

Governance



The cornerstone of ORI Martin's governance is its policy on occupational health and safety and environmental protection. The ORI Martin Group bases its policy on the **Code of Business Conduct**, which values principles such as **honesty, transparency, respect for the law and for people.**

TOOLS
RULES

RESPONSABILITIES

CONTROL
MEASURES

MITIGATION
ACTIONS

To measure the degree of sustainability of its corporate governance, ORI Martin submitted the CDP (Carbon Disclosure Project) questionnaire - obtaining a grade of **B**, **a grade higher than the global average!**

Recent highlights • next steps

- 2023** The roles of **Sustainability and Mobility Manager** were confirmed.
- 2024** Established the **'Sustainability Committee'** for the management of corporate sustainable development.
- 2025** A **Risk Committee** - and Risk Manager - will be established to define models for assessing emerging ESG risks.



ORI Martin commitment to sustainability

OUR **GREEN** WAY
OF STEEL PRODUCTION

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ESG SUMMARY

ORI Martin sustainability Framework

«ORI Martin's mission is to contribute to the decarbonization of the steel industry by leveraging the circularity embedded in the business model, innovating products and processes with lower environmental impact. In pursuing its goals, the Group focuses on its people, ensuring and spreading full compliance with ethical principles throughout the supply chain»

The 6 strategic pillar of sustainability framework



DECARBONIZATION

Reduce environmental impacts during the production process by monitoring its **Carbon Footprint** and developing initiatives that encourage the **reduction of energy consumption and emissions.**



WASTE TO PRODUCTION

Promote the **integration** of the circular economy into production processes by reducing impacts related to **waste management, water consumption, raw material**, and promoting recovery activities and the use of **recycled and recyclable materials.**



INNOVATION

Continuously improve the quality and **environmental performance of products** through **research and development** of innovative methodologies aimed at supporting the sustainable development of the steel industry by pursuing the **satisfaction of its customers.**



CARE FOR PEOPLE

Safeguard the **well-being of employees** by enhancing **safety standards**, ensuring **equal opportunities**, and promoting **talent development** and enhancement through structured **training** paths involving all employees.



ACT FOR COMMUNITY

Enhance the **relationship with the local community** in which ORI Martin operates, ensuring an **ongoing dialogue** based on **respect for the environment and people**, while implementing **proactive initiatives** aimed at **improving the local context.**

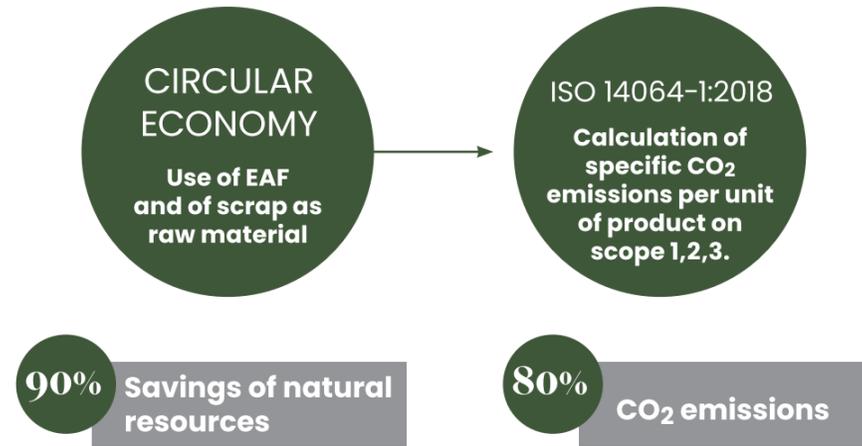


INTEGRATED GOVERNANCE

Ensure the **generation of shared value over time** for all stakeholders through an appropriate **integrated control system** of risks and sustainability issues. **Spread ethical principles and values** of sustainable growth throughout the **supply chain.**

Environmental

The ongoing commitment to environmental protection, a **focus on continuous performance progress** and numerous investments in **reducing pollutant emissions and improving energy efficiency** are just some of the focal points of the ORI Martin Group.



COMPLIANCE WITH ENVIRONMENTAL REGULATIONS AND CERTIFICATIONS

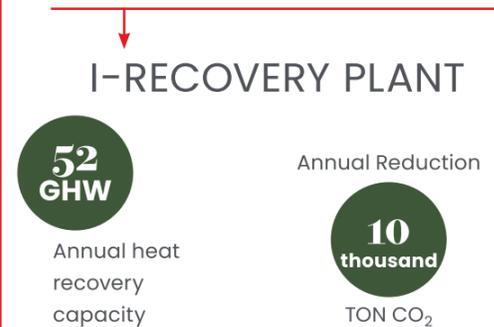


ENVIRONMENTAL PRODUCT DECLARATION achieved in 2022 for 8 products



Certification ISO 14064 achieved for Brescia and Ospitaletto plant

12 MLN/€ - fumes heat recovery plant. The heat is fed into the Brescia district heating network or converted into electricity.



HEATLEAP PROJECT

Thanks to a special large heat pump, the heat is recovered at a low temperature (around 70°C) and then raised to a suitable temperature (95°C to 120°C) and fed into the municipal district heating network.

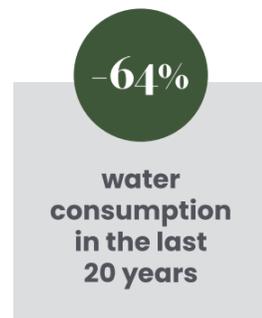


RENEWABLE ENERGY

20 MW of solar panels in the various companies of the ORI Martin group - **provide 10% to 30% of the energy.**

WATER RECYCLING SYSTEM

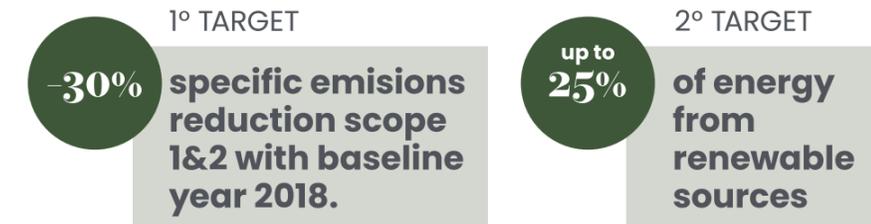
Water used for cooling the plants is **channelled, purified and recovered.**



The ORI Martin Observatory is the communication channel between the company, the institutions, and the territory.

Recent highlights • next steps

Decarbonization strategy with target year 2030 and goal to reach **carbon neutrality by 2050.**



Carbon Neutrality Certification

available by the end of 2024. Launch of a carbon neutral product with the use of carbon credits.



Social

Among ORI Martin's primary objective has always been **to put people first.** The care and the preservation for its employees, collaborators and the local community are the principles that have characterised the corporate identity since its inception.



Safety First: from a priority to a corporate value. ORI Martin its Safety Ambassador! Spreading the **HEALTH E SAFETY** culture across the board, sharing good practices, and ensuring a healthy and safe working environment for all.

ORI MARTIN FOR ITS EMPLOYEES:

2022 up to **26 hours of training for each employee.** The trend has increased in 2023.

2023 **Training Kit** to accompany each worker on the company training pathway.

ORI MARTIN SUPPORTS FAMILIES:

- Bonuses for new parents.**
- Bonuses for marriage.**
- Scholarships reimbursement** for education's expenses of each employee's child.

ORI MARTIN FOR THE COMMUNITY:

- Annual contributions to more than **30 association and local institutions.**
- ORI Martin belongs to **Comunità Pratica**, a group of companies in Brescia committed to sharing good practices and creating positive impacts on the territory.
- 2024: urban forest enhancement project with **STEEL art installations** to create **SYNERGY** between the neighbourhood and the company.

Recent highlights • next steps

- 2023** Coaching project - **Ment'ORI** - aimed at developing leadership skills.
- 2024** **Camminat'ORI** project, to promote well-being through movement.
- 2025** Opening of **ORI Academy**, where courses open to employees and their families will be held!