

DIVERSITY, EQUITY & INCLUSION POLICY

OMB Saleri S.p.A. S.B.

PURPOSE

This Policy defines the principles, commitments and responsibilities of OMB Saleri S.p.A. S.B. regarding Diversity, Equity & Inclusion (DE&I), with the aim of integrating these principles into corporate processes and organizational behaviors. Since 2023, OMB Saleri has adopted a Gender Equality Management System compliant with UNI/PdR 125:2022, committing itself to the continuous improvement of its DE&I practices.

This Policy applies to the entire company population, including employees, collaborators and external stakeholders (suppliers, partners and customers).

GUIDING PRINCIPLES

The Company values are based on respect for equal opportunities and the enhancement of diversity in all its forms (gender, age, origin, culture, abilities and personal conditions).

OMB Saleri promotes an inclusive, fair and respectful work environment, free from any form of discrimination, harassment or non-inclusive behavior, in line with the Company Code of Ethics. Valuing diversity means promoting, developing and retaining every individual's talent, fostering innovation, growth and competitiveness.

The principles of this Policy are consistent with and integrated into the Company Code of Ethics.

DE&I COMMITMENTS IN COMPANY PROCESSES

The Company is committed to integrating the principles of Diversity, Equity & Inclusion into all corporate processes, ensuring:

- Pay equity through periodic monitoring of pay gaps and corrective actions.
- Equal opportunities for professional growth and development.
- Merit-based and inclusive recruitment.
- Work-life balance policies.

OMB Saleri also promotes welfare initiatives, training and awareness actions, inclusive culture, transparent career management, organizational well-being and continuous listening.

COMMITMENTS TOWARDS THE COMMUNITY AND STAKEHOLDERS

OMB Saleri promotes DE&I principles with suppliers, partners, schools and institutions and supports STEM access and a culture that respects diversity.

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EXPECTED BEHAVIORS

Respect the rights and dignity of every individual; embrace diversity; adopt inclusive communication; prevent discrimination and prejudice.

INCLUSIVE COMMUNICATION

Promote an inclusive culture, accessible communication tools and balanced representation.

REPORTING, CONFIDENTIALITY AND NON-RETALIATION

Reports may be submitted anonymously through the dedicated channels. Confidentiality, impartiality and non-retaliation are guaranteed. OMB encourages reporting of behavior that does not comply with DE&I principles, even anonymously, through the dedicated portal accessible at <https://3.67.6.159>, via the company intranet (reporting section), or from the institutional website <https://www.omb-saleri.it> (DEI download section). Reports are handled promptly, ENSURING:

- Confidentiality
- Impartiality
- Absence of Retaliation

In the event of a confirmed violation, the Company will adopt the disciplinary measures provided for in the Code of Ethics.

GOVERNANCE

DE&I plans and results are monitored annually. HR, the DE&I Committee and Management oversee implementation and strategic direction.

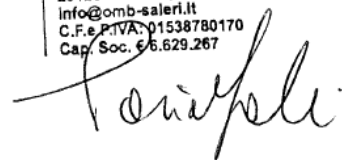
MONITORING AND CONTINUOUS IMPROVEMENT

OMB Saleri defines and periodically monitors DE&I KPIs to improve performance, ensure transparency and strengthen the inclusive culture.

Brescia, 03/06/2026



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