In 2024, the production capacity of the Brazilian office was also put at the service of international markets.

OPEM is also active in the United States: its subsidiary **OPEM USA** includes a sales office and a contract manufacturing facility. This enables it to offer packaging services to local customers that meet the specific needs of the U.S. market.

OPEM's internationalization path is aimed at harnessing all the technical, commercial and technological synergies that can be realized through the dissemination of the expertise developed in its more than 50 years of experience.

During 2024, OPEM strengthened its presence in several emerging markets, such as the Middle East, and explored new ones, such as Japan, with the mission of exporting excellence in packaging solutions worldwide.



Mission

Constant search for innovative solutions to **improve the performance and quality of plant and equipment**: this is the entrepreneurial philosophy which has led OPEM to attain levels of technological excellence that are capable of meeting the production development required by the market, while at the same time preserving craftsman-like attention to its products.



Vision

OPEM looks to the future without forgetting its history. In a market that is global, but also increasingly within reach, the new concept “OPEM – Expert Packaging Group” has been created. Different countries and distant locations, but all united in one large group that works to satisfy the most demanding requirements and offer innovative solutions in the world of packaging.



Philosophy

What makes an OPEM product unique? The **very high level of customization**. Not only at the industrial level, but also in the aesthetic appeal of its equipment. The idea is to make room for beauty and add another means to allow customers to decide how to “leave their mark”.



Personalizzazione di un impianto OPEM

Our history

1974

OPEM was born in Parma, Italy, from the intuition and passion of Fabio Binacchi, who decided to take over a business in the pasta-making sector and began to conceive and make new machinery that could also be used in a range of sectors. Founded as Officina Parmense ElettroMeccanica, the company quickly embarked on the path of patents for large food companies, where **the continuous demand for new weighing and filling machines stimulated the design of new solutions, adaptable to broader needs from different customers.** Binacchi began outsourcing to others, and through continuous experimentation explored the packaging not only of pasta and cookies—never completely abandoned—but also of coffee.

1984

In the 1980s, OPEM worked with major clients such as Barilla, Motta and Golia, for which it designed machines for weighing spaghetti, marrons glacé and licorice. Over the years, it also **expanded its horizons abroad, where more and more companies chose to work with OPEM.** Collaboration with major brands provided the necessary impetus for the company's first major expansion: OPEM was one of the first companies to move into a new warehouse of more than 5,000 m² in the **Parma industrial district (SPIP)**. The move was a sign of OPEM's belief in the future, which despite high interest rates felt the need for greater space to design and test its quality machinery.

1990

The arrival of coffee pods and capsules within a booming market allowed the company to grow by producing solutions that could adapt to and meet the very **high customization needs of its clientele.** A first big opportunity came from the Netherlands: the Douwe Egberts company needed a precise, rapid solution to produce coffee pods, and the technology available at the time was outdated and ineffective. OPEM took up this new challenge and designed the first installation for the automated production of coffee pods. Although realizing that the company was still too small to match the pace of large-scale industrial production, the head of Douwe Egberts was highly impressed by the result and decided to go with OPEM. Experience teaches that anything is possible and that one must have the courage to accept new challenges—a lesson rooted in the company motto “never say no”.

2002

2002 marks the year of OPEM's first major project to benefit the environment. Jean-Paul Gaillard, then former CEO of Nestlé, contacted OPEM with a seemingly impossible idea: to produce compostable corn capsules that would ensure perfect coffee preservation. Once again, OPEM boldly accepted the challenge, designing a unique machine, turning it into reality and successfully delivering seven installations that met Gaillard's specific requirements. With the experience gained from the creation of this new product, OPEM acquired additional production techniques and discovered how to use innovative materials, thus further expanding its outstanding expertise.

2005

OPEM took an active part in changing the coffee industry by partnering with American Keurig for K-Cup, a pioneering solution for single-serve coffee pod distribution. With a groundbreaking patent, OPEM began a 10-year collaboration with Keurig that led to OPEM selling about 40 installations to the company in 2011, collaboration that has continued to the present day.

2014

In September 2014, after more than three years of work, OPEM's new plant was inaugurated, also in the Parma industrial district. OPEM's new home, designed with great architectural care and precision, was modeled on the guidelines of rationality, transparency and communication between the different sections to reflect the company's vision: **aesthetic beauty and functionality are not separable, each requires the other.** The investment in the new headquarters was a clear sign of continuity, confidence in its know-how and optimism for the future.

2018

With its Weycap project, an energy-efficient machine for automated capsule filling, OPEM won the European Commission's "Seal of Excellence" awarding innovative projects that combine sustainability and technology.

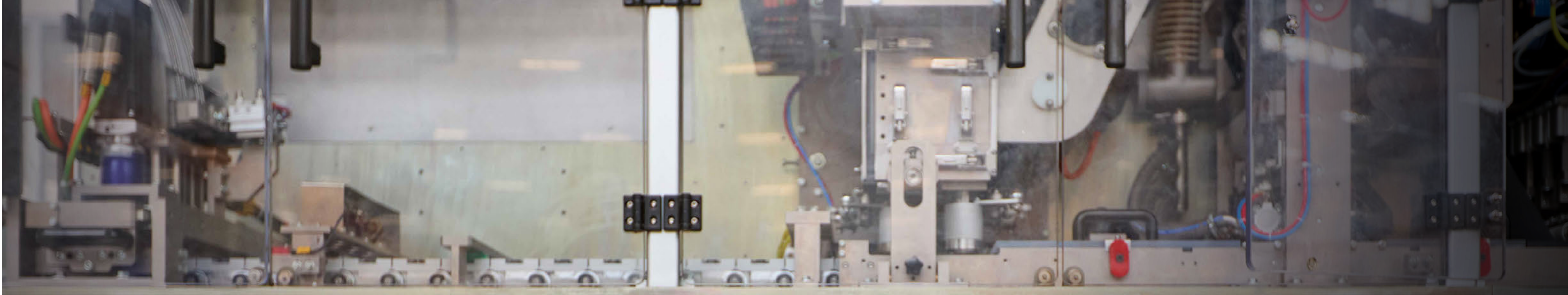


2023

OPEM decides to voluntarily publish its first Sustainability Report, a document designed to enable all stakeholders to assess its sustainability commitments and achievements. This was an important step for OPEM, which was committed to expanding and integrating sustainability into its operations and continuing to respond to the challenges and opportunities of today and tomorrow.

2024

The year 2024 has been a remarkable one, marked by new projects, expanded commercial areas, and new strategic directions. The President, together with a team of mechanical and electronic engineers, successfully completed two pilot plants: one for the production of wrapper-free pressed pods, and another for aluminum spherical capsules—both aligned with principles of sustainability and recyclability. New markets such as Algeria, Egypt, and Saudi Arabia were successfully explored, resulting in sales of our systems thanks to the strengthened commercial office. Our Brazilian branch also made significant progress, completing its new facility in São Paulo and enhancing its sales team to expand business not only within Brazil but throughout Latin America. **Everything we do continues to be guided by sustainability principles.** For the second time, we hosted Brazilian technical staff with the goal of aligning business practices and fostering a unified operational approach as quickly as possible. **In 2024, OPEM 2035 was introduced for the first time: a strategic plan consisting of concrete and measurable objectives designed to improve sustainability performance alongside business goals.**



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The uniqueness of our facilities

Leave a sign

Customization, inventiveness and innovation have always been the hallmarks of OPEM's trademark commitment to creating value for customers while generating a positive impact on the environment, people and the areas in which it operates.

For this reason, **in 2018 Leave a Sign was created**, an initiative that leverages all aspects of OPEM's corporate philosophy to fulfill its commitment to the creation of shared value, both inside and outside the company. Based on an approach of continuous research and evolution, with Leave a Sign, OPEM aims to direct all its activities toward creating a positive environmental and social impact, from the choices made at the Parma headquarters to its internationalization policy, and research and development of new solutions of excellence. **This is how the Company strives to make its mark**, by providing clients with the tools to accomplish their goals and achieve their vision.

The choice of innovative and environmentally-friendly offices, thanks to solutions such as a photovoltaic system and energy efficiency measures, goes hand-in-hand with a focus on waste management and the selection of local suppliers. Generating value for the local area is not limited to the company's headquarters: **OPEM is working with several other companies to enhance Parma's SPIP district**, its home for nearly 40 years, by transforming it into an Ecodistrict, an innovative and environmentally-responsible industrial district.

The green policy behind OPEM's choices is reflected in its plant and equipment: exceptional technical skills combine with state-of-the-art technologies and a dash of foresight to create **packaging solutions that**

guarantee quality excellence and reduced environmental impact. In addition, customers can keep a constant eye on the performance of their installations with the **Digital Monitoring System (DMS)**, an integrated system that notifies them in real time about any technical problems. Through **Live Remote Assistance**, on the other hand, OPEM provides the expertise and experience of a trained technician for quick and specific troubleshooting.

Finally, to enable customers to achieve their business goals while contributing to their vision, **the company pays special attention to customization, from both a technical and aesthetic standpoint.** OPEM machines are custom-designed to meet the most demanding needs and, thanks to Leave a Sign, can be decorated according to the buyer's wishes. In fact, using technical and high-performance materials, it is possible to print panels to be applied to machinery, which can be customized with different graphics as needed. This is how OPEM merges technology and design **to allow customers to transform their production facilities into living showcases** and decide how to leave their mark.

Economic and financial results

ECONOMIC AND FINANCIAL RESULTS (THOUSANDS OF €)			
	2022	2023	2024
Income from sales	21.272,11	28.823,69	31.311,74
EBITDA before recurring expenses	2.986,42	3.514,24	3.884,65
EBITDA	2.500,99	2.708,07	2.759,04
Operating profit	1.880,38	2.138,50	2.229,15
Profit for the year	1.293,24	1.593,66	2.033,22
Net financial debt	29.700,09	24.871,02	23.424,24
Investments	710,64	155,23	341,21
Sponsorships and donations	479,09	481,36	488,00

The year 2024 was marked by a complex macroeconomic environment, shaped by the ongoing Russia-Ukraine conflict and escalating tensions in the Middle East. These dynamics led to volatility in commodity and energy prices, dampening demand across various sectors.

Despite these challenges, **OPEM closed the financial year with positive economic results, showing an improvement over the previous year.**

This achievement was driven by **strategic investments in both commercial and industrial areas, as well as by the company's expansion into new international markets—**particularly in the Middle East and Latin America—further strengthening OPEM's competitive position.

OPEM's strategy, focused on innovation and sustainability, supported research and development projects aimed at anticipating the needs of an increasingly diversified market. This proactive approach has enhanced the company's international reputation and laid a solid foundation for sustainable growth in the years ahead.

Organizational structure and corporate governance

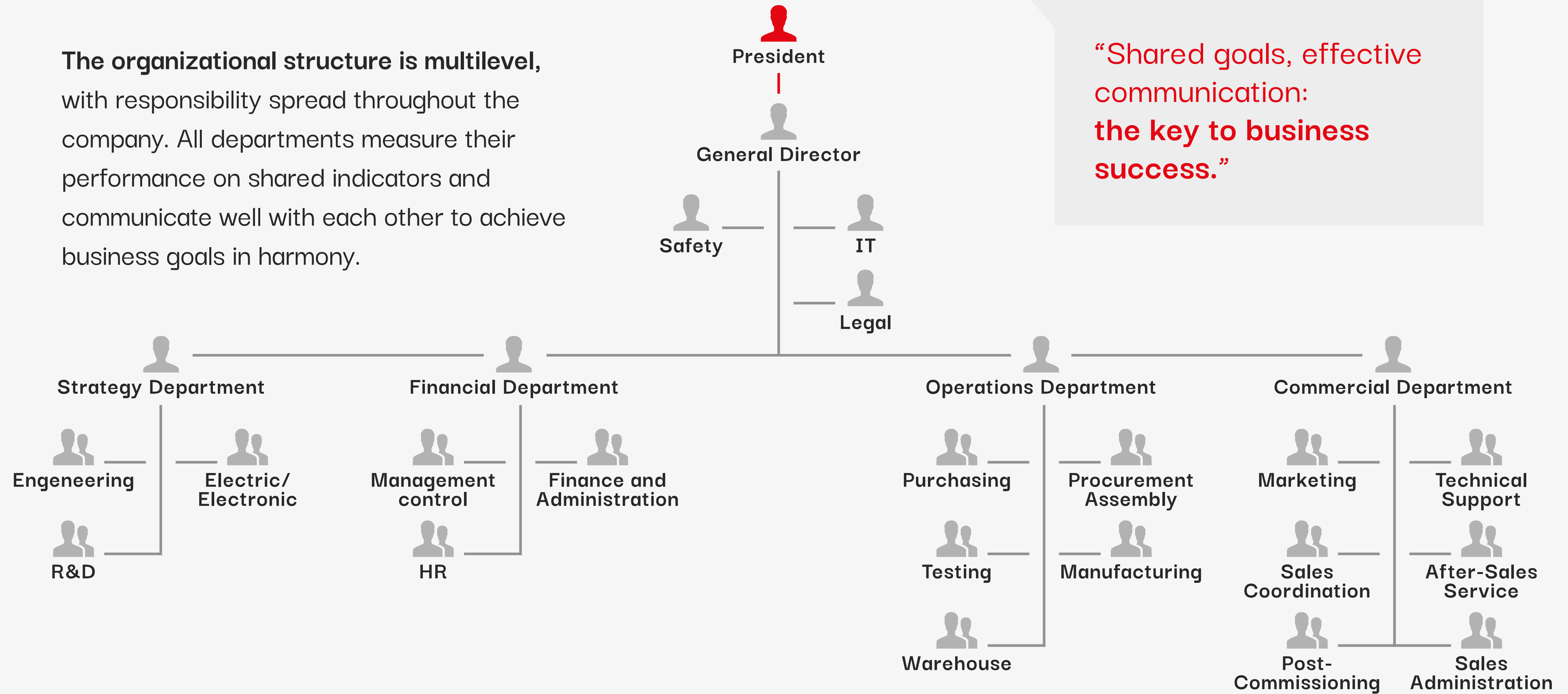
OPEM adopts a governance model based on the principles of ethics and transparency that aims to establish trusting relationships with all stakeholders and enables the setting and achievement of ambitious strategic goals.

Moral integrity and responsibility are the cornerstones of the conduct of all those working in the company. As proof of this, in 2023 OPEM was once again awarded “Legality Rating” certification from the Italian Competition and Market Authority (AGCM), which has been assessing OPEM’s compliance with high legality standards since 2015.

Inside view of OPEM

OPEM Organizational Structure

The organizational structure is multilevel, with responsibility spread throughout the company. All departments measure their performance on shared indicators and communicate well with each other to achieve business goals in harmony.



“Shared goals, effective communication: the key to business success.”

OPEM's Corporate Governance

OPEM's soundness has been certified over the years by CRIBIS, Italy's leading provider of business information on Italian and foreign companies, which once again this year named OPEM a **"Prime Company"**, the highest recognized rating on business reliability for companies.

The Board of Directors (BoD) sets the strategy for the entire company and guides it as a whole, including through continuous dialog with the directors of the various business departments. The BoD is also responsible for defining the company's mission, vision and philosophy, as well as evaluating and approving sustainability initiatives and monitoring, including the Sustainability Report.

BOARD OF DIRECTORS (BOD)			
MEMBERS	ROLE	EXECUTIVE	GENDER
Fabio Binacchi	Chairman of the BoD	Yes	M
Ombretta Sarassi	Director	Yes	F
Vittoria Binacchi	Director	Yes	F

The **Board of Statutory Auditors** represents the control body of OPEM and is responsible for supervising the activities of the directors and checking that the management and administration of the company are carried out in accordance with the law and the articles of incorporation

BOARD OF STATUTORY AUDITORS		
MEMBERS	ROLE	GENDER
Roberto Perlini	Chairman of the Board of Statutory Auditors	M
Giorgio Picone	Statutory auditor	M
Alberto Verderi	Statutory auditor	M
Pier Luigi Pernis	Alternate Auditor	M
Davide Leggieri	Alternate Auditor	M

Also in 2024, the **Sustainability Committee** was tasked with integrating environmental and social aspects into corporate strategy, identifying synergies between sustainability and competitiveness. The Committee oversees all sustainability-related activities, including the annual drafting of the Annual Report, an activity for which it was supported in 2024 as well by the Sustainability practice of The European House -Ambrosetti as its knowledge partner. During the year, all members of the Committee honed their skills related to sustainability issues through dedicated training aimed at consolidating the skills needed to fulfill this role.

SUSTAINABILITY COMMITTEE		
MEMBERS	ROLE WITHIN THE COMPANY	GENDER
Vittoria Binacchi	After sales manager, member of the Board of Directors	F
Susanna Binacchi	Head of HR	F
Ilaria Filetti	Administration office	F
Andrea Lobozzo	Administration office	M

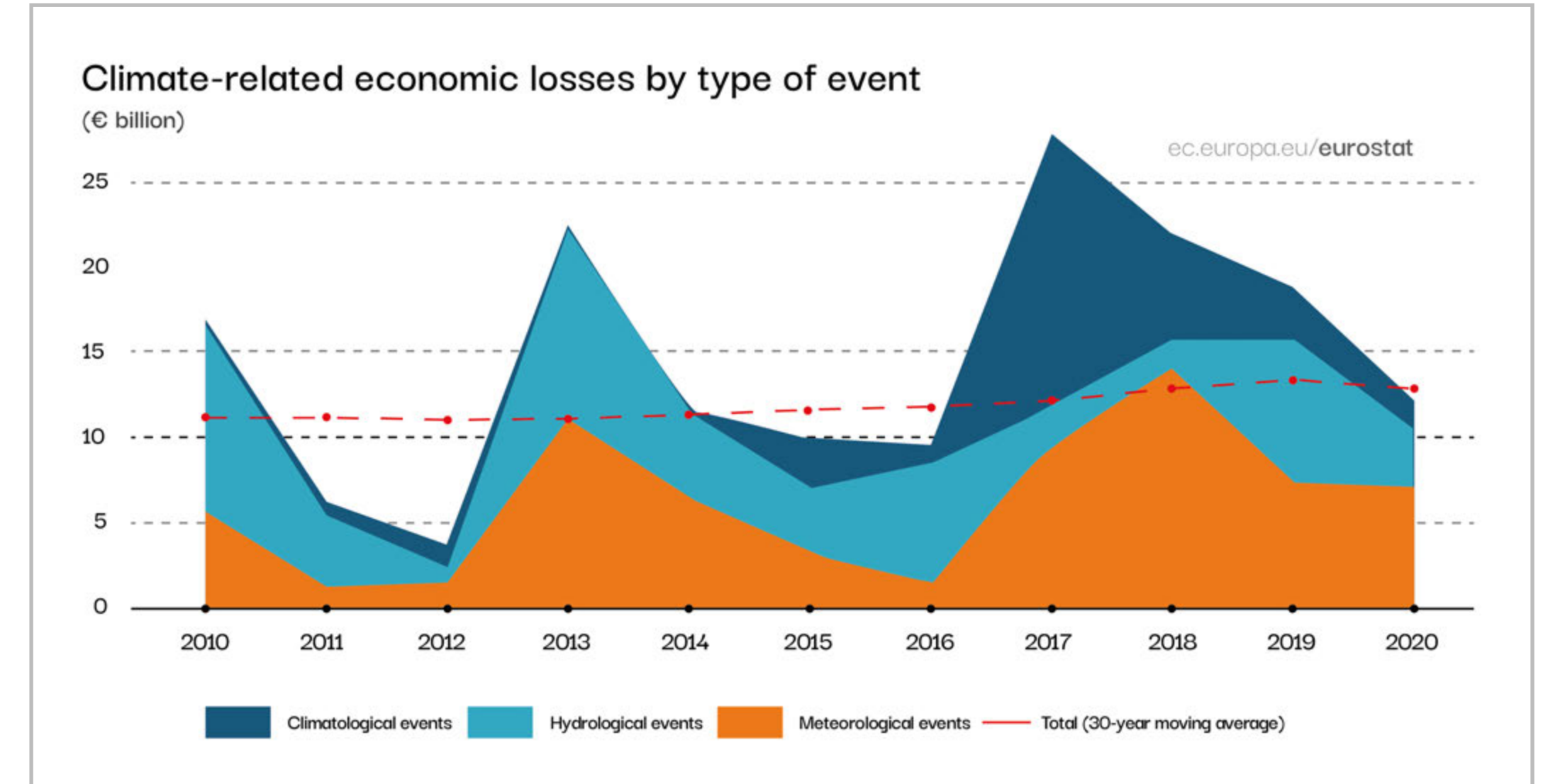
Scenario

Sustainability and competitiveness: the new compass for the future

Climate change is one of the most urgent and complex challenges of our time, with significant impacts not only on the environment, but also on the economy and society. In Europe, average temperatures are rising relative to pre-industrial levels at a rate above the global average, with an increase of about 1.94-1.99°C (vs. the global average of 1.11-1.14°C)¹. This makes extreme weather events such as heat waves, droughts, and floods increasingly recurrent, leading, between 2012 and 2022 alone, to economic losses of more than 145 billion euros in Europe².

Acting on these goals is more crucial today than ever before.

According to researchers at the Potsdam Institute for Climate Impact Research, despite current mitigation measures, **20 percent of global GDP could shrink due to climate change by 2050**, and the economic damage could be even greater if emission reduction targets are not met. It is estimated that annual economic losses could reach 35.6 trillion euros, a cost six times greater than that required to limit warming to 2°C³.



In this difficult situation, especially characterized by declining industrial productivity⁴, former premier and ECB President Mario Draghi has suggested a new direction for the future of the European Union. In his Future of European Competitiveness Report, he proposes how to redefine the Union's long-term strategy to ensure prosperity for generations to come. The proposal is based on three priorities: enabling decarbonization as a competitive lever, investing in innovation to close the gap with other global players, and reducing dependencies by increasing Europe's security and strategic autonomy. To achieve them, the Report defines a Competitiveness Compass to navigate in an era of uncertainty and change.

¹ European Environment Agency, 2024

² World Economic Forum, 2022

³ Kotz, M. Leverman, A. Wenz, L. The economic commitment of climate change, 2024

⁴ Eurostat, 2024



Among the cornerstones of the compass, according to Draghi, are the **simplification of bureaucracy, the development of appropriate skills for the transition, and the proper financing of competitiveness.**

In this context, **sustainability and decarbonization are increasingly central issues for European competitiveness** and represent, in addition to responses to global climate emergencies, sources of strategic advantage for companies, which will be able to compete on a global scale with innovative low-impact products and processes. Sustainable transition thus becomes a key lever for the future of European growth, fostering energy autonomy, resilient supply chains, and the creation of new jobs. Following Draghi's suggested directions, **Europe has simplified sustainability reporting requirements for companies with the proposed Omnibus Directive.** In an effort to coordinate, the proposal invites

companies that are not required to publish sustainability reporting to adopt, on a voluntary basis, the **Voluntary Small and Medium Enterprises European Sustainability Reporting standards (VSME-ESRS)**, also adopted for OPEM reporting. This allows companies to efficiently, transparently and comparably report their sustainability performance without requiring an excessive reporting effort.

In a context in which companies are called upon to react proactively to govern change and take advantage of the opportunities offered by uncertainty, OPEM continues on the path laid out and strengthens its commitment to sustainability as a competitive lever and an opportunity for distinctiveness.

OPEM 2035: towards the future

[VSME ESRS B2-26, 27]

For OPEM, sustainable development is first and foremost a long-term strategic goal and, as such, requires a concrete and measurable action plan. That is why, in 2024, the Company defined sustainability targets that, in synergy with business objectives, will guide its strategy for the next 10 years: “OPEM 2035”.

Outlining the long-term strategic path are **10 goals**, for each of which **lines of action** useful for its achievement have been identified. These give rise to **concrete, measurable and achievable interventions** that can transform sustainability challenges into growth and development opportunities for OPEM while generating shared value with the people and communities affected.

The goals were defined through a dedicated **Working Group**, composed of half men and half women from OPEM of different ages, roles and positions. The Working Group is also responsible for coordinating the measurement and updating the goals on an annual basis, allowing them to be adapted to OPEM’s progress when necessary.



GOAL	BASELINE 2024	TARGET 2025	TARGET 2035
ENVIRONMENT			
1. Ecodesign Policy Formalise a corporate Ecodesign Policy covering over 80% of newly developed or revised products by 2035	Not currently in place	Define a Product Ecodesign Policy	> 80% of developed and revised products covered by the Ecodesign Policy
2. Circular Pallets Rent over 50% of handled pallets through closed-loop rental schemes by 2035	Not currently in place	Identify suitable closed-loop rental schemes for pallet management	> 50% of handled pallets sourced from closed-loop rental schemes
3. Zero waste Recover over 80% of production waste through in-house management by 2035	Not currently in place	Identify internal processes for material recovery	> 80% of production waste recovered through in-house management
SOCIETY			
4. OPEM Academy Establish a structured training programme for employees and deliver more than 10 hours per capita of training by 2035	400h	450h	> 10 hours/per capita delivered through the OPEM Academy
5. Top Employer Achieve Top Employer certification by 2035	Not currently in place	Explore and pilot the Top Employer certification process	Maintain Top Employer certification
6. Customer care Define and regularly monitor a customer satisfaction index through a structured feedback system and achieve a score of >4/5 by 2035	Not currently in place	Define a customer satisfaction index on a 1-to-5 scale	Customer satisfaction score > 4/5
7. Sustainable Procurement Assess 50% of suppliers based on sustainability criteria by 2035	0%	1%	50% of suppliers assessed using sustainability criteria
8. ESG Goals for the Ecodistrict Collaborate with companies in the Parma Ecodistrict to achieve shared sustainability objectives by 2035	Not currently in place	Engage companies within the Ecodistrict	ESG goal plan formalised and periodically updated
GOVERNANCE			
9. Platinum EcoVadis Medal Achieve the EcoVadis Platinum Medal by 2035	Not currently in place	Obtain an EcoVadis sustainability score	EcoVadis Platinum Medal achieved

OPEM is Cutting-edge

The courage to invent



The future is in the DNA of family businesses

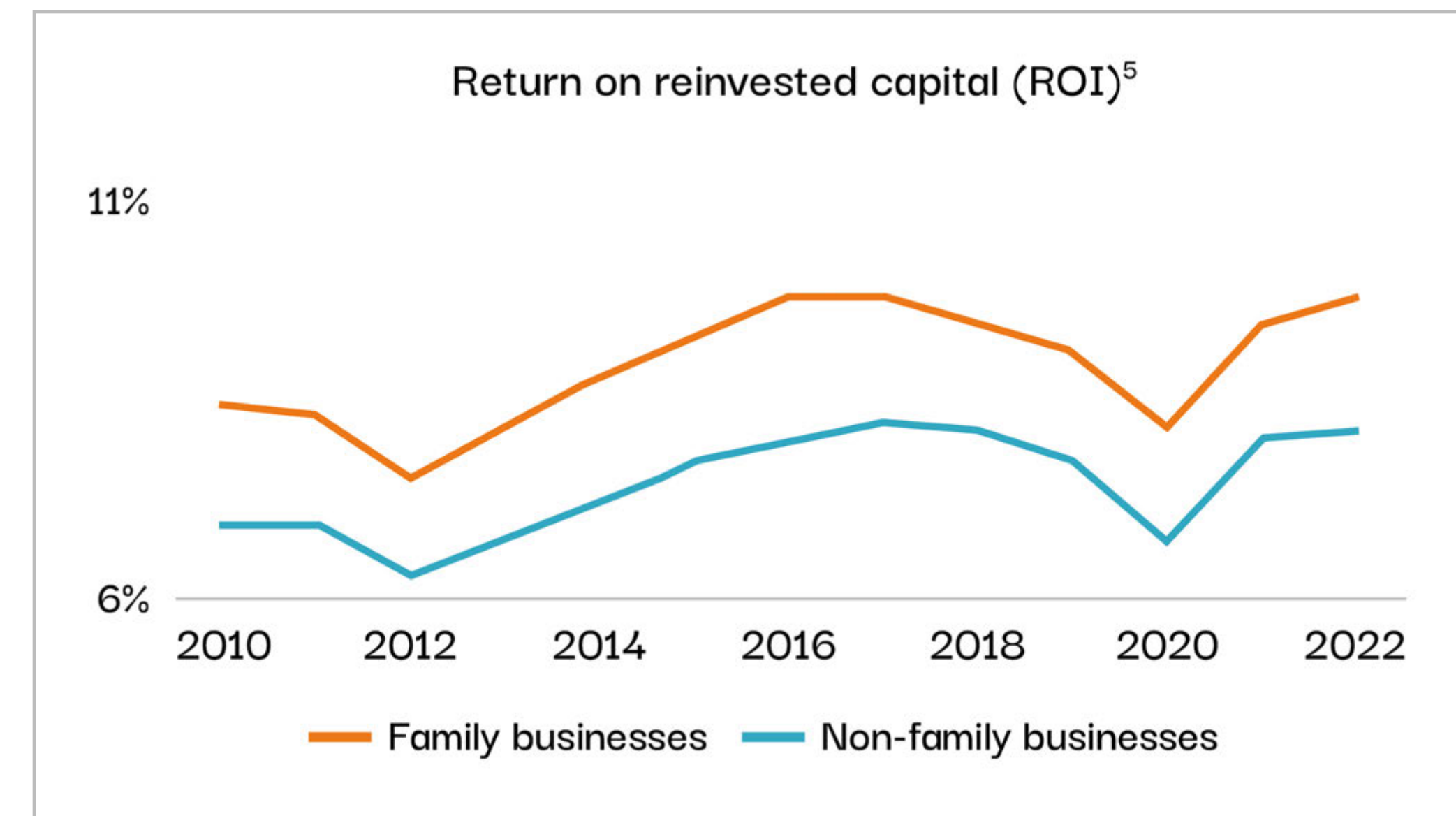
Reinvesting is crucial for businesses, especially those that make innovation their mission. In Italy, **family businesses tend to reinvest more than non-family businesses, generating better results in terms of innovation**⁵.

This, in addition to ensuring a higher rate of return on reinvested capital than non-family businesses, **makes Italian family businesses virtuous examples of innovation and progress.**

Despite this, **many family firms lag behind non-family firms in productivity**, with an 18 percent gap in favor of the latter. **This trend is reversed for family businesses with a high rate of strategic dynamism**, i.e., the propensity to innovate and invest in technology and staff training⁶.

OPEM has always believed in progress and innovation, investing in research and development to come up with modern, high-performance and sustainable solutions, combining a savoir-faire typical of family management with the right dynamism needed to **stay on the cutting edge.**

To be cutting-edge means anticipating the future with innovative and tailored solutions. Therefore, OPEM constantly invests in advanced technologies and unconventional approaches, ensuring efficiency, precision and competitiveness for its customers.



⁵ TEHA, Chiomenti re-elaboration on data from AIDAF, Bocconi, Osservatorio AUB (2024)

⁶ The European House Ambrosetti, Studio Chiomenti, Family Business Sustainability Summit, Rapporto Strategico "Radici nel Futuro" (2025)

Unique Products

OPEM's commitment is aimed at providing unique, custom-designed solutions with a very high level of customization, innovation and quality of the final product. Over the years, the company's passion for innovation has led it to accept the most unique and complex challenges that have stimulated the continuous evolution of its installation solutions.

Listening attentively and fully understanding the specific needs of clients is a key aspect in developing custom packaging solutions.

Filter paper pod making machines, metal and compostable capsules, vacuum capsule machines, jar and bag filling: there is no limit to the customization of OPEM products, famed for their uniqueness which is the cornerstone of their appeal.

This uniqueness translates into a tailor-made approach: from the first meeting to the finishing touches, OPEM accompanies its customers by providing support in every stage of product development. And it is precisely this approach that creates loyalty and trust, as seen in the company's many long-standing partnerships.

“Ours is a constantly-evolving industry, and OPEM has been able

to accompany this evolution by making unique and ever-changing machines.” - Biagio Passalacqua, Founder and Owner of Caffè Passalacqua S.p.A.

The added value of working closely with clients lies in the ability of **achieving results that were thought unachievable**. The evolution in OPEM's technical efficiency is often the result of stimulus from customers themselves, grasped and then translated into increasingly high-performance machines.

“The first machines on the market for making filter paper pods were very slow. Today, thanks to OPEM, we have attained production rates of 1,400 pods per minute.” - Carlo Schrauwen, Production Manager Beyers Koffie

OPEM's philosophy is based on courage “never say no” is a directive that has guided the company's business decisions over the years, and it is thanks to proactivity and the desire to get involved that OPEM has identified its areas of excellence, such as in the coffee industry.

“More than twelve years ago, by chance, we were asked to package coffee in thermoformed paper packaging. No one believed it was possible. There was only one person crazy or brave enough to try: Fabio Binacchi.”

- Eike Jens-Koenig, General Manager, Röstfein Kaffee GmbH



Trade fairs

Trade fairs

An integral part of OPEM's business model from the very beginning, participation in trade fairs is an essential opportunity to learn the needs of customers and reach new ones.



Djazagro is an international fair dedicated to agribusiness production, held in **Algiers, Algeria**. The 2024 edition was held April 22-24 at the Safex Exhibition Park. The event brings together **agribusiness** professionals, offering networking opportunities and showcasing the latest innovations in the field.



Interzoo is the leading international trade fair for the **pet products industry**, held in **Nuremberg, Germany**. The fair covers a wide range of pet products and services, including food, accessories and equipment, attracting exhibitors and visitors from all over the world.



Specialty Coffee Expo is an exhibition held in **Chicago, USA**, that focuses on **Specialty Coffee**, or coffee of the highest quality available. Here, producers and customers meet to discuss innovative and sustainable solutions to be implemented throughout the coffee supply chain-including packaging.



The **Semana Internacional do Café (SIC)** is an annual event held in **Belo Horizonte, Brazil**, focused on the coffee industry. The fair brings together **producers, roasters, baristas and other industry professionals** to discuss current trends, participate in workshops and competitions, and promote Brazilian coffee internationally.



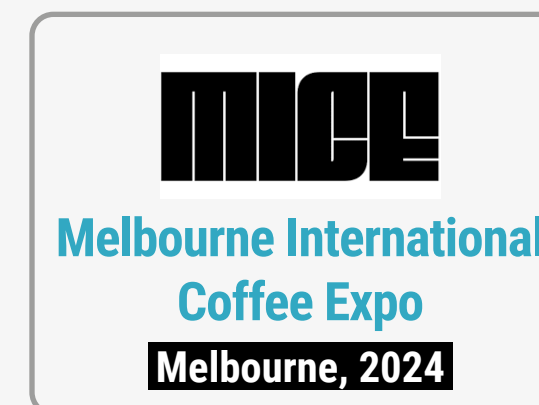
TriestEspresso Expo is a **biennial B2B trade show dedicated to the espresso industry**, held in **Trieste, Italy**. The 2024 edition was held Oct. 24-26 at the Trieste Convention Center. The event brings together industry professionals, offering networking opportunities and showcasing the latest innovations in the field of espresso coffee.



World of Coffee is an international trade show organized by the Specialty Coffee Association (SCA), which in 2024 was held in **Copenhagen, Denmark**, June 27-29 at the Bella Center. The event attracted more than 10,000 participants, providing a platform for exhibitions, workshops, competitions and networking opportunities for coffee professionals from around the world.



Venditalia is the largest international trade fair dedicated to the **vending industry**, held in **Milan, Italy**. The event brings together manufacturers, suppliers and industry players, presenting the latest innovations in vending-related technologies, products and services.



The **Melbourne International Coffee Expo (MICE)** is one of the leading trade shows dedicated to the **coffee industry** in the Asia-Pacific region, held in **Melbourne, Australia**. The event attracts industry professionals, including roasters, baristas, and suppliers, offering a platform for networking, competitions, and presentations of the latest trends and innovations in the world of coffee.

Research and Development

Always an integral part of its history and a key component of its image, for OPEM, innovation is first and foremost about improving customer experience. To achieve this goal, the key guidelines are **speed** in development and production, **flexibility** to adapt to all needs, **durability** of long-lived and reliable products, and assurance of the highest quality of the final product.

This commitment translates into advanced technologies that optimize production processes to ensure efficiency, safety and high quality of the final product, and a **technical team with unique specialized skills**. In this way, OPEM creates solutions that meet the highest quality standards.

Driven by constant innovation, **the company has registered around 2,000 uniquely individual machines during its 50-year history**, each one created to meet the most specific requirements. In addition, over the years, it has filed numerous patents, with a 100% success rate.

These results are also possible thanks to the resources OPEM devotes to R&D, which in 2021 alone amounted to about 25% of net profit.

2000

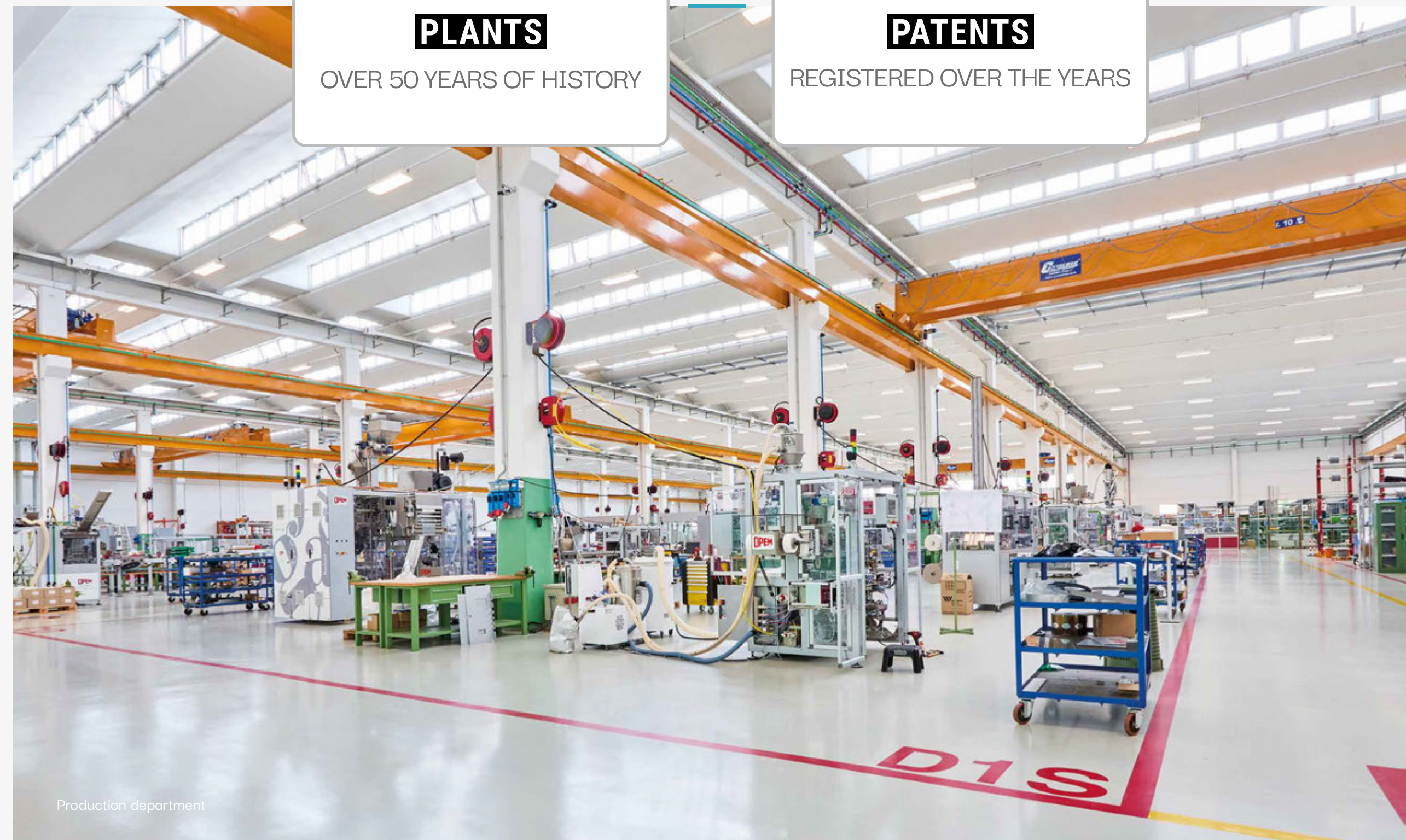
PLANTS

OVER 50 YEARS OF HISTORY

100%

PATENTS

REGISTERED OVER THE YEARS



Production department

Innovation is also geared toward increasing the sustainability performance of products and processes. In the past 5 years, **OPEM has reduced the electricity consumption of its machines by 40%** through lower use of pneumatic devices and a more targeted use of electricity, supported by new technologies in the application of innovative and more precise motors. In addition, **nitrogen consumption was halved**.

Artificial intelligence

at the service of packaging excellence





In an environment where technological progress is constantly accelerating, OPEM's commitment to developing fast, efficient and reliable packaging equipment cannot ignore a deep understanding of the best available technologies. In this landscape, artificial intelligence certainly has a disruptive impact and has now become a key component in the development of many cutting-edge products.

By 2024, all of OPEM's large capsule machines are equipped with systems that make use of AI, with particular application in automated visual inspection processes. Thanks to this technology, the systems can autonomously assess the conformity of the finished product, significantly reducing reliance on human intervention and greatly enhancing the accuracy of quality control. This advancement responds to customers' growing demand for total reliability, allowing defects imperceptible to the human eye to be detected even at high production speeds.

The integration of AI also offers concrete benefits from a sustainability perspective. Intelligent inspection systems enable early identification of production anomalies, preventing material waste and reducing the number of nonconforming products, with a positive impact on waste reduction. AI also improves safety for the end consumer, ensuring, for example, consistency between cap, label, and capsule contents, while protecting the reputation of the brand under which the packages will be marketed. Lastly, the technology enables advanced traceability of individual packages, allowing specific production parameters (such as temperature and pressure) to be traced back to study the correlation between these indicators and any nonconformity of the final product with set quality standards.

High-efficiency machines

OPEM is committed to providing its customers with maximum productivity with minimal environmental impact, keeping the quality of the final product as a top priority. This translates into the continuous search for production solutions aimed at reducing energy consumption, allowing the use of sustainable materials and long-lasting durability.

QUALITY PACKAGING WITH REDUCED CONSUMPTION

OPEM's constant quest for technological excellence has led to significant reductions in the energy consumption of packaging machines over the years. From 2017 to the present, several models produced have benefited from the replacement of traditional asynchronous motors with **brushless motors**, which bring with them a number of benefits, including greater efficiency, reliability and durability. OPEM's machines are also equipped with ultrasonic capsule sealing technologies, an innovative method that results in a significant reduction in energy consumption, while ensuring perfectly sealed capsules that do not allow external agents to infiltrate them and best preserve product qualities. In cases where ultrasonic welding cannot be applied, such as for aluminum capsules, **OPEM's machines are equipped with direct induction welding systems**, which minimize energy consumption.

Over time, **OPEM also improved the delivery of nitrogen**, a key element

for modified atmosphere filling, which can decrease the amount of oxygen in capsules below 1 percent, extending their shelf-life. The reduction was achieved through a thorough fluid-dynamic study of nitrogen flows within OPEM's packaging machines, carried out exclusively through the support of digital technologies. In this way, in addition to obtaining accurate results, the power consumption attributable to traditional physical testing was avoided.

Thanks to innovations in terms of brushless motors, ultrasonic welding and nitrogen use, over the past few years **OPEM has reduced electricity consumption by 40 percent and halved the compressed air and nitrogen consumption** of its machines.

In addition, dedicated certification is required from suppliers for each component of OPEM's machines in direct contact with food products, demonstrating compliance with the most important international regulations (FDA and MOCA).

SUSTAINABLE PACKAGING THROUGH INNOVATIVE MATERIALS

Reducing the impact generated by the mismanagement of waste from packaging and its associated production process is a priority for OPEM, which has always supported its customers in choosing sustainable and recyclable packaging materials. Efforts to reduce packaging-related waste are also on the European priority list, with diminishing compromises regarding single-use plastics and the use of compostable and recyclable materials.

During 2024, the Company conducted numerous in-house analyses and tests on innovative materials, actively collaborating with customers to ensure the adaptability of new machines to changing market standards. **The tests covered a wide range of solutions, including recyclable mono-material bag films, paper pods with oxygen and water vapor barrier as well as recyclable or compostable biopolymer capsules.** In addition, OPEM engineers have verified the compatibility of these materials with existing packaging facilities. This made it possible to both develop new plants and upgrade several existing models in 2024, making them compatible with the new sustainable materials.

Moreover, OPEM's machines themselves are mainly made of recyclable and reusable materials. In fact, the main categories of materials used are metals, engineering polymers and commercial materials. The metal components

consist of carbon steels, aluminum alloys and stainless steel and are mainly used for the structural elements of the machines and for some components in direct contact with food products. These materials are fully recyclable at the end-of-life stage of packaging machines, and account for about 90 percent of their total weight. Components composed of engineering plastics, about 5 percent of the total weight of OPEM's machines, are also fully recyclable. **It can thus be estimated that approximately 95 percent of a machine from OPEM can be recycled or reused,** with the sole exception of commercial components-the remaining 5 percent-which are not recycled or reused due to technical difficulties and poor cost-effectiveness.

TECHNOLOGY IN THE SERVICE OF DURABILITY

Sustainability also means durability. The longevity of OPEM's plants is ensured by systems that enable simple and effective maintenance, the result of the technical culture of constantly striving for simplification. Through the **Digital Monitoring System (DMS)**, a digital interface fully integrated with customers' automated manufacturing processes, OPEM ensures full machine control and constant data monitoring. In addition, should the customer experience any problems in machine operation or in using the DMS, the Company provides **Live Remote Assistance** service, which provides real-time remote support from an OPEM technician.

Stories of innovation

OPEM's inventiveness is manifest in the machines the company has built over time. Each one tells its own unique story, the result of an insight enshrined in its design and conceived through carefully listening to every need.

ARGO 200-400

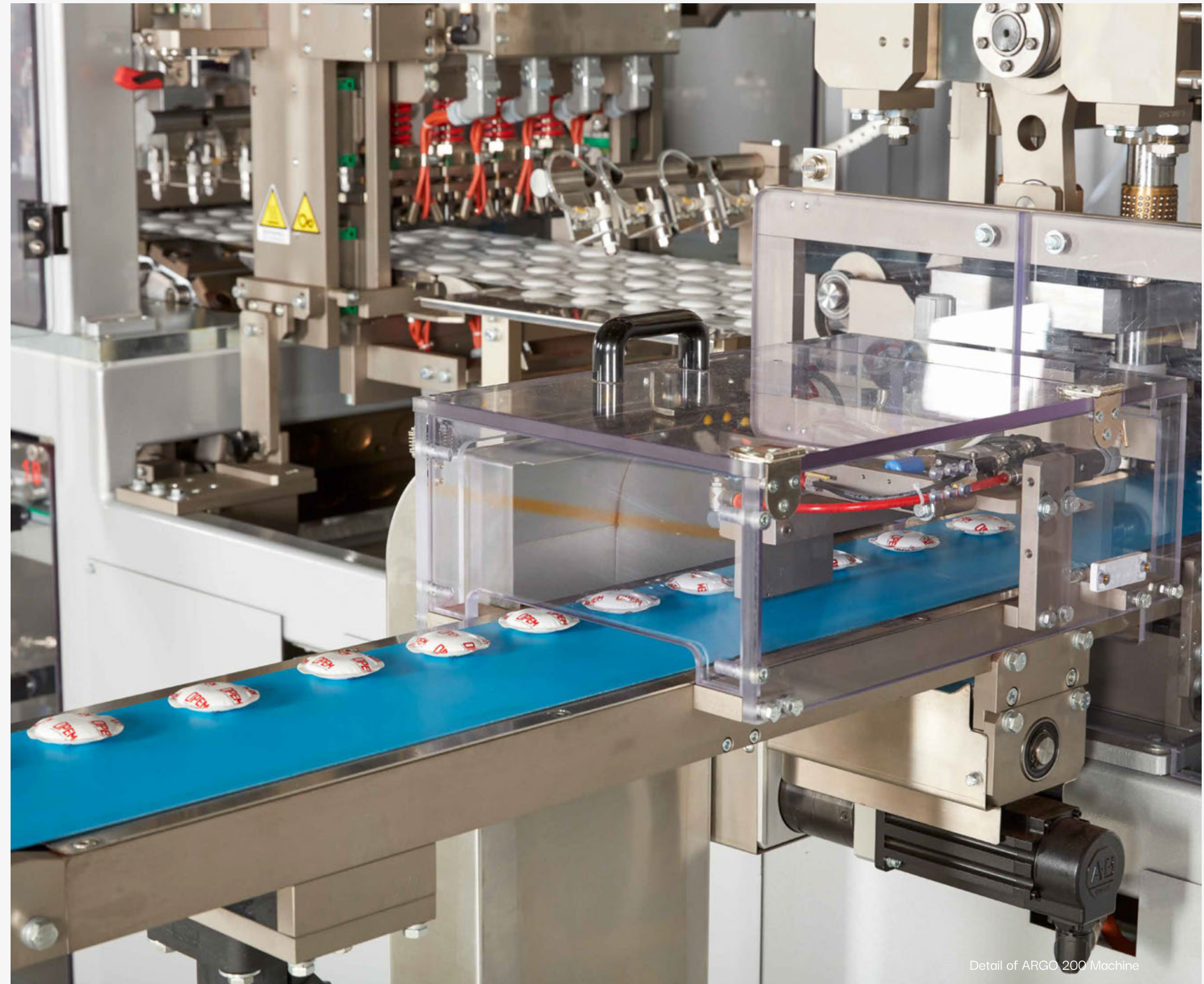
OPEM quality in the service of Nespresso® excellence.

The need to produce pods compatible with Nespresso Professional® coffee machines emerged in 2014, commissioned by Kraft Foods—now JDE—and Aldi Suisse. **The challenge was to design a high-performance, reliable machine capable of sustaining fast production rates while ensuring that each pod had the same dimensions and weight.**

This is how ARGO was born: OPEM's first machine compatible with Nespresso Professional® systems. It can produce both compostable and aluminum pods for home use—making them highly recyclable—at a speed of 200 to 400 units per minute, and it can handle various coffee blends. The ARGO production process has been patented by OPEM.



200-400
UNITS
PER MINUTE



Detail of ARGO 200 Machine

The ARGO production process has been patented by OPEM.

ARABELLA MAXI

**Doubled capacity,
reduced consumption.**

In packaging, the versatility of machines offered on the market often requires a significant footprint as well as high energy and compressed air consumption. **To meet the needs of customers who require greater production capacity but are unwilling to compromise relative to footprint and energy consumption, OPEM has developed Arabella Maxi.**

The packaging machine, following the operation of Arabella 40-the reference model-allows simultaneous filling of multiple bags that are then placed in special containers. Thanks to integrated developments compared to the previous model, **Arabella Maxi makes it possible to double the production capacity, without increasing the footprint of the machine and reducing consumption per pack by 37.5 percent.**

The packaging machine was also designed to meet a twofold need that is increasingly present in the market, namely the packaging of products in laminated packaging and the use of compostable materials.



Arabella Maxi makes it possible to double production capacity.

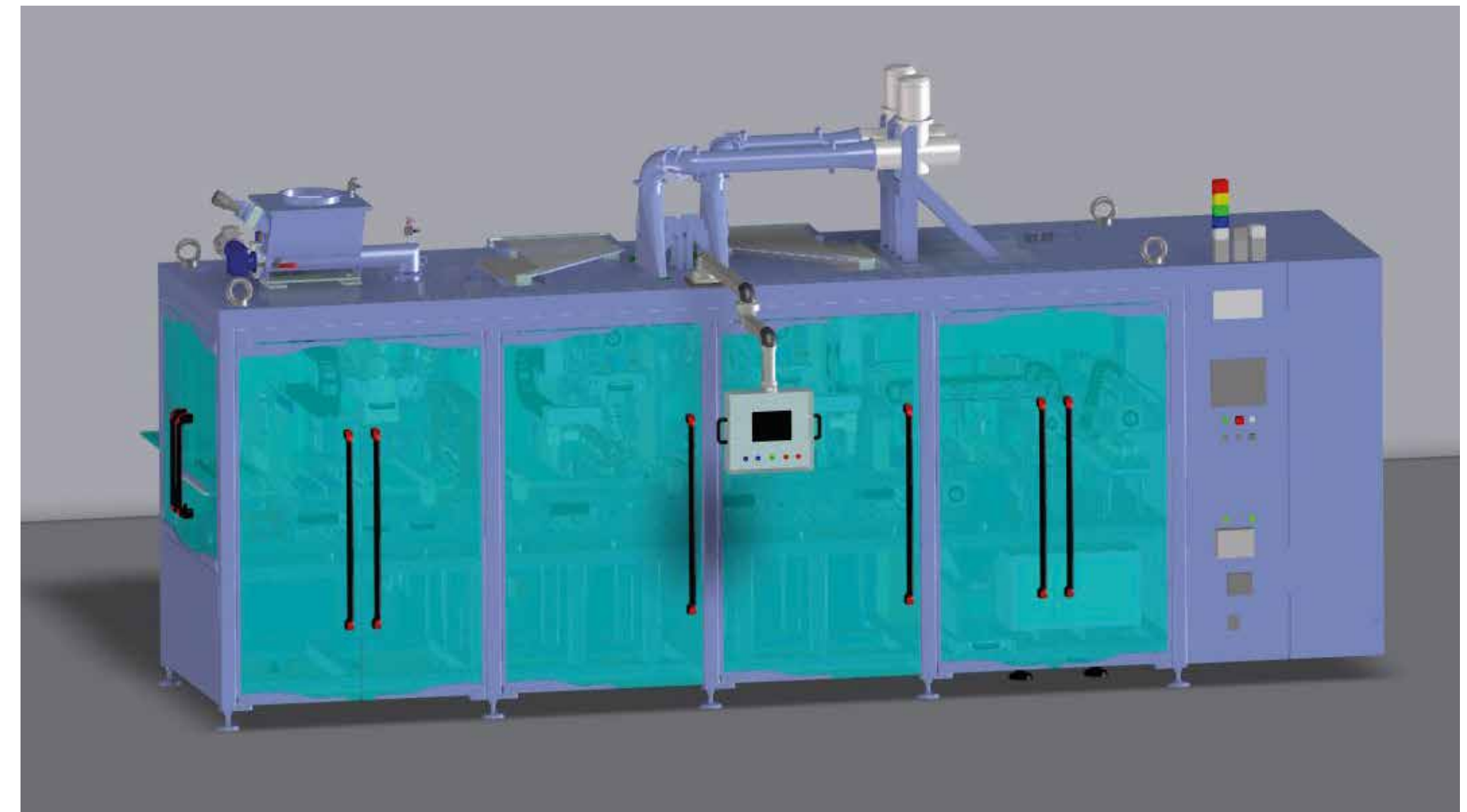
WEYCAP

OPEM innovation certified by Europe.

One of the most pressing needs for packaged beverage manufacturers is to reduce the energy consumption of their installations without compromising the required levels of efficiency and accuracy. To meet these needs, in 2018 Weycap was born, **a capsule machine with low energy consumption capable of handling both liquid and powdered products and producing biodegradable and recyclable capsules.**

The machine significantly reduces electricity and nitrogen consumption, and waste material production, and thanks to its compatibility with OPEM's Digital Monitoring System, it can be integrated into an Industry 4.0 ecosystem. It was also possible to optimize liquid flows at the filling stage through a fully digitized search process, at reduced consumption compared to traditional testing.

The Weycap project has been certified by the European Commission with its Seal of Excellence, which recognizes innovative solutions that provide significant energy savings to lower environmental impact.



Special projects

OPEM's innovation for packaging always on the cutting edge.

During 2024, OPEM has developed several innovative projects aimed at exploring unique solutions for industrial packaging. Building on its experience in the coffee industry, the desire and curiosity to collaborate with potential customers from all markets and interest in excellent packaging solutions remain crucial at OPEM.

During the year, OPEM developed a special project that represents a novel challenge in the packaging industry. **The initiative involves the production of circular containers in a highly innovative material produced by DuPont, characterized by high abrasion and tear resistance, as well as special breathability.**

Despite the many technical difficulties encountered, OPEM leveraged its experience in designing advanced dosing systems and developed an innovative solution that allows the container to be filled without compromising its integrity.

100%

RECYCLABLE PLASTIC

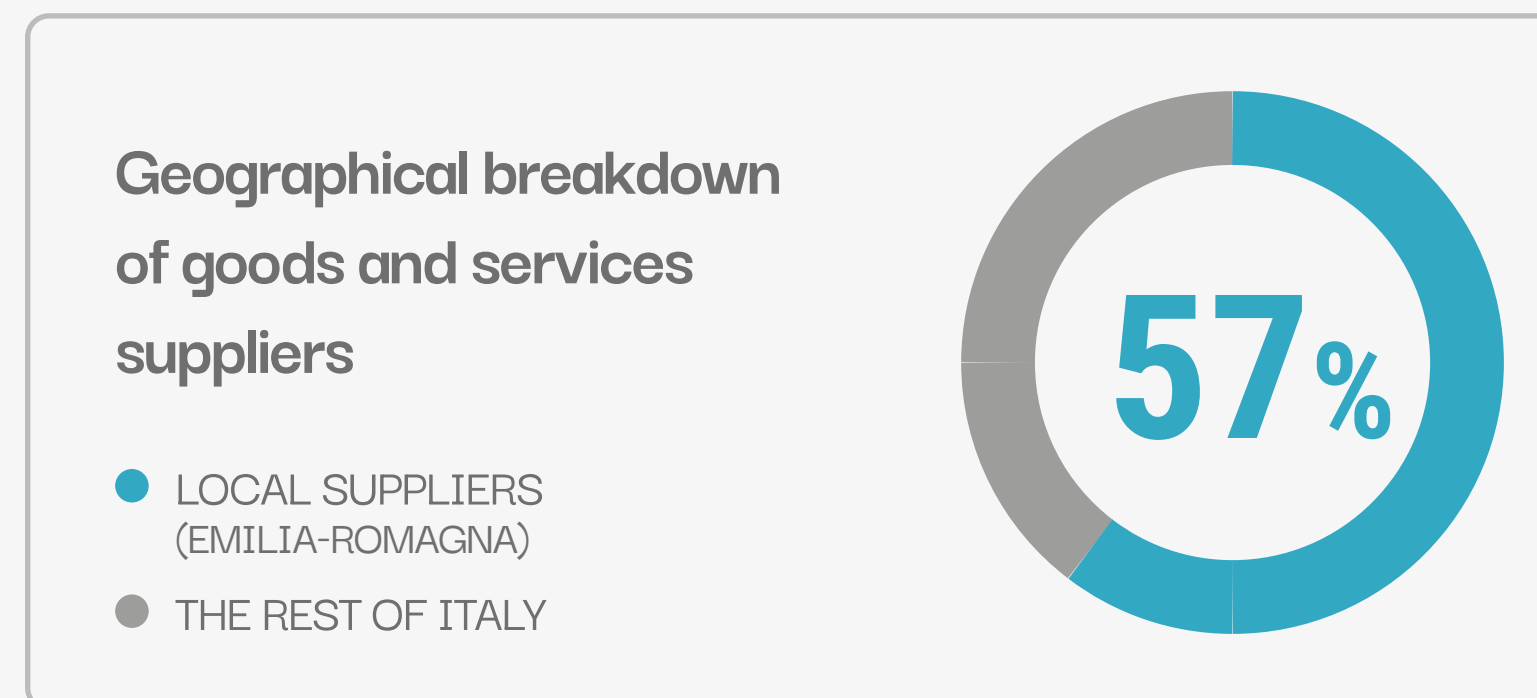
10% REDUCTION IN THE MATERIAL USED

This technology has attracted the interest of an international group that intends to employ it in the production of sound-absorbing components for the automotive sector. All tests were conducted in OPEM's in-house laboratory, and after an in-depth experimentation phase, optimal procedures were identified for the realization of a prototype machine, planned for 2025.

Also in 2024, OPEM improved existing models for can packaging, simplifying their structure and reducing operational complexity. This, in addition to increasing maintainability, made it possible to replace metal and silicone elements that are difficult to recycle with plastic components, which are 100 percent recyclable. In addition, with the same performance and quality of the final product, a 10 percent reduction in the material used for each new filler (compared to previous models) was achieved, increasing the sustainability profile of one of the most versatile machines developed by OPEM.

Value partnerships

In 2024, OPEM worked with 511 business partners in Italy, of which 57% are based in Emilia-Romagna. With respect to the latter, OPEM totaled orders of more than €8 million in 2024.



OPEM maintains strong ties to its home region, which also served as a springboard for expanding its horizons. In fact, part of the company's success stems from its trusted relationship with local suppliers, a crucial link in the value chain.

Over time, the company has been able to build strong and lasting relationships thanks to constant dialog and communication with its suppliers. With 21 of these, the relationship has lasted for more than 25 years. They are companies that have grown together with OPEM and over the years have shared the company's courage and curiosity, accompanying it in overcoming even the most complex challenges. In addition, OPEM makes visits to its suppliers on average 2 times a year, both to ensure the quality of the products of services purchased and to consolidate the bond created over time. Not just suppliers: OPEM understands that in order to ensure the highest degree of end-customer satisfaction, it is also necessary

to **establish partnerships based on trust with manufacturers of machinery complementary to its own.** A spirit of collaboration reinforced by OPEM's strategic location in the Emilia "packaging valley", an area where some of the most important Italian companies active in the packaging sector are headquartered.

OPEM participates in the Pet Food Competence Network, that brings together companies active in the pet food industry. The Network includes eleven companies from around the world operating throughout the entire supply chain, from raw materials to packaging and waste management. Its goal is to offer a single point of contact where customers have access to highly customizable and integrable industrial solutions. Participation in the Network attests to OPEM's interest in the fast-growing pet food sector, and once again demonstrates how partnerships can generate value.

OPEM is Responsibility

Caring for the environment



Family businesses focus on environmental sustainability

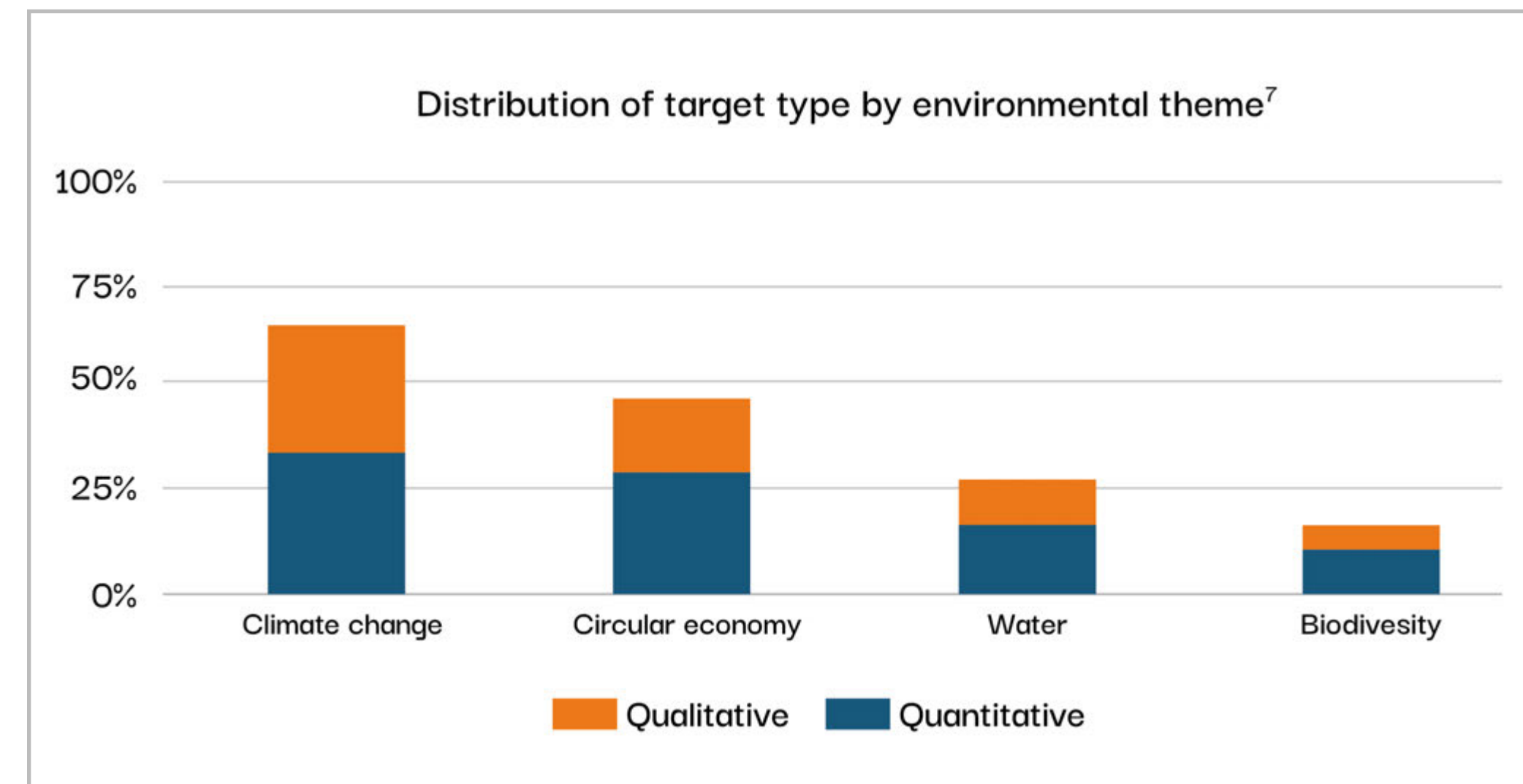
Reducing environmental impacts is confirmed as a first and foremost strategic priority for family businesses: 78 percent of companies have defined goals on environmental issues.

The most heavily guarded issues are **climate change** and **circular economy**, followed by water management and biodiversity.

Climate change is the topic with the highest incidence of quantitative targets, at 34 percent.

OPEM is committed and constantly strives to reduce its environmental impact, first and foremost by optimizing the consumption of its plants, both in Parma and in São Paulo, Brazil.

Moreover, through the goals of the “OPEM 2035” Plan on decarbonization and circular economy, the Company is committed to **operating responsibly, with a view to creating long-term value.**



For OPEM, caring for the environment means conceiving, designing and building highly-efficient packaging solutions that lower the impact of its machines by reducing consumption and waste while ensuring the highest quality standards.

⁷ Content developed by The European House - Ambrosetti through the analysis of the sustainability reports of 135 family-owned companies.

Future-proof plants

Parma, Emilia-Romagna

OPEM's new home, which opened in 2014, is located in the SPIP district, Parma's innovative industrial area.

Detail of staircases at OPEM headquarters

Parma, Emilia-Romagna

OPEM's new home, which opened in 2014, is located in the SPIP district, Parma's innovative industrial area. Transparency, innovation and respect for the environment are the guidelines followed in the design of the building, which fully reflect OPEM's values and have led to the creation of a virtuous reference model for businesses in the area, an indication of the deep bond that unites the company and Parma.

Combining efficiency and sustainability, the headquarters is equipped with a thermal insulation system for the offices and production area, radiant floor heating and a **large photovoltaic coverage with a total installed capacity of 542 kWp**. The entire plant is equipped with an LED lighting system with smart motion sensors that can detect the presence of work crews and outdoor light levels. This translates into a **58% savings in electricity consumption** compared to passive lighting systems. The LEDs are programmed to reduce light intensity between 12:30 and 1:30 pm and after 6:30 pm, periods with reduced work activity, thus helping to minimize energy consumption during these times.

Out of a total area of more than 33,000 m², more than 4,000 m² have been allocated to a large green space, amounting to 15% of the total, for the recreational use of employees and organization of events by OPEM. An additional 35% of the area is dedicated to research and development laboratories, which together with the production and machine assembly area, demonstrate OPEM's commitment to innovation and technological excellence.

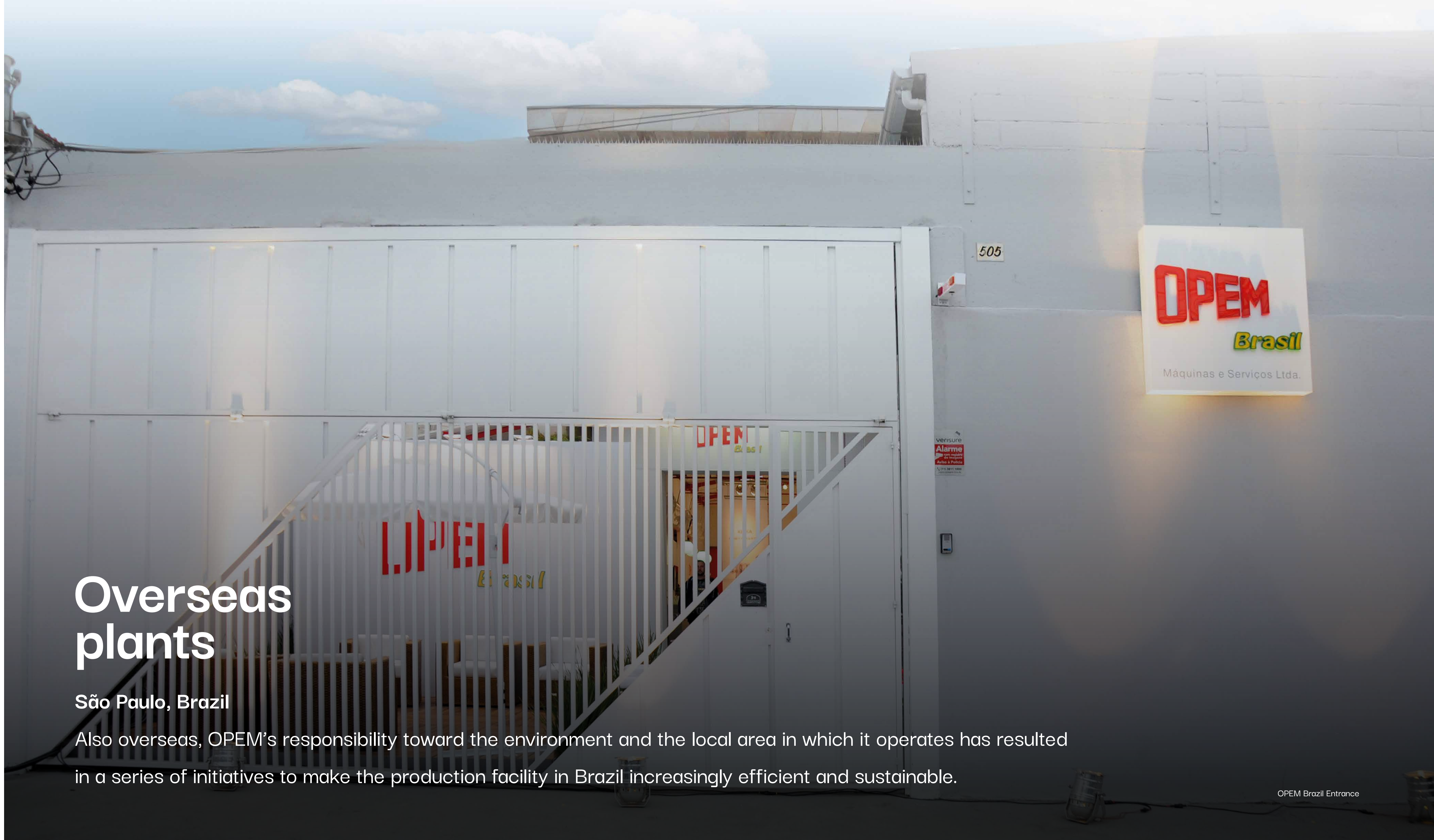


Overseas plants

São Paulo, Brazil

Also overseas, OPEM's responsibility toward the environment and the local area in which it operates has resulted in a series of initiatives to make the production facility in Brazil increasingly efficient and sustainable.

OPEM Brazil Entrance



São Paulo, Brazil

During 2023, the window frames in the offices and production area were replaced with models equipped with gasket sealers to improve the **thermal and acoustic insulation of the spaces**. Loading and unloading gates were replaced to ensure **greater logistical efficiency**.

Another major intervention was the re-roofing of the production area, which is now equipped with a five centimeter-thick layer of thermal insulation. This not only improves **the thermal efficiency of the plant** but also paves the way for the future installation of a **photovoltaic coverage** that will be sized to meet the entire energy demand during daylight hours, thus reducing OPEM Brazil's dependence on conventional energy sources.

At the same time, the company has invested in a new compressed air and nitrogen distribution system, equipped with a state-of-the-art compressor with inverter technology that ensures **more efficient energy use**.

Finally, a plant-wide lighting upgrade was carried out, replacing the light fixtures with **LED ceiling lights in the offices and production area**.



View of OPEM Brazil Production

Energy consumption and emissions

[VSME ESRS B3-29, 30, 31]

OPEM’s energy consumption is mainly attributable to activities related to the operation of the production plant, lighting in both the plant and the headquarters, and energy required for technological utilities in the offices.

In 2024, OPEM’s energy needs stood at 1.468,65 MWh. The energy consumed is divided between electricity purchased from the grid (505.72 MWh), natural gas (489.46 MWh), and automotive fuel (297.38 MWh). There has been a 21% **decrease in energy consumption** over the last three years, mainly due to efficiency improvement activities in both offices and the plant. Self-consumption of electricity from the **photovoltaic plant** installed on the roof of the plant led to the coverage of 246.81 MWh during the year through clean energy, down 36% from 2022 due to a reduced need for electricity by OPEM.

VSME ESRS B3-29	ENERGY CONSUMPTION						
	2022		2023		2024		DELTA (2022-24)
	MWh	kWh per hours worked	MWh	kWh per hours worked	MWh	kWh per hours worked	%
DIRECT ENERGY							
Natural gas	622,86	3,44	507,57	2,61	489,46	2,70	-21%
Automotive fuel	303,83	1,68	369,04	1,90	685,68	3,78	126%
INDIRECT ENERGY							
Purchased electrical energy	553,72	3,06	516,83	2,66	505,72	2,79	-9%
of which renewable*	292,97	1,62	273,45	1,41	279,06	1,54	-5%
of which non-renewable*	260,75	1,44	243,38	1,25	226,66	1,25	-13%
SELF-CONSUMED ENERGY							
Self-consumption from photovoltaic	373,11	2,06	223,38	1,15	246,81	1,36	-34%
TOTAL	1.853,52	10,64	1.616,82	8,31	1.468,85	8,09	-21%

*2024 FIGURE ESTIMATED FROM THE ENERGY MIX USED FOR POWER GENERATION BY SUPPLIER IREN MERCATO IN 2022.

In calculating its emissions, OPEM adopts the approach outlined by the GHG Protocol, the global framework for measuring greenhouse gas (GHG) emissions. This model includes the division between **Scope 1** emissions (direct emissions from sources owned or controlled by the company) and **Scope 2** emissions (indirect emissions caused by the use of electricity taken from the national power grid). The location-based method, which calculates emissions in tons of CO₂ equivalent based on the national energy mix, was used to calculate Scope 2 emissions.

In 2024, **OPEM's total emissions amounted to 268.48 tCO₂eq**, registering a **24% decrease compared to 2022**, which is in line with the decrease in energy consumption. Among them, Scope 1 emissions are 164.86 tCO₂eq, down 13% from 2022, while Scope 2 emissions are 103.62 tons of CO₂ equivalent, down 36% from 2022.

The reduction in the company's emissions over the past three years testifies to its increasing focus on the environmental impact of its activities from a standpoint of continuous improvement.

VSME ESRS B3-30	GREENHOUSE GAS EMISSIONS						
	2022		2023		2024		DELTA (2022-24)
	tons of CO ₂ eq	kg of CO ₂ eq per hours worked	tons of CO ₂ eq	kg of CO ₂ eq per hours worked	tons of CO ₂ eq	kg of CO ₂ eq, per hours worked	%
GHG EMISSIONS							
Scope 1	189,04	0,62	184,53	0,47	255,10	1,41	35%
Scope 2 **	162,24	0,90	151,43	0,78	103,62	0,57	-36%
TOTAL	351,28	1,94	335,96	1,73	358,72	1,98	2%

**2024 FIGURE CALCULATED FROM THE 2023 NATIONAL RESIDUAL ENERGY MIX (SOURCE: CARBONFOOTPRINT.COM).

Circular economy and waste management

[VSME ESRS B7-37, 38]

In 2024, OPEM produced 108,805 kilograms of waste, up 17 percent from 2023, attributable to a growth in the volume of sales. Of this, **94% was non-hazardous waste**, consisting mainly of waste from iron turning and used packaging, all of which is destined for recovery (recycling or reuse). Specifically, **the effort to reduce material waste on the shop floor was intensified in 2024**. All packaging material received from suppliers, if suitable, is reused for OPEM’s shipments, and whenever possible, plastic rather than wooden pallets are used for shipments. The latter, weighing considerably less than their wooden equivalents, save fuel in shipping while lowering fuel consumption and emissions. All wooden pallets come from reuse.

Hazardous waste accounts for 6 percent of OPEM’s total waste, whose share sent for disposal, only 3 percent of the total, has seen a decline of 84 percent over the past three years. Hazardous waste comes from paint and varnish residues and emulsions and solutions used in the operation and maintenance of machinery. Pending their collection by a specialized company, they are stored in special containment tanks.

VSME ESRS B7-36 CIRCULAR ECONOMY, USE OF RESOURCES AND WASTE MANAGEMENT				
WASTE GENERATED (KG)	2022	2023	2024	DELTA (2022-24)
Non-hazardous waste	87.322	56.230	101.805	17%
of which sent for recovery	87.322	56.230	101.805	17%
of which sent for disposal	-	-	-	-
Hazardous waste	6.035	11.226	6.830	13%
of which sent for recovery	4.892	10.892	6.650	36%
of which sent for disposal	1.143	397	180	-84%
TOTALE	90.357	67.456	108.635	20%

OPEM's responsibility toward circularity extends beyond a commitment to reducing the waste generated and ensuring that 100% of materials are reintroduced into the life cycle through recovery. **The company has always been the ideal partner for customers who want to increase the degree of sustainability of their capsules or pods.** With its extensive experience, OPEM helps customers adopt environmentally-sustainable packaging materials, such as biodegradable and compostable paper and polymers, overcoming the challenges associated with an inherently more complicated process that increases the risk of food contamination. **This capability has made OPEM a unique benchmark in the world of sustainable packaging, and not only in the coffee industry.**

At the same time, thanks to some software modifications and the implementation of new operating procedures, a **96% reduction in material waste** at the start and end of production has been achieved in recent years.





OPEM is Family

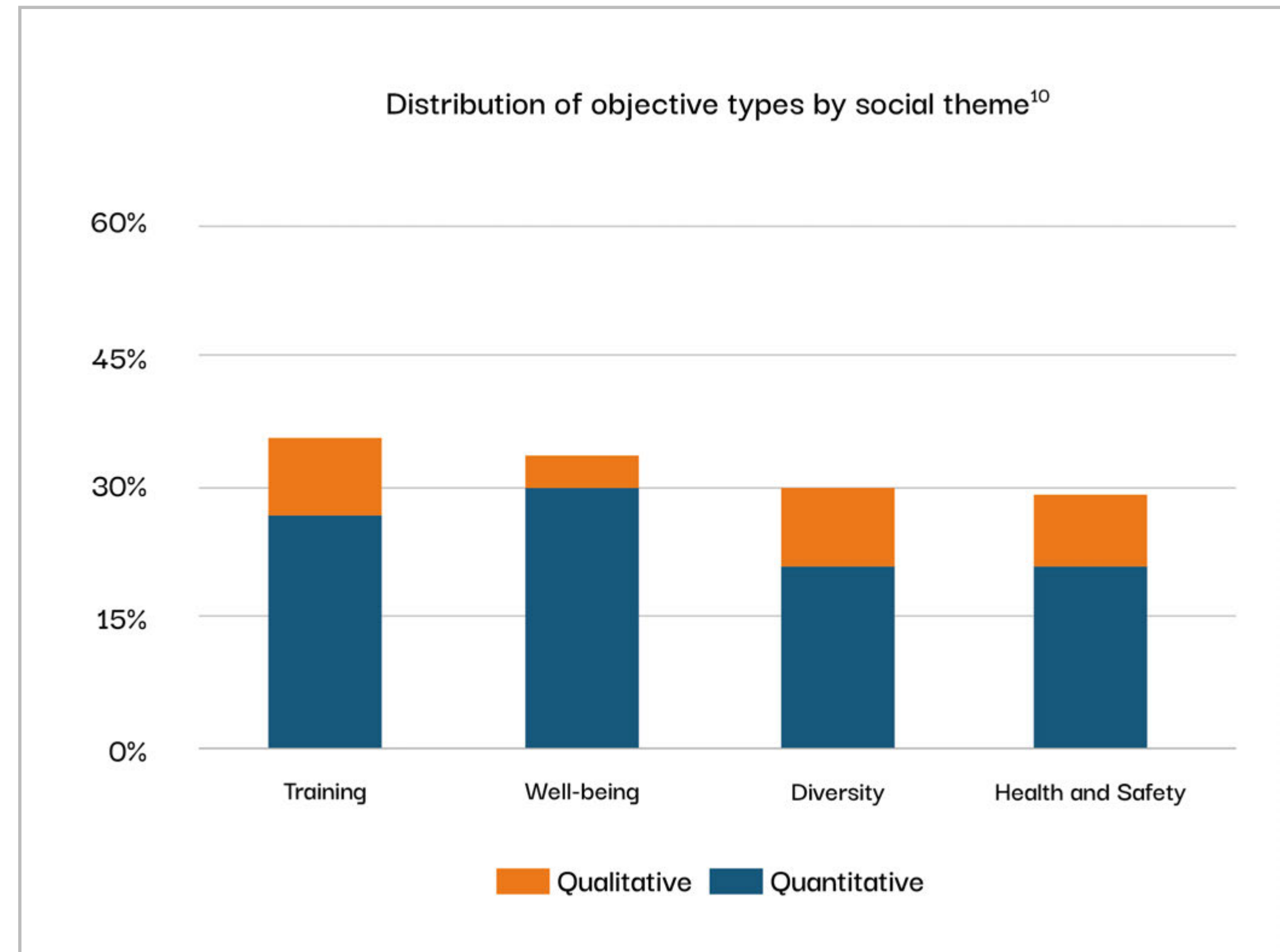
The passion of our team

Health, safety and training at the heart of family businesses

One in two family businesses have set specific goals on social issues, including health and safety, wellness, training, and employee diversity, but only one in ten state quantitative goals. Diversity and occupational health and safety are the topics where the incidence of quantitative targets is highest, with 10 percent and 8 percent, respectively; in contrast, employee welfare is the topic with the highest concentration of qualitative commitments, 30 percent.

Among the social initiatives most recounted in these companies' sustainability reports are those related to health and safety, followed by worker training. By ensuring the constant renewal of skills, as well as the right opportunities for professional growth for employees, training is a key strategic lever for the long term. Family businesses with the highest degree of strategic dynamism, which perform better than others in terms of profitability and productivity, are those that invest the most in training their workforce⁹.

⁹ Content developed by The European House Ambrosetti by analyzing the sustainability reports of 113 family businesses.
⁹ The European House Ambrosetti, Studio Chiomenti, Family Business Sustainability Summit, Strategic Report "Radici nel Futuro" (2025).



OPEM invests in the well-being of its employees, offering a welfare package aimed at assisting them in their personal, as well as professional, growth, ensuring a healthy work-life balance. In a company that makes its family roots a strength, all employees become family.



At the heart of work efficiency lies employee peace of mind. Therefore, OPEM strives every day to ensure a welcoming environment that allows all its people to be fully engaged.

Our people

[VSME ESRS B3-29, 30, 31]

OPEM pays special attention to all the people who make up its team and who year after year contribute to its success.

109
EMPLOYEES
IN 2024



VSME ESRS B8-39

The motto “OPEM is Family” encapsulates the company’s approach to people management: OPEM is a large extended family, and as such, it makes sure that all its members work in safe, welcoming conditions and at high standards of well-being.

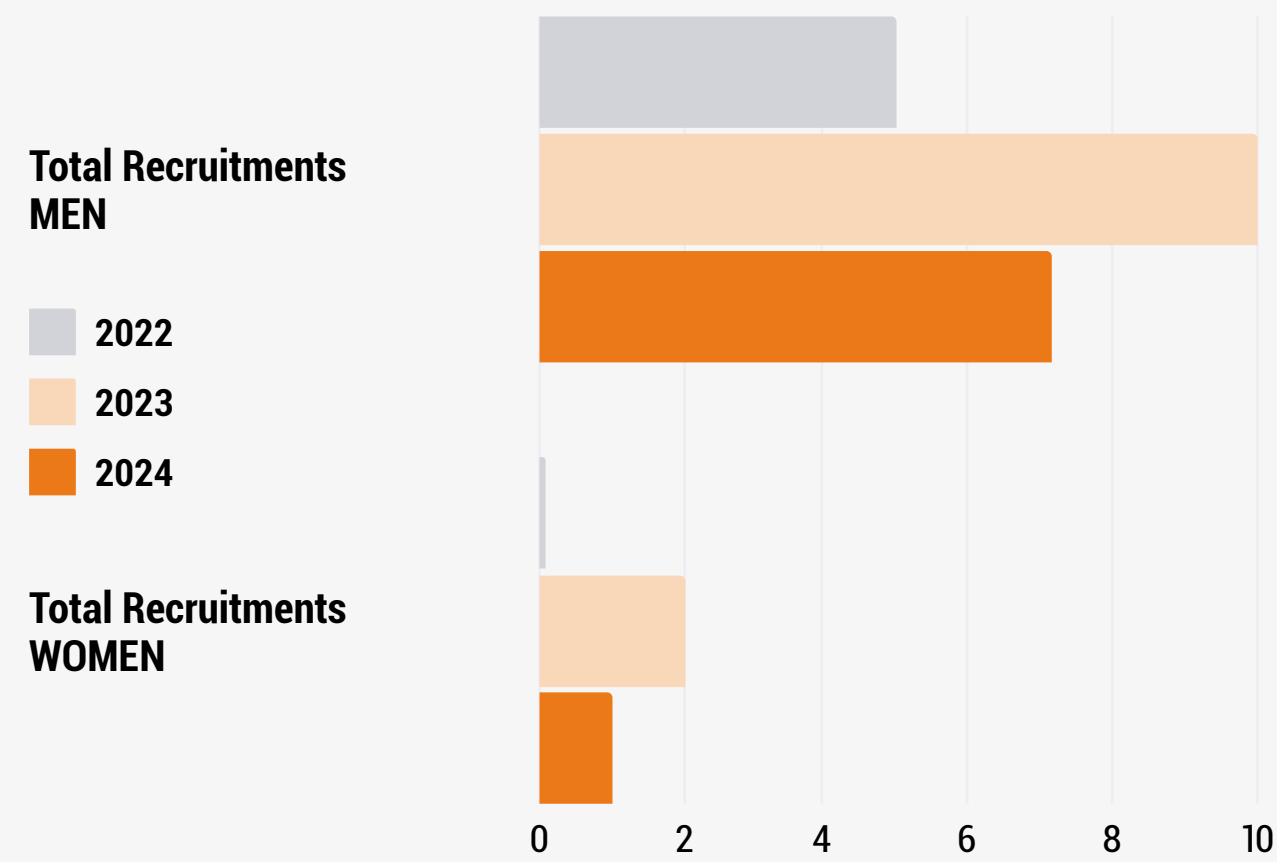
A philosophy OPEM has never abandoned and that, through the years, has created a climate based on collaboration and exchange of ideas in which each member feels appreciated.

In 2024, OPEM could count on the commitment and passion of 109 employees, 21% of whom were women.

OWN WORKFORCE – GENERAL CHARACTERISTICS									
Employees by gender and type of contract	2022			2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Total employees	85	21	106	88	22	110	86	23	109
of which with permanent contracts	85	21	106	86	21	107	84	22	106
of which with fixed-term contracts	-	-	-	2	1	3	2	1	3
of which full-time employees	82	15	97	86	14	100	83	15	98
of which part-time employees	3	6	9	2	8	10	3	8	11

In 2024 OPEM hired 8 new employees

among whom 2 are under the age of 30.



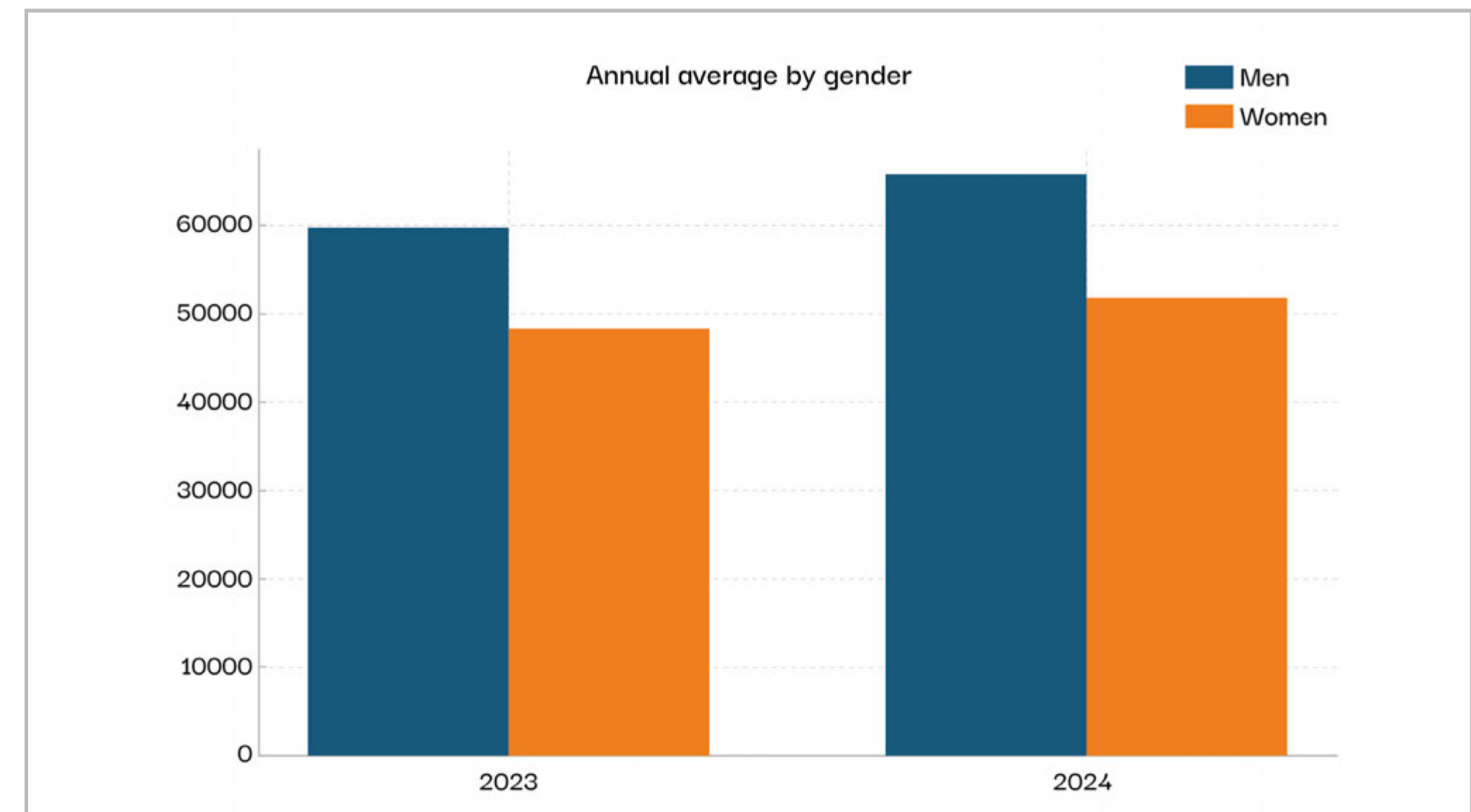
In the same year, OPEM terminated relations with 10 employees, all of whom were men, half of whom were over the age of 50. Of these, 3 were terminated due to retirement.

OWN WORKFORCE - GENERAL CHARACTERISTICS						
Hirings by gender and age bracket	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Total hirings	5	-	10	2	7	1
< 30 years	-	-	4	1	2	1
30 - 50 years	3	-	5	1	3	-
> 50 years	2	-	1	-	2	-
Terminations by gender and age bracket	2022		2023		2024	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Total terminations	8	-	7	-	10	0
< 30 years	1	-	1	-	2	-
30 - 50 years	2	-	2	-	3	-
> 50 years	5	-	4	-	5	-

OWN WORKFORCE - GENERAL CHARACTERISTICS

Gender pay gap	2023	2024
	€	€
Annual average gross wage for male employees	59.981,56	65.541,33
Monthly average gross wage for male employees	4.613,96	5.041,6
Annual average gross wage for female employees	48.212,43	51.838,33
Monthly average gross wage for female employees	3.708,64	3.989,90
Wage gap	24%	26%

During 2024, the pay gap between male and female employees was 26 percent in favor of men, a figure in line with the previous year.



Unique know-how and skill development

[VSME ESRS B10-42]

OPEM is one-of-a-kind in Italy: over time, the design and manufacture of unique machinery has led to the consolidation of a skill set and technical expertise known for its excellence.

The daily search for innovative and tailor-made solutions makes every OPEM employee a participant and custodian of know-how which, based on a very high level of specialization, enriches the company’s intellectual capital and makes it a true professional trade school. In fact, this is what makes OPEM synonymous with excellence: the point of reference for those seeking cutting-edge solutions capable of meeting any challenge.

With this vision, OPEM is committed to constantly enriching the skills of its people. **In 2024, OPEM employees participated in 411 hours of training**, for an average of 3.77 hours per capita. The figure for 2023 is particularly high because mandatory health and safety training courses scheduled every five years were held during the year.

VSME ESRS B10-42

TRAINING				
Training hours	2022	2023	2024	DELTA (2022-24)
Total (h)	575	1.284	411	-28%
Average per person (h/employee)	5,42	11,67	3,77	-30%

Training in 2024 includes both mandatory courses on occupational health and safety and additional skill development and focused on the following areas:

- **quality (10% of total hours):** providing new skills in quality management process optimization;
- **linguistic (39% of total hours):** aimed at improving the level of professional spoken and written English to support OPEM’s internationalization;
- **technical and IT (13% of total hours):** provided technical training on third-party platforms and technologies, such as Siemens, Rockwell and EPlan;
- **sustainability (2% of total hours):** involved 8 employees who acquired skills on sustainability at the management, operational and supply chain levels, with insights into the European and international regulatory landscape;
- **health and safety (29% of total hours):** occupational health and safety courses required by law under D. lgs 81/08;
- **human resources (7% of total hours):** involved 3 employees from the HR department who acquired skills related to payroll management and the use of management software.

Supporting employees

To promote well-being and foster satisfaction and loyalty, OPEM provides employees with a range of options designed to improve their quality of life, economic situation and daily well-being.

Each employee can take advantage of two types of corporate welfare, one provided for by the national collective bargaining agreement (CCNL) and a private one provided by the company. Welfare from the national agreement guarantees a €200 annual bonus that each employee can spend at affiliated supermarkets. In addition to this, there is an annual amount accessible through the EBM Salute fund (SME Metalworkers Supplementary Health Fund) for reimbursement of scheduled health benefits. Special attention is paid to the issue of health: for all OPEM employees there is a significant discount on health care services at the Dalla Rosa Prati Outpatient Clinic in Parma (part of the European Diagnostic Center) and an agreement with the Sant'Orsola Laboratory of Analysis in Parma that guarantees a 20 percent discount on examinations and 10 percent on specialized ultrasound examinations.

In addition, through private corporate welfare, all employees can access a €10,000 loan from the **OPEM Fund**, paid back through payroll deductions in installments over a period of up to 5 years at a fixed interest rate of 0.05%.

In order to ensure a peaceful and inclusive environment, a **weekly listening session** is offered to all personnel, where a member of the human resources department is available to employees for advice and support requests.

To promote well-being within OPEM and increase the sense of cohesion among employees, **company film club** evenings are organized periodically.

OPEM has always been committed to supporting the families of male and female workers. Therefore, every year it organizes numerous activities and initiatives to benefit employees with minor children. With this in mind, in 2024 OPEM again provided a facility for children to enroll in a summer camp dedicated to rugby. In addition, the Company supports employees who decide to expand their families: a €150 increase in pay is guaranteed for the first and second child.

OPEM also aims to contribute to a good work-life balance of its people by offering them services that assist them in their after-work commitments and leave time for recreation, sports and family. Employees can take advantage of a laundry service for their personal garments, as well as a car wash service, both with pick up and drop off directly at the company. Eligibility for a discount on list prices is guaranteed for both services. All employees are also guaranteed one meal per day, delivered directly to the headquarters with a delivery charge of only €0.93 on a maximum order of €7.50. In addition, through an agreement with Hertz, all employees are entitled to discounts on vehicle rental.

Health and safety, first and foremost

[VSME ESRS B3-29, 30, 31]

OPEM is committed to ensuring a safe workplace for all.

For this, the company has established a corporate body to manage safety that includes the appointment of an external Prevention and Protection Service Manager (RSPP) with whom quarterly meetings are scheduled, and an occupational physician for health monitoring.

In addition, all new hires and employees who need refresher updates receive **health and safety training** pertinent to the risk assessment related to their jobs.

In 2024, OPEM recorded **2 minor injuries against nearly 200,000 hours worked**, in line with 2022, with a recordable injury frequency rate of 2.20.

In addition, there were no cases of occupational disease.

VSME ESRS B9-41

OWN WORKFORCE - HEALTH AND SAFETY			
Work-related injuries	2022	2023	2024
Injuries	2	2	2
Injury rate	2,21	2,06	2,20
of which fatalities	0	0	0
Fatality rate	0	0	0
Hours worked (h)	181.242,62	194.421,75	181.481,75



OPEM is Parma

Roots in the local area



Family businesses and territory to generate shared value

Parma is located at the center of the Packaging valley, a term used to describe the region of Emilia-Romagna where a large number of companies active in the packaging sector are concentrated, which together turnover about 9 billion euros annually¹⁰.

In a 2024 slowdown, for both Italy and Emilia-Romagna, Parma's mechanical engineering industry grows by 4.5 percent, followed by the food industry, which registers 3.1 percent growth¹¹.

In this context, it is important for family businesses to establish a mutually beneficial relationship with the local area and communities, in which the emotional bond between communities and the business can generate shared value and act as an amplifier for competitiveness. Indeed, family businesses should not stop at conventional indicators of competitiveness but also look at social-emotional capital¹².

Defined as the set of non-financial resources of an enterprise that meet the affective needs of a family, social-emotional capital can be quantified by analyzing its 5 dimensions. Among these, association with philanthropic, cultural and social realities in the area is fundamental¹³.

THE FIVE DIMENSIONS OF SOCIO-EMOTIONAL CAPITAL

- 1 Family Control and Influence**
The ability to maintain decision-making authority and influence within the company.
- 2 Identification of Family Members with the Company**
The sense of belonging and identity that family members feel toward the company.
- 3 Binding Social Ties**
The relationships built and maintained within the company community and with other entities that may have an emotional or identity-related impact.
- 4 Emotional Attachment of Family Members**
The emotional bond that family members develop with the company.
- 5 Renewal of Family Ties with the Company through Internal Succession**
Continuity through the renewal of the relationship between the family and the business via generational succession.

¹⁰ Mecs - Research center of the Italian Association of Manufacturers of Automatic Packaging and Wrapping Machines (2023)

¹¹ Istituto Ricerche Economiche e Sociali (IRES), Observatory on the economy and employment in the province of Parma (2024)

¹² The European House Ambrosetti, Studio Chiomenti, Family Business Sustainability Summit, Strategic Report "Radici nel Futuro" (2025)

¹³ A. De Massis, E. Rondi, The Family Business Book (2024)

OPEM recognizes the importance of investing in the city that welcomed it and saw it grow, and every year it bets on the socioeconomic development of its community. The numerous cultural, sports and philanthropic initiatives sponsored by the company, not only in Parma but also in South America, show that **OPEM keeps its roots firmly in the territory.**

OPEM's history is inextricably linked to that of Parma, the city in which it was born and has grown. For this reason, the company has always been committed to preserving its cultural heritage and stimulating its development, with special focus on the younger generation.



Parma Cathedral and Baptistery

Promoters of culture



Palace of the Pilotta Parma

For OPEM, enhancement of the local area in which it operates is not a secondary activity. It is a true mission which has always been pursued in tandem with its business and technological development. Culture is as much a value as it is a resource, which is why the company has always been committed to supporting artistic, historical and cultural initiatives in Parma and the other areas in which it operates. **During 2024, OPEM made sponsorships and donations with a total value of a €372,000.**

OPEM's name is linked, first of all, to "Amici della Pilotta", an association that the company helped establish in 2019 and of which **Ombretta Sarassi, OPEM's General Manager, is President.** The Association's activities are concentrated within the Palazzo della Pilotta, an important architectural complex in the center of Parma, built beginning in the late 1500s and expanded over the centuries, together with the city's economic and cultural growth. Today, it houses important cultural hubs and tourist attractions, such as the National Archaeological Museum, the National Gallery of Parma, the Palatina Library and the Farnese Theater. The Association's activities are focused on raising funds to finance projects to restore and maintain the artistic and archaeological heritage housed in the Pilotta, a valuable resource available to the entire community and a major tourist attraction.

In 2024, OPEM continued to support the Association's activities. In addition to contributing to maintenance work at the Pilotta complex, **the Company sponsored the Correggio500 exhibition**, celebrating 500 years since the completion of the frescoes at the Monastery of St. John the Evangelist by the painter Correggio, born Antonio Allegri, by retracing the masterpieces of one of the masters of the Parma Renaissance.

Enhancement of the area's culture is also reflected in OPEM's annual support to FAI, the National Trust for Italy, through fostering its activities in the province of Parma, including guided tours to places of historical and artistic interest and recreational and educational activities involving nature. The company regularly offers free admission to events organized by FAI to its employees.

In support of local cultural events, OPEM sponsors the Festival della Parola (Parma Word Festival), which it helped found in 2016. The Festival is held annually during the summer and consists of a series of events located throughout the city that center around a theme, work or artist, with the aim of spreading the value of words as a key element in preserving and disseminating culture in the area. **The 2024 edition, titled "Inclusion and Beauty"**, involved authoritative figures from the worlds of science, art and journalism, including Vera Gheno, Stefano Massini, Paolo Jannacci, Piercamillo Davigo, Kim Aris and others, to address highly topical issues. Collaborations with local and national entities are also strengthened, with a view to shared planning and concrete social impact. Alongside historical partners-such as FIAB, Donne e Scienza, CSAC and City Angels-are new realities active in education, social and information, including Artétipi, Fondazione Matteo Bagnaresi and Wikimafia. Also resuming at the Parma Prison is the creative writing project with inmates,

which this year featured the work of Fabrizio De André. **Another annual event that enjoys OPEM's continued support is Verdi Off**, a series of events in parallel with the Verdi Festival, dedicated to the famous composer Giuseppe Verdi, one of the most eminent historical figures from the province of Parma. The Verdi Off Festival and activities are organized annually by the Teatro Regio in Parma and include films, performances, concerts and conferences to celebrate the composer's works and spread their historical and human value. In addition to its financial support of the Festival, OPEM encourages attendance by providing free tickets to employees and their families. In addition, **each year OPEM collects donations for the Corale Verdi Association of Parma** which for more than 100 years has been taking adult, youth and children's choruses on tour throughout Europe to preserve and continue choral activity dedicated to the Maestro. Also in 2024, OPEM contributed to the Chorale's performance at the traditional St. Hilary Concert, held at the Annunziata Church. The sponsorship activities of the Teatro Regio and the Toscanini Foundation continue, year in and year out throughout the season.

OPEM is one of the founding members of the association "Parma, io ci sto!" (Parma, I'm in!), which was established in 2016 by Parma businesses and entrepreneurs to revitalize the city through a structured and concrete approach. With this vision, the association is committed to attracting new talent and resources to the area by stimulating sustainable local economic development through innovation in the agribusiness, cultural and tourism sectors. Together with "Parma, io ci sto!", OPEM has contributed to numerous projects, including **"KilometroVerdeParma"** (Green Kilometer Parma), which consists of planting trees and shrubs along an 11-kilometer plot of land that runs alongside the A1 highway. The goal is to create a natural barrier that reduces noise pollution and absorbs CO₂.

The neighborhood of the future

From its arrival in 1984 until today, OPEM has always striven to make the SPIP industrial district a flagship of Parma, a symbol of the vibrancy and ingenuity of the city's manufacturing class. A vision that in 2023 prompted the company to take action to transform the SPIP into an Ecodistrict, a neighborhood that combines productivity and quality of life.

The project aims to include all 130 businesses active in the area and with their input transform the SPIP into a positive example of an industrial zone with green areas and well-maintained public spaces. The introduction of an Ecodistrict is also intended to lay the groundwork for integrating an energy community into the neighborhood, which will benefit all the businesses that reside there. **The project has seen OPEM at the forefront of the creation of the Parma Ecodistrict Committee**, which will have the task of concretely defining the sustainable development of the area with the aim of continuous and progressive improvement of livability for all those who work there. The committee, led by OPEM Director General Ombretta Sarassi, promotes the development of strategic scenarios for the economic and infrastructural progress of the area and collaborates with institutions for its urban and functional improvement. As part of this, OPEM actively participated in the urban redevelopment of the SPIP, financing the work on the traffic circle adjacent to its headquarters.

Every year OPEM, together with partner companies of the "Parma, io ci sto!" association, organizes cultural events in the SPIP district during Verdi Off activities. Also in 2024, strengthened by the collaboration of Parma's Teatro Regio, the Company organized the SPIP Parade, a parade of music, theater, concerts and performances with free admission to enhance the Parma industrial

area. **OPEM's commitment to the promotion of culture alongside Teatro Regio and the Parma, I'm in! foundation in the SPIP area was recognized at the Culture+Enterprise Award**, promoted by Federculture, with a special mention for the best initiative concerning business culture at the annual awards ceremony held in Turin.

Not only cultural promotion: **OPEM is committed, alongside its partners, to making the SPIP an inclusive, livable neighborhood where citizens and businesses can interface for the benefit of local development.** For this reason, in 2024 it again joined the **"Imprese Aperte"** project, a series of initiatives that saw the SPIP's companies take center stage, opening the doors of their plants to the public and hosting numerous events on the themes of cohesion between the territory and businesses.

PROMOTING STARTUPS AND INNOVATION

With the aim of promoting sustainable innovation and supporting the local entrepreneurial fabric, OPEM is among the founding partners of Le Village by CA Parma, the business acceleration hub established by **Crédit Agricole Italia and Fondazione Cariparma**. Located in a historic Liberty-style building in the heart of the city, **Le Village aims to foster the growth of innovative startups and facilitate dialogue with established companies**, with a particular focus on key sectors such as mechanics, mobility, agritech, pharmaceuticals, and digitalization. Through mentoring, training, and networking programs, the initiative creates a dynamic ecosystem where businesses, investors, and emerging enterprises can develop high-value projects.

The value of education

OPEM recognizes the fundamental contribution of education, at all levels, to the socio-economic growth and development of the area. **Education is a key ingredient for equitable, inclusive and sustainable development, and the empowerment of people starts in schools.**

The high degree of specificity of OPEM's activities and its unique know-how make it an outstanding partner for Parma's technical schools. Each year, the company puts its expertise at the service of vocational training for eight students from the technical institutes I.T.I.S. Leonardo da Vinci, I.P.S.I.A. Primo Levi, I.T.E. Bodoni and Melloni and I.S.I.S. Giordani as part of the school-work alternation programs. In 2024, 7 students participated in the program for a total of 1,120 hours of guided vocational training. Through this, OPEM is transformed into an actual trade school, training young professionals in business, mechanical engineering, automation and industry to enrich the professional tradition of the packaging industry in Emilia, one of the most important in Italy and the world.

In addition, the program is focused on hiring: **each year, at least one student is hired and can attend university while benefiting from part-time contracts.** Collaboration with ITIS Leonardo da Vinci continued outside the school-to-work alternation. In 2024, 5 young OPEM employees (aged between 18 and 25) participated in an orientation event organized by the institute, an opportunity for discussion in which students were able to learn about the

Company's activities and the work paths offered.

With a view to equipping young people with the necessary awareness to move in a constantly evolving world, OPEM contributed, together with local broadcaster 12 TV Parma, to the organization of the event **G-Talk: young people's rights on the web.** The conference, which benefited from the participation of distinguished voices with expertise in pedagogy and web issues such as Professor Umberto Galimberti, was aimed at conveying to young people points of view and useful tools for making the best and safest use of information technologies.

Not only in Parma: student orientation was also offered to a group of international students participating in the **Erasmus+ program.** During 2024, 3 students from Hanover High School participated in a professional collaboration program with OPEM, for a total of 80 hours divided in half between work activities and training workshops. During the latter, the students took part in an Italian teaching program for foreigners, training sessions on the integration of sustainability in the industrial context, and a guided tour of two other important companies in the Parma area.

Thanks to these initiatives, **OPEM contributes to the socioeconomic development of people and the territory, while ensuring itself, a window for the continuous updating of its employees' skills.**

Sport that engages

Sport is an important ally of physical and mental health, and spreading its culture has a positive impact on communities. With this philosophy, OPEM contributes to promoting sports activities in the area, encouraging a healthy lifestyle and wellness.

In 2024, the Company continued its sponsorship of Parma Calcio. This support serves a dual purpose: to establish a link between OPEM and the local sports culture by associating the Company's name with a football club deeply rooted in the city, and to promote sports activities, starting from the region's own centers of excellence. Over the course of the year, OPEM strengthened this bond by sponsoring the exhibition organized by Parma Calcio to celebrate the 100th anniversary of the construction of the Tardini Stadium – a historic symbol of sport and community for generations of Parma residents.



Additionally, through a partnership with Parma Calcio, all employees are entitled to discounted season tickets to attend the team's matches.

In October 2024, OPEM also **sponsored the Parma Marathon**, an annual event open to all runners through the streets of the city. The Company encouraged all employees to participate, further demonstrating its commitment to promoting physical activity, starting with its own people.

OPEM's support for local sports organizations also included sponsoring **Biancazzurra Magazine**, a Parma-based publication dedicated to promoting sports culture and physical well-being while fostering the development of the local community. Furthermore, the Company sponsored the 2024 season of the **Parma Basket Project** basketball team and the **amateur sports association L'Olimpica**.



Together for the community

Just as the territory and the communities in which it has operated have played an integral role in its success, **OPEM believes in the value of the local area** and is committed to sharing with it the value generated by its operations. In this spirit, **the Company supports the health and inclusion of citizens by sponsoring associations and initiatives that create a positive impact on the community.**

In 2024, OPEM organized a fundraising campaign at its headquarters in support of **AISM (Italian Multiple Sclerosis Association)**, allowing employees to participate through donations. Additionally, with the support of the Teatro Regio, the Company organized a “Concert Under the Christmas Tree” to celebrate the holiday season and support Hospice Piccole Figlie, a palliative care institute that has been active in the city for nearly twenty years.

To contribute to the urban development of Parma and help improve the quality of life for its citizens, OPEM sponsored the **2024 Civitas Forum** – a dynamic conference offering citizens, businesses, and policymakers an opportunity to learn about the cities, people, and projects driving innovation in intelligent, inclusive, and sustainable mobility.

CLOSE TO THE COMMUNITIES, EVEN OVERSEAS

Not only in Parma: OPEM is committed to supporting the socioeconomic development of all the regions in which it operates. This commitment is reflected in the initiatives undertaken in São Paulo, home to the Company’s Brazilian subsidiary, aimed at engaging and **supporting local talent and**

promoting Italian culture.

In 2024, OPEM once again contributed to the organization of the São Paulo Italian Film Festival, an event hosted by the Italian Embassy in Brazil to promote Italian cinematic art. Over the three-day Festival, the Brazilian public was offered free screenings and online access to some of the most important works of Italian cinema.

The Company also supported the organization of the “Maria Callas” opera singing competition, promoted by the Italian Cultural Institute of São Paulo and the Italian Ministry of Foreign Affairs and International Cooperation. Now in its 34th edition, the competition aims to promote the tradition and practice of opera and classical singing – artistic heritages that have contributed significantly to Italy’s international acclaim.

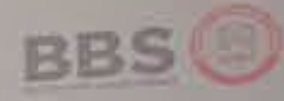
Following its participation in the 2023 Feitec5.0 fair, in 2024 OPEM continued to promote social integration and inclusion among students and workers in the region by supporting the **5th edition of the Social Education Congress**. This initiative is part of the ongoing collaboration with the Obra Dom Bosco civil association, which provides free education and job placement services for local students and workers and sponsored the Congress.

To further strengthen its bond with South America beyond Brazil, **in 2024 OPEM also contributed to the activities of the Jesús ha Resucitado Association, supporting children in the communities of Medellín, Colombia.**



**BBS
ON
TOUR**

LA COMMUNITY IN EMILIA-ROMAGNA
**RADICI E FUTURO.
DIALOGO
SULL'INNOVAZIONE
NELLA FOOD VALLEY**



Methodological note

How this document was prepared

[VSME ESRS B1-24]







The publication of the first edition of OPEM S.p.A.'s Sustainability Report is a voluntary initiative that demonstrates the company's willingness to communicate its **economic, environmental and social achievements** to its stakeholders in a transparent manner. The information within the document pertains to **financial year 2023** (January

1, 2023 – December 31, 2023). Where available, it includes a comparison with key data for the previous three-year period to provide a comparison of its sustainability performance over time. As of today, the reporting scope includes OPEM S.p.A., minus some qualitative information related to the subsidiary OPEM Brasil Máquinas e Serviços Ltda.

The document was prepared in accordance with the Basic Module (B) of the Voluntary European Sustainability Reporting Standards for non-listed Small- and Medium-Sized Enterprises (**VSME ESRS**) developed by EFRAG.



The Report revolves around 6 material topics identified as relevant for OPEM's business by the Sustainability Committee. The topics were identified through a materiality impact assessment that implied the evaluation of the context the Company operates in to pinpoint the main impacts it imposes while carrying out its own activities.

TOPIC	DESCRIPTION	SDGS
Climate change	Improve energy efficiency and increase provisions from renewable sources.	
Business conduct	Grant a transparent corporate governance model to ensure compliance with laws and regulations.	
Community	Support the local community through solidarity and initiatives and empowerment of the territory.	
Consumers and final users	Continue to prioritize customers, ensuring them excellence-grade products and services.	
Circular economy	Adopt circular economy models in machinery production as well as in their usage by customers.	
Own workforce	Promote continuous staff development and a positive and inclusive corporate environment.	

Collection of the information and data included in the Sustainability Report was undertaken in collaboration with all OPEM departments, under the supervision of a specific working group.

The document has been submitted to the Board of Directors for their review and is available on the website www.opem.it

OPEM is a joint-stock company headquartered in Parma, operating primarily in Italy. Its primary NACE Rev. 2 classification code is 28.29 – Manufacture of other general-purpose machinery n.e.c. (not elsewhere classified). For further information or requests for clarification, please contact: sostenibilita@opem.it

VSME-ESRS CONTENT INDEX

CODE	DISCLOSURE	LOCATION (OR INFORMATION)
B1 – General information	B1-24	§ Our people; § Methodological note
	B1-25	N/A – To date, OPEM hasn't obtained any sustainability certifications
B2 – Practices, Policies, and Future Initiatives for the Transition to a More Sustainable Economy	B2-26, 27	§ OPEM 2035: towards the future
B3 – Energy and greenhouse gas emissions	B3-29, 30, 31	§ Energy consumption and atmospheric emissions
B4 – Pollution of air, soil and water	B4-32	N/A – OPEM does not emit any pollutant which emission must be disclosed to competent authorities
B5 – Biodiversity	B5-33, 34	N/A – OPEM does not own or manage locations in sensible areas under the biodiversity profile, nor does it undertake any operations of change in the use of soil
B6 – Water	B6-35, 36	N/A – OPEM's activities do not generate a relevant impact on water resources
B7 – Resource use, circular economy, and waste management	B7-37, 38	§ Circular economy and waste management
B8 – Own workforce – General characteristics	B8-39, 40	§ Our people
B9 – Own workforce – Health and safety	B9-41	§ Health and safety, first and foremost The injury rate was calculated using the following formula: $(\# \text{ injuries} / \text{tot. hours worked}) * 200,000$
B10 – Own workforce – remuneration, collective agreements, and training	B10-42 (a)	The company operates only in countries that do not have a minimum wage legislation
	B10-42 (b)	This information was omitted since, in 2024, OPEM employs less than 150 people
	B10-42 (c)	All OPEM employees are covered by collective bargaining agreements
	B10 (d)	§ Unique know-how and skill development
B11 – Business conduct	B11-43	No cases of corruption were reported during the three-year period 2022-2024

Useful links

www.opem.it

www.leaveasign.it

The documentary on the history of OPEM:

<https://www.youtube.com/watch?v=ENEv7aG8XB0>

The Ecodistrict of the SPIP district in Parma:

<https://www.ecodistrictparma.com>

The business association “Parma, io ci sto!”:

<https://www.parmaiocisto.com>

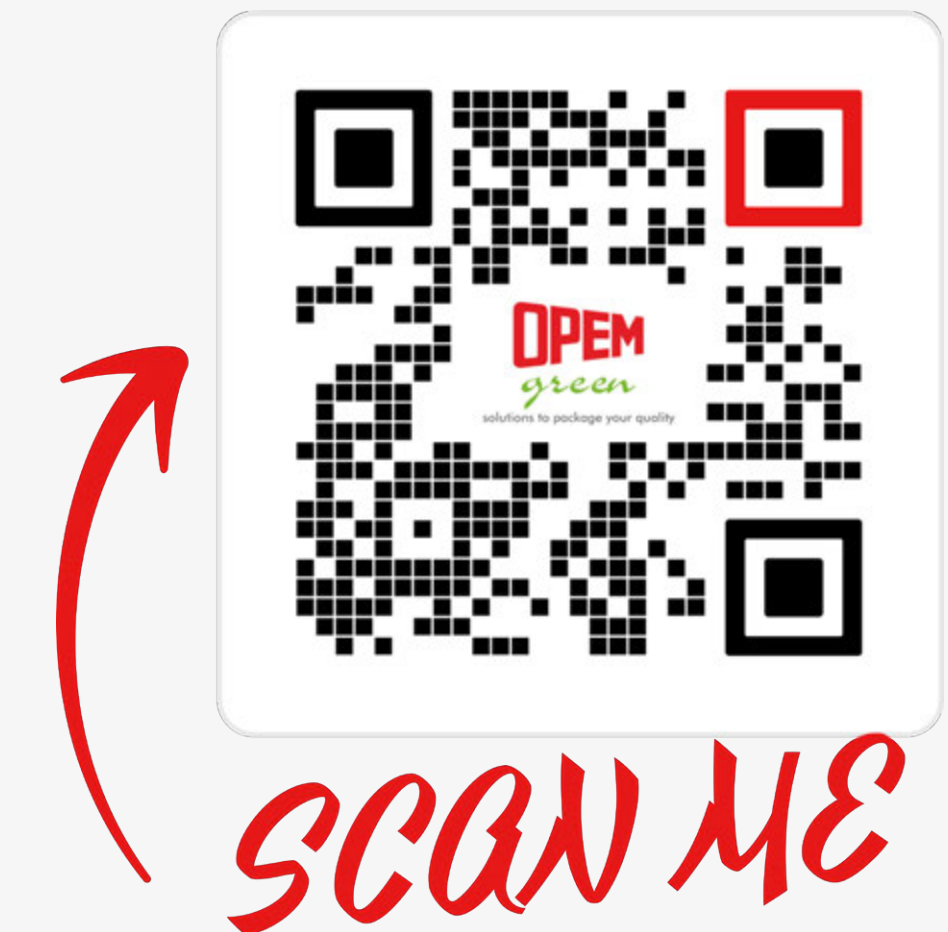
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