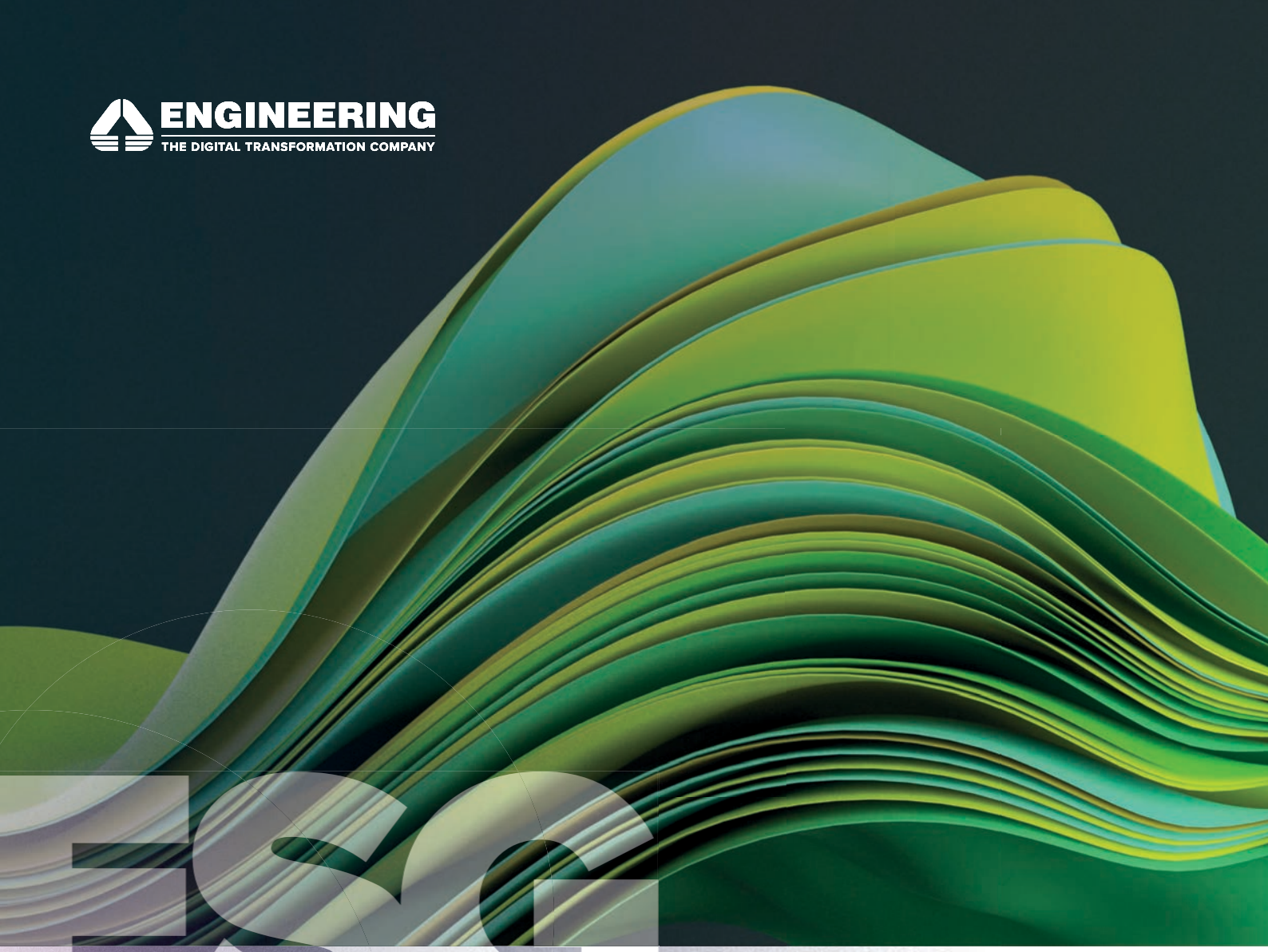
ENGINEERING
THE DIGITAL TRANSFORMATION COMPANY



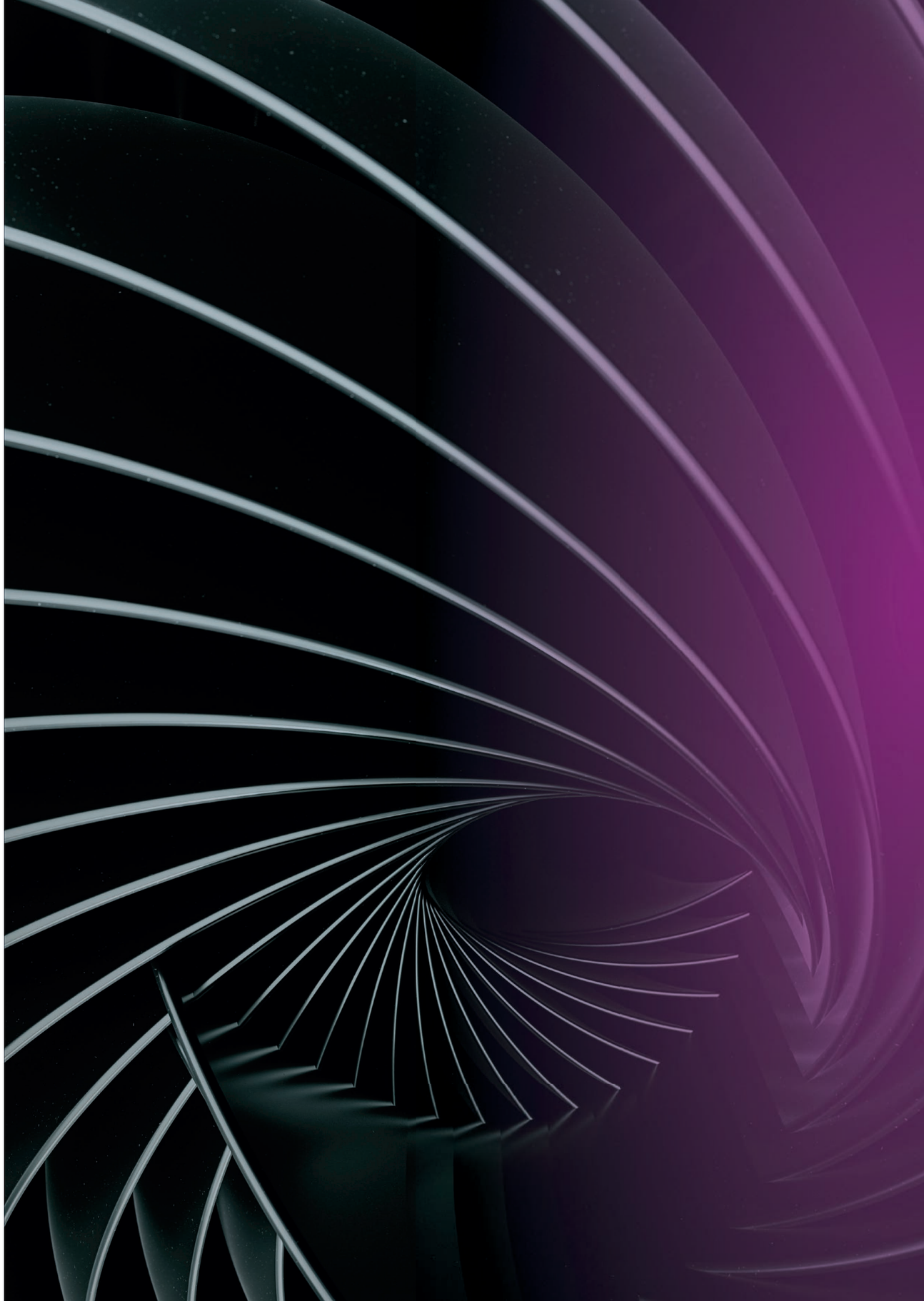
ESG

ENVIRONMENTAL SOCIAL GOVERNANCE

Sustainability Report

2022

Contents



Letter to Stakeholder

by **Maximo Ibarra**

GRI 2-22

The year 2022 saw many factors at play at the political, economic and social level, which further tested the transformational capacity and resilience of companies.
The effects of the pandemic, which have not yet been fully overcome, the seriousness of a war in Europe, which sadly continues to rage on, and the actions taken by central banks in an attempt to limit price inflation, are leading us to predict a highly complex scenario over the coming months, in which it will be fundamental to identify the right priorities.

In these circumstances, it is necessary to abandon a conservative approach and privilege decisions that strengthen competitiveness: the digital and environmental transition, energy efficiency, training, a new way of organizing work, the demographic crisis and the implementation of new cutting-edge technologies, so that they become really inclusive and help us to simplify work and our personal lives, are some of the main policies that should be guiding us in the near future and are consistently present in the strategy of the Group that I have the honor of leading.

The year 2022 was an important one for the establishment of Engineering in the Italian public and economic fabric as a reference industrial player in the digital transformation, but also in the company's path of consolidating sustainability projects based on ESG targets and shared with stakeholders, customers and shareholders.

We are seeing the effects of this commitment in 2023 and therefore wanted to provide an account of them already in the pages of this Report.
Over the last few months, all ESG-related topics experienced an increasingly significant upgrade: from Diversity-Equity & Inclusion to welfare, occupational health and safety, the environment, privacy issues and IT security.

Over the last year, we continued to promote the digital transition to foster innovation and sustainability in our internal processes and services as well as in institutions and businesses.
We made additional investments in the development of our professional skills and in the external spread of IT Education. With over 33,000 training days, our Academy is one of the leading Corporate Schools on Information Technology in Italy: and just recently we obtained the Best HR Team Award of HRC, which ranked our Company in first place in the Learning category.
Our upskilling and reskilling courses, in conjunction with employer branding and talent attraction strategies, and along with our intense research activity, enable us to offer innovative, high-quality solutions and services to more than one thousand customers operating in a variety of sectors, from the Public Administration to the private sector.

Our company's mission is led by the desire to bring about a profound change that makes it possible to face environmental, social and economic challenges in line with the objectives of the United Nations Sustainable Development Goals and the principles of the UN Global Compact, with which we have renewed our membership every year since 2021, participating in the initiatives promoted, such as the Target Gender Equality Accelerator. Our commitment is oriented towards improving living conditions, promoting universal, safe access to medical treatment, optimizing energy resources and introducing innovative services, with a view to contributing to a fair and inclusive society.
Engineering is a robustly human capital Group that values and encourages talent and personal well-being. We have developed and consolidated our 2022-2025 HR strategy by introducing strong Diversity, Equity & Inclusion oversight. We aim with conviction, also through targeted initiatives, at creating an inclusive environment that values differences as factors for innovation, creativity and development.
In 2022, women made up over 31% of the Group's employees: a significant share, which we aim to increase even further, with the goal of reaching 35% by the end of 2025. In the course of the year, we hired around 1800 people in Italy, including more than 500 women. Young people under 30 years of age have increased by 33%.
2022 was also a year full of initiatives that bore fruit in the early months of 2023: reorganization processes were introduced to improve the company's job architecture and personnel policies, with initiatives aimed at encouraging the hiring of people with disabilities, as well as welfare actions intended to make Engineering an inclusive and open place.

We also developed and implemented highly sophisticated internal management and control systems intended to guarantee the utmost security and integrity of the data that our customers and partners entrust us with. We collaborate with industry experts and adopt the most advanced technologies to protect our infrastructure, systems and sensitive data. Furthermore, we have taken actions to promote IT security awareness amongst our employees and associates.

In terms of governance, in 2022 Engineering added to its Code of Ethics following a rigorous gap analysis. In particular, the Group's commitment to rejecting all types of recourse to or support of the use of child labor was made even clearer; the reference to the freedom of association was reinforced; a reference to the international regulation on respect for human rights was explicitly included, through compliance with the conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights, international standards on human rights and national legislation on labor and non-discrimination.

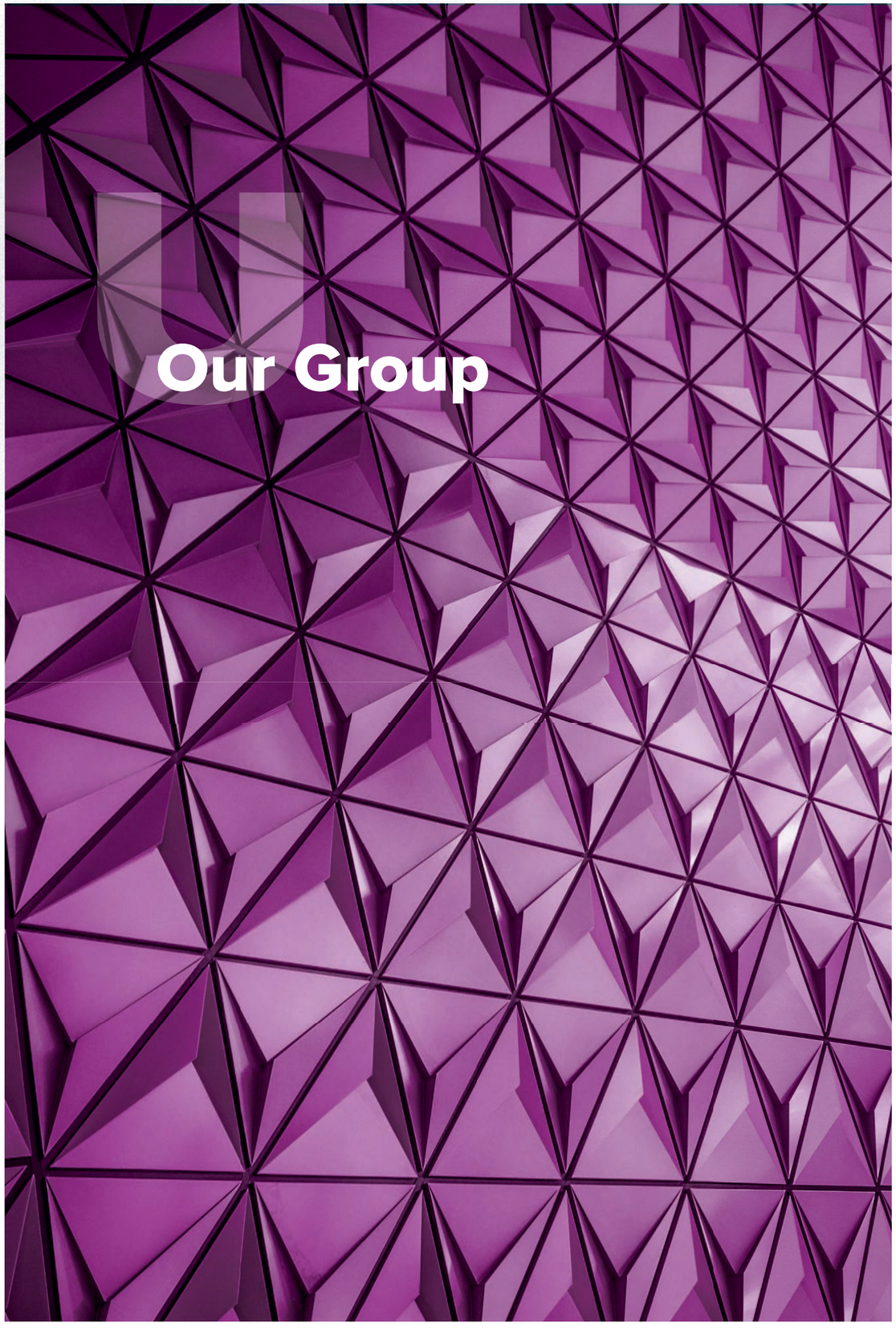
In 2022, we also attributed even greater significance to sustainability in our company's governance, actively involving the top management in this process and, progressively, every level of the organization. This decision accelerated the achievement of important objectives, such as lower Data Center electricity consumption - linked to the effects of energy efficiency projects and an increase in the share of energy from renewable sources.
Indeed, we have certified 89% of our electricity supply as coming from renewable sources; we have embarked upon a sustainable procurement path, which in 2023 gave rise to our partnership with Open-es as lead company and the progressive involvement of our supply chain in ESG factors.

In April 2023 we launched a project to develop a decarbonization strategy and plan for the Group companies at global level, which calls for the establishment of emission reduction targets aligned with the SBTi framework (Science-Based Target initiative), by the end of 2024.
The 2022 Sustainability Report aims to tell the story of how our commitment today is rooted in every aspect of our policies and procedures and is integrated into our business. The digital transformation, which represents the core business of Engineering, is a key lever capable of providing answers to social and environmental challenges, including for our customers.
Sustainability is not only a business responsibility, but also a shared challenge in our value chain, which will therefore require the collaboration of all of our stakeholders, with which we will be even more open to dialog in 2023, to build partnerships to achieve shared goals, including as part of sustainability networks such as the Foundation for Digital Sustainability, of which Engineering is a member.

The complex challenges that await us require participation and collaboration, and can represent an opportunity for improvement if we are ready to embrace change and reconsider entrenched models.
Engineering will continue to be on the front lines in supporting research into the most efficient transformation models and the development of collaborations with leading industry operators, pursuing these goals with the full support of shareholders and sharing the process with our main stakeholders, customers, suppliers and employees.

Maximo Ibarra
Engineering CEO & General Manager

Engineering ©



Our Group

Profile

GRI 2-1 2-2 2-6

Engineering is the Digital Transformation Company, a leader in Italy and continuously expanding worldwide, which can rely on roughly 15,000 employees and more than 70 offices located across Europe, the United States and South America.

The Engineering Group, encompassing more than 70 companies in 14 countries, has for more than 40 years supported companies and organizations in continuously developing the way they work and operate, thanks to profound knowledge of business processes across all market segments, while exploiting the opportunities offered by advanced digital technologies and proprietary solutions.

With a strong and constant focus on innovation, through the R&I division which includes over 450 researchers (and a global innovation network of universities, start-ups and research centers), the Engineering Group invests in international research and development projects, exploring revolutionary technologies and designing new business solutions. The Group invests and believes in human capital: though its internal “Enrico Della Valle” IT & Management Academy, it plans ongoing upskilling and reskilling courses for company employees and stakeholders, providing more than 33,000 training days per year.

The Engineering Group can boast a diverse portfolio based on proprietary solutions, best-of-breed market solutions and managed services, and continues to expand its experience through M&A transactions and partnerships with the main tech players. Our presence for more than 40 years across every market segment (from Finance to Healthcare, from Utilities to Manufacturing and many more) has given us deep knowledge of company needs and has enabled us to anticipate them, while constantly exploring the evolution of technologies, particularly in the Cloud, Cybersecurity, the Metaverse, AI & Advanced Analytics.

The range of services offered includes the production of software, technical and application research activities through competence centers, IT consulting services, as well as services correlated with the management of customer data at Data Centers and IT infrastructure security services.

The offer of these services goes through a number of well determined phases of the value chain. Our suppliers handle the extraction of the raw materials and minerals needed for the production of hardware

Highlights

Employees
12,546

Revenues
1.46 billion euro

Turnover abroad
18%

Offices worldwide
70+

Countries served
14

Investments in research
+30 million euro

Ongoing research projects
151[1]

Development laboratories
8

Researchers
450+

Innovation Leaders
400+

[1] Number of projects at December 31, 2022 for the Italian Group

components, PCs, smartphones and the components necessary to perform core business activities. With the incoming logistics phase, we handle the management of the products and materials that we procure. In the more operational phase, Engineering manages the design and marketing of IT advisory services, as well as the production of software and digital products and waste disposal. The Company is also committed to Research and Development activities, carried out in its competence centers, leading to technological progress and the development of new business solutions. Engineering is committed to designing useful solutions for the community as well. The products and services offered are thus provided to our end customers in sectors such as the Public Administration, Healthcare, Finance and Energy, which rely on our company Data Centers. Engineering acts as a key player in the creation of digital ecosystems for connecting different markets, developing combinable solutions for continuous business transformation.

The Parent Company Engineering Ingegneria Informatica

GRI 2-1

With headquarters in Rome, the Parent Company Engineering Ingegneria Informatica (“Engineering” or the “Company”) is the central hub and strategic and managerial center of the subsidiaries which operate all over the world, capable of supporting not only the offer but also the image of the Group in order to promote its highly innovative significance. In order to govern its widespread international presence, the Group has created a coordination structure that guarantees the management of operational processes and corporate governance, reinforces market supervision, scalability and the continuous updating of technological skills. The organizational model of the Parent Company includes:

- **Staff**, which ensure the efficiency and homogeneity of policies and procedures through governance processes and by offering their services to the various companies of the Group;
- **Business Units**,which are responsible for the vertical markets (Financial Services, Government - which includes Public & Local Administration and Healthcare and Enterprise - which includes the Industry & Services, Energy & Utilities, Telco & Media and Transportation market segments) and the development of proprietary products;
- **Technology Center of Excellence**, which are responsible for technological skills and their evolution and manage the correct and effective implementation of our technological solutions.

The main subsidiaries in Italy

C-Consulting
The company has drawn on its 20 years of experience to achieve solid leadership in the insurance market, radically innovating the complex and delicate reinsurance process for businesses with its solutions and services.

Cybertech
The company is positioned across all segments of cybersecurity, with particular expertise in Architecture Analysis, Identity and Access Management and Application Security, and projects that make it possible to govern digital identities, block cyber attacks with a SOC (Security Operations Center) guided by artificial intelligence, and defend data, networks and infrastructure, guaranteeing a secure digital space for employees, customers and partners.

Digitelematica
A software house which, for more than 15 years, has created web and mobile applications with a particular focus on e-commerce solutions for large-scale retail and a specific interest in Click&Collect.

Engineering D.HUB
A partner for outsourcing and cloud migration services, it offers innovative solutions such as robotic process automation, next generation service desks with chatbots and digital agents, IoT solutions, biometric recognition and “as a service” solutions for proprietary vertical applications of customers and partners, supporting innovation which revolutionizes corporate processes and supports new digital business models.

FDL Servizi
With its “Energy Service System” suite, it is a reference for operators in the running and management of energy systems such as heating plants and district heating, also with the integrated use of renewable energies.

Municipia
It works alongside large Italian municipalities with ad hoc solutions and projects, and supports over 600 medium and small municipalities with assistance services and parameterizable solutions, playing a primary role in the innovation of cities.

Nexen
Specialized in strategic, business and regulatory consulting services for banks and insurance and financial companies, it supports customers in organizational and process changes, in the development of new businesses and functions, in compliance with regulations, in the assessment and identification of risks and in reporting activities, so as to improve the company’s relationships with stakeholders, extracting value from data and processes.

WebResults
A point of reference for the development of cloud applications based on the Salesforce.com platform, for more than 20 years it has designed and integrated CRM solutions to make marketing and sales activities in company ecosystems more agile.

Livebox
A software house with an innovative digital workplace and travel management offer integrated with high-level security systems. It designs and develops proprietary application platforms to support companies in evolving the way they work.

Atlantic
An international leader in Salesforce consulting and e-Business Intelligence ERP solutions.

Plusure
An Italian company founded in Milan in 2007 and a leader in PLM (Product Lifecycle Management) and MOM (Manufacturing Operations Management) consulting, highly specialized areas in which it has customers and brands that operate in every global market.

The reporting scope of this Report covers the above-mentioned companies[2].

The main subsidiaries abroad

Engi da Argentina
A subsidiary of Engineering do Brasil, it has long-term local experience and is specialized in solutions for telecommunications and industry.

Engineering do Brasil
It supports internationalization on markets with high growth and development potential in innovative areas. It has offices in São Paulo, Belo Horizonte, Rio de Janeiro and Buenos Aires. In 2016 it completed the acquisition of the company Logann.

Engineering Ingegneria Informatica Spain
It oversees the water, gas and electricity sectors both for Spanish customers and for Italian companies seeking an IT and strategic partner in Spain and Latin America. It is based in Madrid and has a Competence Center for the Energy & Utilities market.

Engineering International Belgium
It is a technological partner of the European Union and is active in international organizations and the public and private markets, particularly in the Benelux area and, more generally, the EMEA region.

Engineering ITS
Based in Germany, it is the holding company born from the partnership with the German Fnet group to oversee the German-speaking market.

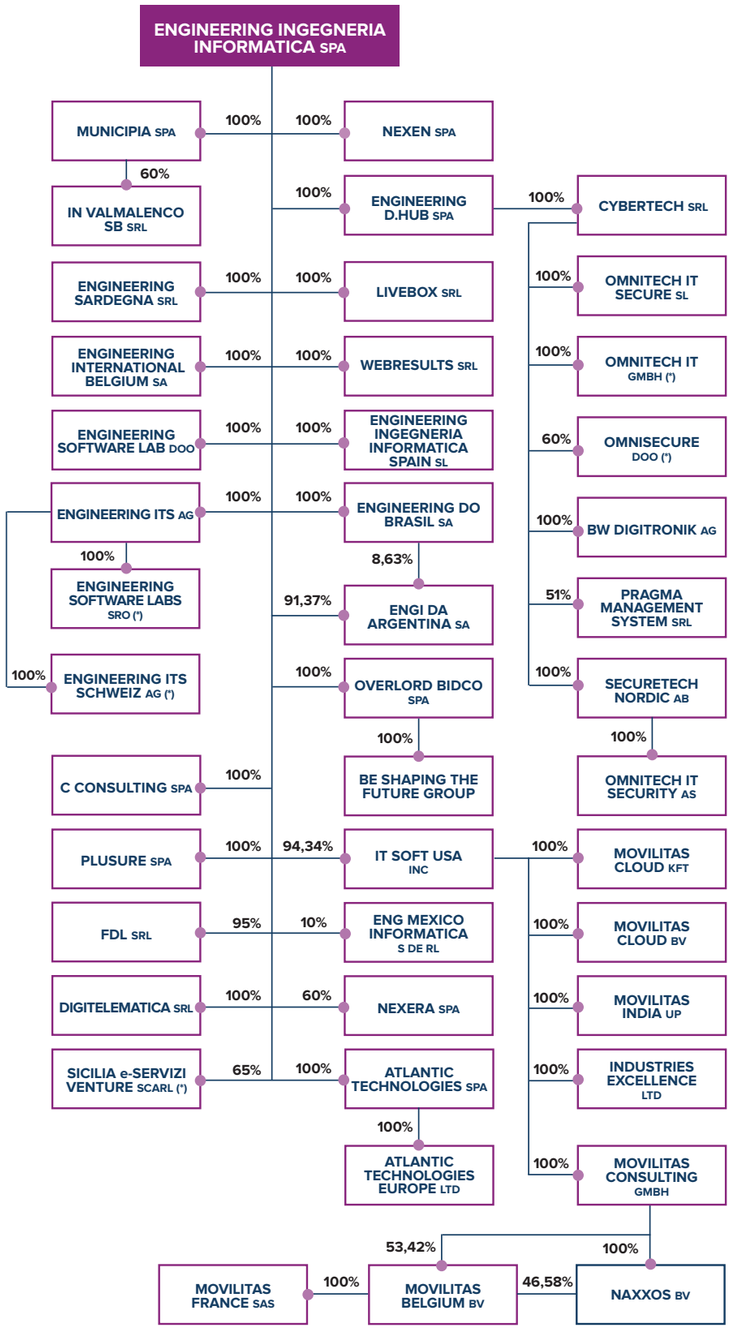
Engineering Software Lab
Founded in Belgrade in 2012, it currently has more than 200 developers and specialists who work in the consulting, project management and IT system development sectors.

Eng Mexico Informatica
The Group’s Central American hub, with a focus on industrial technology and production solutions, it guides all sales and project activities for industrial customers and partners in Mexico, Central America and the Caribbean.

IT Soft USA
This is the North American unit of the Engineering Group. It runs and manages sales, project and support activities in the United States, Canada and Mexico. Operating in the world of production and transport, it is specialized in niche and system integration solutions for Industry 4.0.

[2] It is specified that the main companies are those controlled above 60%. For further details on the sociogram, please refer to the Financial Statement published on 25 April 2023: https://www.eng.it/resources/who-we-are/pdf/Engineering_ConsolidatedAnnualAccounts2022.pdf
For further details please refer to the Methodological Note in the Appendix.

Scope of Consolidation (December 31, 2022)



(*) in liquidazione

BE SHAPING THE FUTURE

Be Shaping the Future S.p.A. is one of the largest national and international groups specialized in management consulting and the implementation of ICT solutions for the financial and insurance sector. For more than 15 years, the Group has supported the main Financial Institutions in Italy and in Europe in large-scale business and technology transformation processes, deriving from system discontinuity or regulations, business and operating model change strategies and sector technological and innovation evolutions. What makes Be distinctive is its capacity to make the implementation of companies' large strategic initiatives concrete, bringing transformation to organizational fabrics and company processes, both business and operational, and supporting the technological roadmap of evolution and innovation at coordination and policy level.

The Be Group is committed to constructing a sustainable economy that generates long-term benefits through its entire organization. Social responsibility is taken into particular consideration by the Be Group and plays a significant role in constructing a better working world and a responsible community capable of protecting the environment, developing people and prospering, while promoting innovation and generating new business.
In 2021, the Group created a specific Corporate Social Responsibility organizational function responsible for monitoring and reporting on sustainability impacts. In 2022, the Group also consolidated and expanded its value proposition in the area of sustainability, social responsibility and respect for the environment by promoting a range of ESG projects for its customers.

Starting on September 26, 2022, Overlord Bidco S.p.A. acquired 51.2% of the share capital of BE Shaping the Future S.p.A. Subsequently, on December 28, 2022, the compulsory public purchase offer on all BE Shaping the Future S.p.A. shares was concluded, with Overlord Bidco S.p.A. becoming the holder of 100% of the share capital of BE Shaping the Future S.p.A.

The Engineering Group has implemented and adopts a certified Quality Management System compliant with the ISO 9001:2015 standard.

The Management System provides effective support to ensure the satisfaction of the parties concerned, in terms of full compliance with requirements and sustainability for the entire business relationship chain.

As of December 31, 2022, the Group companies that adopt a shared Quality Management System are Engineering Ingegneria Informatica, Engineering D.HUB, Municipia, Nexen and Webresults. Other Group companies (e.g. Livebox and Cybertech) adopt their own Quality Management Systems, which in any event are compliant with ISO 9001:2015 and consistent with the policies and strategic guidelines of the Group System.

An analysis of the data and information relating to actions and processes, developed during annual internal audits, makes it possible to identify and understand in detail our strengths and weaknesses, so as to define possible improvement actions. Like every year, again in 2022 these results were shared with the top management in a report highlighting the state of compliance of the Quality Management System with respect to the reference standard.

In 2023, Engineering will initiate a project for the evolution of the Control and Risk Management System, which will also assess the level of integration of the Quality Management System with the other management systems and with the measures established in the Control System, with a view to strengthening integration, thus boosting the effectiveness and efficiency of the control measures adopted by the Group.

Our main certifications

ISO 14001: 2015 - Environmental Management System	EII, Municipia, D.HUB, Nexen, Webresults, Livebox
ISO 14064-1: 2018 UNI EN ISO 14064-1: 2019 - Greenhouse Gas	EII, D.HUB, Municipia, Nexen, WebResults, Cybertech,Livebox
SA 8000: - Ethics and Human rights	EII, Cybertech, Municipia, D.HUB
ISO 26000 - UNI/PdR 18 - Social Responsibility	EII, Cybertech, Municipia, D.HUB
ISO 45001: 2018 - Health and Safety	EII, Cybertech, Municipia, D.HUB, Nexen, Webresults
ISO 37001: 2016 - Anti-Corruption	EII, Municipia, D.HUB
UNI EN ISO 9001: 2015 - Quality	EII, Cybertech, Municipia, D.HUB, Nexen, Webresults, Livebox
ISO 22301: 2019 - Operational continuity	EII, Cybertech, Municipia, D.HUB
ISO/IEC 27001: 2013 - IT security	EII, Cybertech, Municipia, D.HUB, Livebox
ISO/IEC 20000-1: 2018 - IT Service management	EII, Cybertech, D.HUB, Livebox
ISO/IEC 27018: 2019 - Protection of personal data in Public Cloud Services	EII, Municipia
ISO/IEC 27017: 2015 - Information Security in Cloud Services	EII, Municipia

In managing relationships with stakeholders, the focus on Customers is particularly important. In order to measure and analyze the perception of their satisfaction, annual Customer Satisfaction Surveys are planned and carried out across major customers of the Group companies. The approach adopted by Engineering involves the administration of direct surveys (through customer interviews) as well as the collection of data/information during online campaigns in which Customers are invited to participate.

In the course of 2022, a total of 168 surveys were carried out, with 75 in “direct interview” format and 93 online, involving 160 Customers. For larger customers, for which Engineering often provides services to multiple departments, multiple contact persons may be interviewed to cover all areas in which we operate.

The results show an excellent degree of satisfaction: the average result of 77% of the surveys fell within the two highest levels of satisfaction (satisfactory and very satisfactory). Adding the “adequate” segment, a good 95% of the surveys falls within the satisfaction range.

According to the methodology adopted by the Engineering Group, the assessments collected during interviews with individual Customers are first of all sent to the company functions involved in the services provided, so they can take the appropriate actions intended to continuously improve their services.

Furthermore, the overall results of Customer Satisfaction Survey activities are shared with the company’s top management through the transmission of reporting which contains both statistical analyses and details on assessments that concern relevant aspects for the company.

Innovation that generates value

GRI 2-28

The innovative processes on which Engineering’s research and innovation activities are based are developed within four areas of study, namely: “Security and Cybersecurity”, “Industry 4.0 and Agri-food”, “Smart Energy and Content” and “Cloud Edge and E-Health”, which in turn are divided into specialized areas. The Group’s research activities come to life through more than 450 resources, including researchers and data scientists, who operate in a coordinated manner in 8 laboratories located in Italy, favoring the spread and exchange of ideas, with a view to cross-fertilization, a cornerstone of our research activities. Indeed, our experts, who are highly specialized in a variety of areas, synergistically handle the study of academic disciplines, therefore without seeing them as silos with firm boundaries.

The Engineering research and development area plays a highly significant role at both national and international level. This takes shape through active participation in more than 110 ongoing research projects, active involvement in the main research promotion initiatives at national and European level, and the construction of a solid network of collaborations and partnerships with more than 150 Universities and research institutions in Europe and worldwide.

Through an open innovation approach, we promote the participation of all stakeholders, including Universities, Research Organizations, small and medium-sized enterprises, start-ups and industrial partners, in our innovation processes, including through the use of eco-design. This approach enables us to obtain the best results from our innovative efforts and to be constantly ready to handle the challenges of change, for ourselves and for our customers.

Protagonists of the Global Innovation Network

Retaining leadership in our sector means engaging in over 150 collaborations with the largest international scientific institutions and with top-notch industrial players, and coordinating a high number of projects. Through our efforts, our position has turned out to be strategic in the international research community as a key partner at a number of levels, capable of combining industrial, scientific and academic excellence from all over Europe.

During 2022, we took advantage of new, valuable opportunities which have enabled us to move beyond our typical horizons, increasingly valuing the importance of teamwork for the development of new collaborations and the strengthening of existing ones.

In the actions we take with regard to the implementation of the National Recovery and Resilience Plan (NRRP), we have seized the opportunity to reinforce our collaboration with the main national research institutions. We have also expanded our efforts, by identifying a portfolio of roughly 450 start-ups with which to establish partnerships, also launching eight PhD programs to facilitate the implementation of the NRRP.

At national level, in 2022 we also participated in several collaboration clusters within the scope of those R&D topics that are significant for our national economy, such as in the agri-food and HTC areas.

BIG DATA VALUE ASSOCIATION (BDVA)
International non-profit, industry-led organization with over 200 members in Europe, including large, small and medium-sized enterprises, universities and research centers. The mission of BDVA is to develop an innovation ecosystem that best exploits the potential of the data produced by artificial intelligence to achieve a real digital transformation in Europe. Engineering is a Full Member and a member of the Board of Directors and the Partnership Board. Furthermore, it coordinates the Smart Manufacturing Industry, Smart Cities and Security groups.

ECSO
A PPP (Public-Private Partnership) on cybersecurity that brings together public administration, universities, research centers and businesses with a view to making the IT security industry more innovative and competitive. Engineering is a member of the organization and the Partnership Board. It is also co-chair of the WG6.1 Working Group on ecosystems, co-chair of WG2.2 on investments and innovative business models, chair of WG3.7 on smart cities and member of WG5 on education.

THE EUROPEAN ORGANISATION FOR SECURITY (EOS)
Association that brings together major European industrial and academic players in the security sector, with roughly 50 local members in 15 countries on the continent. EOS promotes the development and harmonization of the security market in Europe, significantly contributing to the creation of initiatives in specific areas as well. In particular, the association contributed to the founding of the public-private initiative dedicated to cybersecurity, called ECSO. Engineering is a founding member of the organization and a member of the Board of Directors. It also coordinates the working group on cybersecurity.

FIWARE
FIWARE, a German non-profit foundation headquartered in Berlin, born from the Future Internet Public-Private Partnership (FI-PPP). The foundation provides a set of open source software components (called “Generic Enablers”) which enable and simplify the development of smart applications based on standard data models for a number of application domains, such as smart cities, Industry 4.0, agri-food, water and energy. Today, the foundation has around 400 members all over the world and is acquiring increasing visibility, so much so that its main component, the “context broker”, was included, with the support of all European countries, in the CEF catalog, which the European Commission makes available to Member States

for the development of cross-border applications. More recently, after an extensive assessment, FIWARE was chosen as the reference platform for the development of the “smart city” program promoted by the Indian government. Engineering is a founder and Chair of the Board of Directors.

INTERNATIONAL DATA SPACE ASSOCIATION (IDSA)
With this association, business and research take on an active role in defining a reliable architecture for the “data economy”. The members of IDSA include more than 100 organizations of varying sizes (many from the “Fortune 500”) from 18 countries and belonging to a range of production sectors. The primary goal of the association is the creation of an open, standard and vendor-independent solution which allows for “data sovereignty”, or the possibility of controlling and governing the use of shared private data. Defined within IDSA, the reference architecture represents the basis of a data marketplace based on the European values of privacy and data security, equal opportunities through a federated design and “data sovereignty”, for both the information owner and users. Engineering is a member of the European Board.

WATER EUROPE
By aiming to boost coordination and collaboration between the various players in the water sector, Water Europe promotes inter-segment collaboration initiatives and contributes to resolving global challenges linked to water. Furthermore, it creates a favorable environment for projects and innovations in this area and proactively increases the importance of the water sector. Engineering is a Standard Member and contributes to the ICT working group.

Lastly, the Engineering Group is present as an international expert in the following working groups at global level: ISO/TC 279 “Innovation Management”, ISO/TC 307 “Blockchain and electronic distributed ledger technologies”, ISO/IEC JTC 1/SC 42 “Artificial intelligence”, ISO/IEC JTC 1/SC 41 “Internet of things and digital twin” and ISO/IEC JTC 1/AG 2 “Advisory Group on JTC 1 Emerging Technology and Innovation (JETI)”.

Engineering ©

Recognitions and awards

"BEST EMPLOYER BRAND ON LINKEDIN" AND "BEST TALENT ACQUISITION TEAM"

In March 2023, Engineering was recognized as one of the 3 finalist companies for the "Best Employer Brand on LinkedIn" and "Best Talent Acquisition Team" awards. The recognitions were assigned on the basis of objective data, relating to the degree of engagement and interaction with our Company Page and the use of the tool by recruiters during 2022

LINKEDIN "TOP COMPANIES 2022 IN ITALY"

Engineering was one of the Top Companies 2022 in Italy. Selected by LinkedIn, the world's largest online professional network, as one of the 25 best Italian companies for career development. The list was created by reviewing the actions and career paths of millions of professionals on the platform between January and December 2021, taking into consideration not only the stability, but also the gender diversity of each company, as well as the growth of skills and the capacity to progress within and outside the company.

BBS "IDENTITY AND VISION" SPECIAL AWARD

"The global vision of the company's top management which results in the desire to be a responsible company and how it intends to be it" is the justification of the "Identity and Vision" special award of BBS - Biblioteca Bilancio which went to our Group in 2022. A recognition which confirms the importance that Engineering attributes to the integration of sustainability within its core business.

GREAT PLACE TO WORK DO BRASIL 2021/2022

Great Place To Work, the global consulting firm that evaluates and certifies organizations with a view to obtaining the best results through a culture of trust, high performance and innovation, has for the second year in a row recognized Engineering do Brasil as an Excellent Place to Work. With the "O Enger no Centro de Tudo" campaign, our subsidiary in Brazil encouraged the company's participation in the survey in 2021, recording a further improvement in the perception of employees, especially in the areas of respect, credibility, pride and team spirit.

CEOFORLIFE GLOBAL AWARDS 2022

Our CEO Maximo Ibarra received the CEOforLIFE ECI United Arab Emirates & Global Award for his commitment to promoting and developing projects that focus on generating a positive impact on the environment and on society. The CEOforLIFE ECI United Arab Emirates & Global Awards aim to give visibility to and recognize the best practices of Italian and Emirati companies that have stood out due to their development of high value-added innovative products and services, in line with the United Nations SDGs, with a particular focus on the business's environmental and social impact.

SUSTAINABILITY LEADER 2022

Engineering is a Sustainability Leader 2022. Il Sole 24 Ore, in collaboration with Statista, the leading independent market research institution, has created a ranking of Italian companies that stand out due to their commitment to their employees, the environment and society. The research took into consideration more than 1,500 sustainability reports of companies operating in Italy, selecting only the best 200. The result was also confirmed in the 2023 edition.

DIGITAL 360 AWARDS "INTERNET OF THINGS & BIG DATA ANALYTICS"

Engineering was a winner in the sixth edition of the Digital360 Awards, the contest organized by Digital360 that recognizes the best digital innovation projects of Italian companies, promoting the culture of digitalization in our country. The Group was ranked first in the "Internet of Things & Big Data Analytics" category with the Engineering Mobile Energy project.

"WELCOME. WORKING FOR REFUGEE INTEGRATION" OF UNHCR

UNHCR has decided to award the Engineering Group the "Welcome. Working for refugee integration" recognition for the year 2022, in view of its significant commitment made to promoting specific initiatives for the hiring of refugees. With the Fast Tracking Employment project, we began a hiring plan for Ukrainian refugees with STEM skills: an initiative which saw the entry into the company of a Ukrainian woman from Kyiv.

HRC BEST HR TEAM AWARD

With the Best HR Team award, in the Learning category, HRC recognized the Group's focus on developing its people's skills, bearing witness to its commitment to implementing innovative training pathways. This recognition highlights the investments and quality of the training projects that Engineering provides through its IT & Management Academy, one of the leading Corporate Schools on Information Technology in Italy.

DIVERSITY EQUITY & INCLUSION AWARD 2023

Engineering was one of the ten recipients of the Diversity Equity & Inclusion Award given to companies during the Diversity Day event at Bocconi University. The award is intended to give a tangible sign of the commitment made by the most virtuous companies in promoting inclusion.

TOP CLIMBER STEM

Top climber STEM special award at the Universum Awards Italy 2022 based on the opinion of more than 40 thousand students about the companies where they would prefer to work.

ENVIRONMENTAL

Commitment to the environment, an undeferrable goal

Engineering ©

Environmental

Highlights

GJ total energy consumption
144,466

Tons of CO_2 emissions (Direct and indirect, SCOPE 1 + SCOPE 2 Market-Based)
6,372
(-26% compared to 2021)

kWh Data Center electricity consumption
13,260,536
(-16% compared to 2021)

kWh total consumption of electricity from renewable sources (June 2023)
89%

Emissions Monitoring Certification (June 2023)
ISO 14064-1:2018

Environmental Targets
The annual 5% Pont-Saint-Martin Data Center electricity consumption reduction target was reached and exceeded (target verified by third party - Deloitte)

Climate change represents a threat for human beings, ecosystems and biodiversity. The absence of immediate mobilization would have severe consequences in terms of growth in levels of food and water insecurity.

To this end, companies are entrusted with a pivotal role that they must play rapidly, by developing a decarbonization plan or accelerating plans already established, and taking action to adapt to the changes already under way.

Therefore, Engineering has decided to undertake a path of sustainability in the direction of greater environmental protection and combating climate change. In the course of 2022, we moved forward with high value-added projects and initiatives, continuing along the pathway which for years now has distinguished the activities and targets of our Group within the broader sustainability sphere.

The first step in this sense is the completion and finalization of the calculation of the carbon footprint linked to the Group's activities in Italy. Indeed, before being able to effectively minimize our impacts, it is necessary to be fully aware of what they are. In this sense, in the analysis of Scope 3 emissions, we introduced the measurement of two additional categories of the GHG Protocol (1 and 3) and we finalized the collection of consumption data based on all three emission scopes. For some time now, amongst the main initiatives carried out, we have guaranteed responsible electronic waste management, expanded the company's fleet of electric and hybrid vehicles, encouraged green mobility choices and adopted the most innovative solutions to improve energy efficiency and the emission impact of the offices and Data Centers, procuring 89% of electricity from certified renewable sources.

Again in 2022, we participated in the main assessments, from CDP (former Carbon Disclosure Project), to Ecovadis and Open-es. This demonstrates the company's desire to share with its Stakeholders the levels currently reached with respect to environmental performance and impacts linked to its business activities, as well as the initiatives implemented to mitigate and improve them.

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DECARBONIZATION
In April 2023 we launched a project to develop a **decarbonization strategy and plan** for the Group companies at global level.

The project calls for the establishment of targets for **Scope 1, 2 and 3 emission**s aligned with the **SBTi framework** by the end of 2024 and the expansion of reporting to all Group companies. After concluding data collection for all of the companies and the relative Group offices worldwide, the Scope 3 inventory was further expanded to categories 4 (upstream transportation & distribution), 5 (waste generated in operations) and 11 (use of sold products).

The project is currently in the phase of identifying the decarbonization levers required to reach the targets, which will be subject to the approval of the SBTi with the involvement of the management of the Procurement and Environment areas and the R&D and business areas.

Combating climate change in processes

GRI 302-1 305-1 305-2 305-3

For Engineering, the fight against climate change and safeguarding the environment represent key principles of all company processes and essential values to be supported and developed, also along with our customers. Considering the nature of our services, the environmental impact for which we are responsible is primarily linked to the activities of the Data Centers (Pont-Saint-Martin, Turin and Vicenza, after activities were discontinued at the Assago Data Center) and the more than 70 Group offices, including 53 in Italy[3], and derives mainly from municipal utilities such as the consumption of water, electricity for lighting and natural gas for heating.

In order to structure policies, procedures, responsibilities and activities so as to properly oversee topics relating to protecting local areas, we have for some time now implemented an environmental management system certified in accordance with the ISO 14001 international standard, which covers our Italian offices in Rome, Pont-Saint-Martin, Vicenza, Naples and Palermo and all of the companies operating there (Engineering Ingegneria Informatica, Municipia, Engineering D.HUB, Nexen, Livebox and WebResults).

Furthermore, bearing witness to the efforts made in calculating its carbon footprint, the Group has obtained the ISO 14064-1:2018 certification relating to monitoring greenhouse gas emissions[4]. In order to improve its understanding of its environmental impacts, the Group decided to expand the scope of the certification (which until 2021 was limited only to Engineering Ingegneria Informatica) to the group's other Italian companies. The certification standard aims to quantify the greenhouse gas emissions of companies and verify how they are reported on and calculated.

The activities that may have a greater impact on climate change were reported in our Policy updated in 2021 and are constantly monitored to identify any actions for improvement. The data representing the Group's environmental performance in Italy are collected, processed and subsequently subject to a risks and opportunities analysis that generates concrete measures to be taken more or less promptly on the basis of the assigned degree of significance.

The Rome office, which hosts roughly 20% of the Group's employees, has the LEED certification developed by the U.S. Green Building Council (USGBC), which is given to buildings that guarantee excellent performance in terms of energy and water savings, materials and resources used, design and site selection, reduction of CO2 emissions and improvement in indoor environmental quality. Bearing witness to our commitment, in 2022 that certification was also obtained at Gold level for the new Milan office.

[3] Energy consumption and associated emissions do not refer to all Italian Group companies. For each quantitative data, the reporting boundary of each environmental indicator is specified within the tables.
[4] In particular, the scope of the certification includes Engineering, D.Hub, Municipia, Nexen, WebResults, Cybertech and Livebox.

Green Data Center, energy sustainability models

Our Data Centers guarantee the management of the IT technological infrastructure on which all of the Group's Italian offices rely for their remote activities and therefore guarantee the quality of the services we offer to our customers.

The proper and responsible management of the impact generated by our Data Centers on the ecosystem, mainly with the production of electronic waste and the consumption of electricity (IT equipment as well as cooling, ventilation and electrical distribution systems), is one of our priorities, and we demonstrate this through constant investments aimed at achieving excellence in terms of environmental sustainability.

The Pont-Saint-Martin energy efficiency project
Since 2011, the Pont-Saint-Martin Data Center in Valle d'Aosta has had a geothermal cooling system, which works by exploiting the water present in the aquifer below, characterized by a constant temperature of roughly 13 degrees. In May 2021, a project was initiated to increase the structure's capacity by drilling two additional wells (and completely updating the plant's technology) and boosting the capacity to withdraw the water used for cooling (from 50 l/s to 96 l/s). The investment immediately began to generate some benefits: the refrigeration units used to cool water (7 degrees) were turned off and the consumption of kWh decreased, allowing for significant savings in the purchase of electricity. In particular, the initial consistent results of this initiative were recorded in November-December 2021. Confirming the excellent level of efficiency, in 2022 the Pont-Saint-Martin Data Center further reduced its PUE (Power Usage Effectiveness, the parameter that measures energy sustainability), from 1.51 to 1.48, following the completion of the hydronic project. In 2022, the replacement of all neon lights, which are turned on 24/7, with LED lights was also planned. This replacement has limited benefits in terms of energy efficiency, but in any event has important advantages as concerns the modernization and life of the lighting systems.

Furthermore, in 2022 the project of compartmentalizing thermodynamic flows within the bunker continued, making it possible to keep heat and cold separate, generating benefits from lower temperatures in the server rooms and, hence, a decrease in the energy required for cooling.

An additional environmental benefit of this new plant structure consists of the recovery of part of the heat present in the water in the return circuit, which is used for heating the offices, lowering the atmospheric emissions linked to the combustion of methane and the costs of purchasing it.

In April 2022, activities at the Assago Data Center were discontinued: all of the data of our customers previously managed at the Milan center were transferred to the two more efficient data centers in Pont-Saint-Martin and Vicenza. With service levels remaining the same, we will therefore be able to significantly reduce energy consumption and the associated emissions.

Particularly with regard to the Vicenza Data Center, in the course of 2022 the process was initiated of recertifying compliance with the ANSI/TIA-942-B standard, which takes place every three years.

The objective consists of certifying the Data Center at Rating 4 in all four areas considered by the standard: mechanical, electrical, physical security and telecommunications.

In addition, in 2022 the optimization of thermodynamic flows in the DPC rooms of the Data Center was concluded, with the physical compartmentalization of the cold and hot corridors.

Therefore, in 2022 excellent environmental performance was recorded by the Vicenza Data Center, which already in 2017 had obtained the TIER IV certification from the Uptime Institute, for the initial design phase and for the final implementation and on-site post-verification phase.
With redundancy at the level of electrical circuits, cooling and network, the Data Center is able to maintain a high level of energy efficiency (PUE of 1.82 in 2022) and, at the same time, significant system reliability, thanks to low environmental impact solutions and structural adaptations, such as separation from the outside environment through insulating corridors. This architecture makes it possible to identify and isolate any possible damage to the center's systems, while also supporting and maintaining active all IT loads and the business critical systems of the customers hosted at that location.

Furthermore, for this Data Center the study was concluded for the replacement of the air-water refrigeration units with a new high efficiency free cooling system that will make it possible to fully eliminate water consumption and significantly reduce electricity consumption compared to the current water-water systems. The replacement work will be completed by the end of December 2023.

The ANSI/TIA-942-B Rating 4 certification was successfully obtained in July 2023, was published on the website of the certifying body and will be valid for three years until 2026. This makes the Data Center certified with the highest degree of reliability on the basis of ANSI/TIA-942B as well as according to the Uptime Institute.

Our car fleet: more hybrid and more electric

In December 2022, the company fleet had 1,736 vehicles, of which 334 hybrid/electric purchased under long-term rental (LTR) agreements. In 2021, the policy relating to the use and type of vehicles available (car list) was updated. After electric vehicles were introduced, charging stations were installed at our main offices.

In 2022, in the wake of the new policy issued in 2021, we ordered 377 hybrid vehicles which, given the current market situation, will be delivered in the course of 2023-2024.

On the path towards electrifying the company fleet, Engineering's priority objective is to install charging stations at the offices. Furthermore, incentives are offered to encourage employees to adopt electric, plug-in or full electric vehicles, such as charging cards that can be used to charge the vehicle even at third-party charging stations, and fringe benefit subsidies. The charging stations at the company's offices will also be updated and new ones will be introduced.

FOCUSED ON OUR IMPACT: THE CALCULATION OF OUR CARBON FOOTPRINT

GRI 305-1 GRI 305-2 GRI 305-3

The starting point for the implementation of a proper environmental impact reduction strategy is measuring the company's carbon footprint. The footprint is quantified on the basis of internationally recognized technical and scientific criteria and standards in order to obtain an objective result that can be repeated over the years.

The Carbon Footprint is the main environmental indicator capable of quantifying an organization's impact on climate change in terms of direct and indirect CO_2 emissions: a figure which makes it possible to identify the activities characterized by a greater "footprint" throughout the entire value chain. The following were included in the calculation of Engineering's Carbon Footprint:

- Scope 1 direct emissions from stationary combustion (generated by the combustion of natural gas for heating the offices and the diesel used for Data Center emergency generators), mobile combustion (generated by the company vehicle fleet, fueled for the most part with diesel and to a lesser extent with gasoline) and the supply of refrigerant gas for the data centers;
- Scope 2 indirect emissions from the consumption of electricity acquired from the network and used at the Group's offices and 5 Data Centers (Pont-Saint-Martin, Assago, Vicenza, Fiumicino and Turin);
- Scope 3 indirect emissions from activities associated with the purchase of goods and services, fuels and energy (not included in the calculation of Scope 1 and Scope 2 emissions), business trips (by plane, train and ferry) and employee commuting.

The results

In 2022, Engineering's total greenhouse gas emissions (Scope 1 + 2 + 3) amounted to 55,939 tCO_2. One new factor in the calculation of the 2022 Carbon Footprint compared to previous years is the measurement of greenhouse gas emissions linked to the purchase of goods and services (GHG Protocol category 1) and those linked to fuels and energy not included in Scopes 1 and 2 (GHG Protocol category 3), bearing witness to Engineering's efforts aimed at continuous improvement in understanding its environmental impacts and, as a result, in the direction of mitigating them. In 2021, Scope 1, 2 and 3 greenhouse gas emissions (which did not yet consider emissions linked to categories 1 and 3, but only those linked to GHG Protocol categories 6 and 7) instead amounted to 10,116 tCO_2.

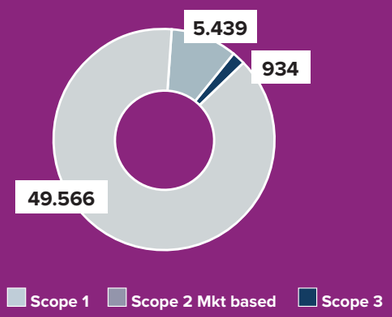
Analyzing the results in detail, it can be seen that the Scope 2 market-based emissions were reduced by 2,466 tCO_2 (-73%), from 3,400 tCO2 to 934 tCO_2. Engineering achieved this result thanks to lower Data Center electricity consumption (also linked to the effects of energy efficiency projects) and a larger share of energy coming from renewable sources.

Scope 1 emissions on the other hand increased by 174 tCO_2 (+3%), from 5,265 tCO_2 to 5,439 tCO_2. This growth was caused by an increase in liters of natural gas consumed by the company vehicle fleet in 2022, an increase in liters of diesel consumed by the data center emergency generators in 2022, a higher level of refills of refrigerant gas in 2022 and the improvement in the consumption measurement and data collection process intended to fine-tune the precision of the data shared with stakeholders.

Lastly, as regards Scope 3 emissions, they increased by 48,115 tCO_2, from 1,451 tCO_2 to 49,566 tCO_2. This increase is justified by the introduction into the calculation of emissions linked to the purchase of goods and services, which alone totaled 36,352 tCO_2 (what particularly impacts the weight of this category, given the specific nature of Engineering's activities, is services, which amount to 32,657 tCO_2 out of the total), and those relating to fuels and energy (not included in the calculation of Scope 1 and Scope 2 emissions). The final result was also influenced by growth in emissions linked to business travel and employee commuting, triggered by the fine-tuning of the analysis and an improvement in the data collection process.

In 2023, with the Decarbonization project mentioned elsewhere, the goal of extending greenhouse gas emission monitoring to the foreign companies is being pursued.

Total Greenhouse Emissions Group Italy (tCo_2)



The calculation of emissions was developed in line with the GHG Protocol, using the emissions factors taken from the following reference documents, in the most recent versions available:

- DEFRA – Department for Environment, Food & Rural Affairs (UK), 2022, for Scope 1 and Scope 3 (employee commuting and travel) emissions factors;
- AIB – Association of Issuing Bodies (2022) – European Residual mixes 2021, for Scope 2 emissions factors, calculated according to the market-based approach, which takes into account the actual supply agreements entered into by the Group;
- EPA, US Environmental Protection Agency, 2016, for Scope 3 emissions factors (purchase of goods and services).

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ESG / Sustainability Report / 2022

Environmental

From Sustainable Procurement to asset end of life

GRI 306-1 306-2

In 2022, we moved forward with our green procurement process with a view to collaborating with suppliers that share the principles of environmental sustainability and social responsibility and offer us quality products and services. To this end, in contracts as well as in supply tenders, starting from 2021 we introduced environmental sustainability requirements for purchases, which today represent a weighting element in the supplier selection process. Furthermore, as of September 15, 2022, a new version of our "General Purchase Conditions" was made available, which in Article 11.12 contain an "ESG clause" that refers to "ethical conduct and compliance with social responsibility ESG principles". Moreover, all suppliers already surveyed will be invited to view the amendment introduced through the ongoing ESG campaign.

In 2021, an initial large tender was announced that assigned a very significant score to product environmental sustainability. This resulted in the signing of a two-year agreement, with the possibility of extension, for the gradual replacement of the more than 12,000 existing personal computers with new laptops (95% of our future workstations) that are 91% recyclable. The contract also calls for the supply of other types of accessory products. One of the parameters that led to the selection of a specific supplier was its publicly formalized commitment to the decarbonization of its activities, which in the medium term will result in GHG emissions close or equal to zero. The tender assigned demonstrates Engineering's desire to seek out a balance between economic, environmental and product quality factors. In 2022, the Group decided to follow up on this sustainability commitment by purchasing 3000 laptops.

In 2022, Engineering procured monitors to set up roughly 2000 workstations at the offices as workers returned following the pandemic. As part of this supply agreement, an option provided by the commercial partner was voluntarily activated which involves offsetting the carbon dioxide associated with the purchase of IT equipment through CO_2 offsetting projects. In this sense, the supplier Company is committed to a number of initiatives linked to the production of clean energy (wind, solar and biomass) and is planning new reforestation and forest conservation activities.
Another product segment in which environmental criteria were considered was packaging, specifically with reference

to reducing the weight and volume occupied by the package and selecting the material of which it is composed: preferably paper and cardboard. In this context, the change in the computer supply reduced the volume of packaging used by roughly 40%, therefore decreasing the resulting waste production and required storage space. Furthermore, the supplier engaged by Engineering is working to eliminate all forms of single-use plastic packaging by the end of 2025, to use only certified forest fiber by the end of 2025, to use exclusively 100% recyclable packaging by the end of 2030 and to use exclusively recycled, renewable or 100% responsibly procured elements by the end of 2030.

As part of the supply tenders for the hardware used in the Data Centers, we select latest generation devices with high energy performance components. In addition, Engineering receives the values linked to the consumption of the components procured from its supplier partners in order to perform an overall assessment that also takes into account the “stated hourly average consumption”, or the declared energy consumption.

Lastly, in facility specifications (such as cleaning, maintenance and surveillance), we have included assessment parameters linked to environmental sustainability and the use of eco-friendly products.
In general, the Group, given the features of its business, does not produce a large quantity of waste: it is linked predominantly to office activities. From a broader perspective, observing the value chain, it is possible to note that the majority of the waste correlated with Group activities is generated upstream, within the scope of the activities of suppliers of goods and services. To mitigate this impact, in its purchasing decisions, Engineering follows policies that prioritize goods and services with better characteristics in terms of materials, consumption and duration, aiming for reduced impacts and a reuse approach.

Finally, it is important to highlight that no waste is managed by third parties, except for environmental operators which receive municipal or special waste, and that the topic of waste management is included within the broader structure of the certified environmental management system implemented by the Company.

To reduce our environmental impact to a minimum, all of the waste produced is sent to specialized and certified companies for proper material recovery.

Through an industrial symbiosis process, represented in the relative company policy, this waste can become useful in other production sectors. One category of electronic waste is represented, for example, by the PCs used in the company: to optimize their management, at the Italian offices we have implemented a virtuous system that makes it possible to limit purchase costs and achieve a lower replacement rate, resulting in the reduction of waste and the environmental impact.

For many years, the Technological Infrastructure Services office has restored damaged PCs by replacing components, becoming a perfect example of how sustainability can generate not only virtuous circular economy processes, but also a reduction in company costs.

To guarantee the excellence of our products and services, we adopt best practices and meet the highest standards in processes as well as in internal organizational models. Because today, a healthy and efficient supply chain is no longer enough: we need to manage all social, environmental and economic trends generated by the company’s activities and govern their overall impact.

From this perspective, for us suppliers represent veritable allies in the consolidation of our business, but also partners with which we can achieve our responsibility goals. Indeed, our commitment to deepening and consolidating relationships with them is constant and based on the sharing of skills, values and ethical principles, with a view to promoting sustainability practices throughout the entire value chain and reaching increasingly challenging targets.

Supplier ESG qualification and monitoring procedures

Engineering’s business involves providing IT consulting and customer data management and storage services at the Group’s Data Centers.

As it does not involve manufacturing processes, our purchases regard in particular:

- operating assets (primarily hardware, basic software, middleware and applications intended for internal use, resale or the provision of outsourcing services and the development of digital solutions for customers)
- company vehicles
- mobile and landline telecommunications
- business travel
- real estate management and maintenance
- professional IT services
- other consulting

In order to guarantee high quality standards in the services offered to customers, we have for some time now formalized the supplier qualification procedure, defined by our company policy on purchases, which calls for a continuous assessment in order to ensure the effectiveness and reliability of the relationship over time.

When a new contractual relationship begins, every supplier proceeds with registration and the entry in a dedicated portal of the specific technical, economic and financial information established by law, also regarding corporate social responsibility topics, such as: valid Certificate of Social Security Compliance (“DURC”); Chamber of Commerce Certificate (optional); valid Tax Compliance Certificate (“DURF”); Financial Statements.

Having reviewed this documentation, the manager of the supplier office may suspend the supplier’s qualification if the documentation transmitted is not suitable or complete, inform it of any anomalies or validate the procedure and enter the supplier in the Register.

Furthermore, in all contracts, contractors are asked for all documents required for the preliminary verification of technical and professional compliance using our internal and legislative compliance procedures on health and safety according to the requirements of the Consolidated Law on Safety (Italian Legislative Decree 81/08).

In addition, to avoid conduct not inspired by Engineering’s values, which may compromise the relationship of trust between the parties, our business partners are asked to sign specific contractual clauses aimed at:

- guaranteeing that they have no ongoing proceedings against them for any of the types of offense governed by Italian Legislative Decree no. 231/2001, or any precautionary measures or convictions;
- certifying that they have viewed our Code of Ethics, our 231 Organization and Management Model and our Policy for the prevention of corruption and committing to respecting its content, principles and procedures;
- declaring that they have duly trained their personnel regarding the provisions laid down in Italian Legislative Decree no. 231/2001 and that they have set up supervisory and control mechanisms in order to prevent offenses from being committed;
- having suppliers state that they are willing to allow the performance of controls by Engineering’s Supervisory Body;
- sharing the commitment of the Engineering Group to sustainability and social responsibility, specifying this through the ESG questionnaire on the organization’s ethics and integrity, the prevention of corruption, equal opportunities, diversity and inclusion, social reporting, health and safety and the environment.

The supplier qualification process has been strengthened with the sustainability assessment and monitoring of all new Engineering Group Italy suppliers. In the Page platform, the Group provides the questionnaire to its suppliers, which poses questions in the following areas:
Data for the self-certification of professional suitability requirements; Professional performance; Software supplies (licenses); Quality Management System; Sustainability; Provision of services; Hardware supplies; Compliance; Privacy and Data Protection; ICT system and service assets authorized by the National Assessment and Certification Center (CVCN).

PARTNERSHIP WITH OPEN-ES FOR THE ASSESSMENT OF SUPPLY CHAIN SUSTAINABILITY

Since 2021, Engineering has collaborated with the Open-es platform, subjecting itself as a supplier to the ESG assessment and sharing its relevant projects with the network of associated companies. In the course of 2022, participation in the network continued, and in 2023 the relationship evolved into a partnership. In this context, we are therefore the lead company of our supply chain, involving it not only in responding to the ESG questionnaire, but also in progressive and increasing awareness-raising on sustainability performance.

The Open-es platform was created in order to build a system and connect organizations and businesses, outline a shared sustainability measurement, improvement and growth process and favor collaboration on these topics. It is a community open to all companies committed to the challenge of the energy transition, with the participation of more than 1,600 companies in nearly 40 countries all over the world. The goal of Open-es is to create an inclusive and collaborative ecosystem of companies attentive to their environmental, social and economic impact. By participating in the Open-es Community, Engineering confirms its commitment to contributing to the growth and development of an industrial ecosystem based on the principles of environmental, social and economic sustainability, supporting an energy transition and economic growth attentive to the needs of the planet, citizens and communities.

The structure underlying the questionnaire (and the resulting assessment) is based on four elements:

1) **People:**
   - dignity and equality
   - human rights
   - health and well-being
   - skills for the future
   - employee well-being

2) **Planet**
   - climate change
   - biodiversity
   - water resources
   - energy efficiency
   - circular economy
   - plastic use

3) **Prosperity**
   - employment
   - product innovation and improved services
   - generation of wealth

4) **Governance principles**
   - governance objectives
   - governance body
   - stakeholder engagement
   - risks and opportunities
   - ethical conduct
   - value chain management.

SOCIAL

The social responsibility of our actions

Social

Highlights

Total employees
12,546
(of which 3,755 women)

Employees - Italy
10,803
(of which 3,451 women)

Employees hired in Italy
1,806
(of which 525 women)

Graduates
60%

Employees who have signed a smart working agreement (scope: Italy)
95%

Days of training
33,400

Our responsibility to people and the communities in which we do business has always been a significant aspect for our Company.

At Engineering, people are fundamental and are enhanced through various initiatives, such as training, job rotation programs, investments to attract and retain talent, and a welfare plan. This commitment will be further reinforced through a long-term strategic plan. We believe in an open and flexible work environment that promotes well-being and allows for creativity and individual initiative. This naturally favors integration, inclusion and the personal and professional development of all. Our dedication to human resource management and the protection of human rights is demonstrated through attentive human resource policies, occupational health and safety policies and observance of the principles of the United Nations Global Compact.

Our 2022-2025 human resource management strategy

by **Alessia D'Addario**
(Engineering Chief Human Resources Officer)

In our business sector, innovation and change are essential elements to which we are committed. Therefore, we work constantly to adjust our operating model to the best practices and evolutions of the Digital Transformation market, of which we are the leader.

The human resource management path is defined in the 2022-2025 People Strategy and supports the strategic business plan. It is based on three fundamental pillars which have the following objectives:

- **Organization:** constructing an effective and competent organization able to constantly generate the expected results
- **People:** guaranteeing strong leadership and a talent pipeline to accelerate present and future business performance
- **Culture:** fueling a distinctive identity that is successful within the company as well as in the external market

In 2022, the Company began to transform its entire operating model, which impacted the organization, processes, systems, skills and culture, and the HR team accompanied that evolution with a view to implementing human resource management processes and policies increasingly inspired by transparency, objectivity, standardization and the use of data. We moved from a vertical organization based on independent Business Units to a matrix organization based on the concepts of collaboration, shared objectives and the leveraging and synergy of technical skills.

The new job architecture, which saw its complete adoption in mid-2023, made it possible to harmonize and simplify roles and responsibilities, orienting employee development on defined and shared career paths. The new variable incentive system reflects the new organizational approach and rewards innovative and collaborative conduct. The new performance assessment process promotes a culture of continuous feedback and drives towards increasingly meritocratic resource management.

Therefore, with a view to enhancing and retaining human capital, Engineering is working on redefining career paths, reward policies, and differentiated training and development that ensure accelerated talent growth.

The Group's objectives are aimed not only internally, but have also focused on strengthening employer branding and improving the offer to candidates, in order to attract new talent with the highest specific technical skills. One example of this is the company hiring project through the Academies. These are training programs designed to strengthen the recruitment of recent high school and university graduates, who are trained to be hired in the Digital Transformation sector, with a specific focus on what their future role will be in the company.

All new HR processes and initiatives have also been designed with a view to concretely promoting Diversity, Equity & Inclusion policies. For example, in 2023, the top management was assigned objectives linked to the presence and development of women in the company, with a commitment in terms of hiring, especially in management positions, and the introduction of new development initiatives to promote gender diversity. Furthermore, a process has been launched to obtain the gender equality certification (UNI/PdR 125).

The 2022-2025 Strategic Plan cannot be implemented without the reinforcement of a strong identity and a shared inclusive culture across every level of the company. Therefore, in 2022 the path of defining our Strategic Narrative began, which tells the story of the Group's future trajectory through the Purpose, Strategic Drivers and distinctive behaviors for achieving business objectives. The Strategic Narrative was shared with the entire company population in the first half of 2023 and represents the cultural structure at the basis of our Strategic Plan and future HR initiatives.

To accompany people in this phase of great transformation, a structured change management path has been initiated, which saw the definition of a coherent and uniform approach in communication, training and engagement activities, to promote the adoption of new processes and expected behaviors.

Enhancement, inclusion and attraction of human resources

GRI 2-7 2-8

At Engineering, we consider people to be the beating heart of our company, which is why every initiative aimed at supporting them represents a strategic activity for us on our path towards excellence. The complexity of the current context and continuous evolutions in the tech market require us to take a proactive and increasingly holistic approach in order to reach this challenging objective. With a growing company population consisting of 12,546 collaborators (10,803 in Italy and 1,743 abroad), our initiatives continue to evolve to create an environment in which people can grow professionally and personally and express their potential.

Climate analyses are periodically carried out to gather people's opinions and understand their needs and define concrete actions in response to the expectations and feedback received. After the survey carried out in November 2021, an international project is under way that also involves countries outside Italy and which calls for the launch of a new global survey by the end of 2023.

Enhancing diversity to promote growth

GRI 401-1 405-1 406-1

The focus on diversity, equity and inclusion is an increasingly integral part of our culture, as these are decisive factors for the Group's growth model and way of doing business. We believe that multiple points of view, cultural backgrounds, experiences and approaches constitute strategic value added for the business and for the work environment. A diversified workforce enables us to understand and best satisfy the needs of our customers, but also have an increasing impact on the communities and the ecosystem in which we operate.
Bearing witness to this commitment, we introduced two significant new aspects in the first quarter of 2023.

The first regards the organizational structure of the Human Resources Department and saw the introduction of the Group Talent, Change and DEI (Diversity, Equity & Inclusion) Director, who leads a team that specifically handles policies and programs in this area.

The second was the definition of a dedicated work plan, with objectives and KPIs, which was approved by the Strategic Committee. The objectives regard the female presence in the company, in addition to initiatives to develop an inclusive culture and favor the hiring of people with disabilities.

As regards gender diversity, the tech sector has traditionally been male dominated, and only in recent years have we been witnessing a reversal of this trend. As of December 31, 2022, women made up over 31% of the Group's employees: a significant share, which we aim to increase even further in the future. Indeed, at the beginning of 2023, the Strategic Committee set the objective of reaching 35% women in the company by the end of 2025. To progressively achieve this result, the interim goal is for women to make up 32.5% of the company by the end of 2023.

To support gender equity in our organization, the Group is starting a number of initiatives for the growth of women in the company. One of the most significant examples is the Pink Academy, launched at the end of 2022, with courses dedicated to young women without STEM training. The candidates, who we seek out with backgrounds in areas such as Economics, Political Science or Law, go through a selection process and are then provided with a few weeks of specialized technical training that directly prepares them to be hired in a business role.

At the end of 2022, we also opened up dialog on the topic of gender equality in our sector with the WomenThinkTech initiative dedicated to female leadership and organized in collaboration with Corriere della Sera.

Our commitment to diversity, equity and inclusion is not, however, limited to gender. To create a virtuous cycle that allows the company and its people to build their skills by integrating and blending a number of strategies and methods, we continue to focus on hiring young people.
In 2022, in Italy 898 people under 30 years of age were hired, reaching 1,642 employees in this age range, with an increase at national level of 33% compared to 2021. This significant result was also achieved thanks to the launch of our Academy Programs, training and orientation courses specifically designed for young people and intended to transfer key skills for successful integration into the work environment. In 2022, more than 20 of these specialization courses were launched.

We also continue to welcome people with disabilities belonging to protected categories in the company, through hiring and orientation programs that foster their integration and professional growth. We encourage opportunities for exchange with other team members and offer all tools, services and working methods they need to carry out their activities in full autonomy.

In 2022, we participated in the Diversity Day, an event dedicated to celebrating diversity in the workplace. As part of this occasion, Engineering was involved in 3 events (online, in Milan and in Rome) for searching for and hiring people with disabilities, with meetings and company presentations to students, recent graduates and those who are already employed. In 2023, Engineering renewed its participation in this initiative and, during its first edition in May, was recognized as one of the best companies, receiving the Diversity Equity & Inclusion Award. The award was delivered to the companies that participated in the event in 2022 and hired people belonging to protected categories to be part of their team.

In relation to the projects focusing on inclusion, since the end of 2021 Engineering has participated with E.Ri.Fo in the Y-MED initiative, which facilities the circular migration of young STEM graduates from Egypt and Libya to the Lazio Region. The project will provide the Company with new skills and perspectives, while for young foreign graduates it will be a gateway to a large company and a different reality during a critical time in their lives, characterized by professional and personal growth.

Attracting talent to tackle new challenges

GRI 404-2

Identifying and attracting potential talent to achieve the digital transformation are essential and strategic activities for Engineering, especially in the period of strong market dynamism that we are currently experiencing, thanks to the significant funds set aside under the National Recovery and Resilience Plan (NRRP). Recruitment, selection and hiring are therefore critical activities for aligning skills and potential talent with the Group's growth and development goals.

For a few years now, we have concentrated our efforts on the development of effective employer branding, aimed at transparently conveying the reality of the Group to attract the best talent to our company. In the course of 2022, the activities dedicated to conveying and promoting our corporate image mainly involved social network platforms

such as LinkedIn and Instagram, so as to reach as many people as possible. Social media channels were further enhanced and refined in 2022: aside from the YouTube channel and the institutional profiles present on Facebook and Twitter, the company's Instagram account @LifeAtEngineering is, for example, focused on talking about life and events in the Group and has more than 4,000 followers, 52.2% of whom are between 18 and 34 years of age.

In the course of 2022, LinkedIn became the fundamental channel for employer branding as well as candidate search purposes. The Engineering page exceeded 107,000 followers. In March 2023, Engineering was recognized as one of the 3 finalist companies for the "Best Employer Brand on LinkedIn" and "Best Talent Acquisition Team" awards. The recognitions were assigned on the basis of objective data, relating to the degree of engagement and interaction with our Company Page and the use of the tool by recruiters during 2022.

Furthermore, Engineering received the Top Climber STEM special award at the Universum Awards Italy 2022, for having increased its ranking by 18 positions compared to 2021, thus becoming one of the 50 best companies according to students in the Engineering/IT/Natural Science category.

In continuity with the prior year, talent selection took place in the Cornerstone Recruitment suite called F.A.R.E. (Fair Appraisal Recruiting Engineering), which enabled us to implement a series of new, entirely digital and virtual processes and immediately achieve significant results. This important work is intended to fully transfer the new hire search, selection and coaching process to a single digital platform. The infrastructure allows us to:

- receive CVs from multiple channels and select them in agreement with the various managers responsible for open positions
- support the organization of remote interviews, by sharing calendars and automatically sending appointment emails
- share the assessments of managers with those of the HRO Department, generate the recruitment letter and forward it to the candidate for acceptance
- automate the process of creating the email account and facilitate the assignment of the necessary equipment to the new hire
- create reports on the progress status of applications.

Our numerous collaborations with technical institutes as well as universities, which have become more well established over the years, also fall within this context. In 2022, we continued our partnership with secondary technical institutes, providing specific technical lessons directly in the classroom with a view to training students and providing them with all of the skills required to enhance their talent and be prepared for entry into the job market. In light of the success achieved in the year in which it was launched, the "Introduce a friend" internal recruiting campaign was carried out in 2022 as well. The initiative aims to identify and find specific, highly rare profiles in the market by offering employees the possibility of submitting the CVs of friends, relatives and acquaintances to create a new and important source for intercepting and selecting new candidates.

Investing in people, a benefit for the Group

Our capacity to develop and cultivate talent and boost the professional skills of our people is an essential factor to keep a high level of engagement and collaboration in the company. It is also essential to bring value to our customers and the ecosystem of which our company is part.
For us, investing in people concretely means:

- adopting a performance assessment system aimed at the growth of each and every team member, which is also consistent with specific and shared goals;
- offering a number of training paths for all employees, targeted at the development of technical skills and specific soft skills;
- defining professional areas and employee profiles in line with the reference market (job architecture);
- ensuring a continuous flow of communication through events and meetings between management and employees at every level.

Transparent performance assessment

Our performance assessment system makes it possible to align individual performance targets with the business strategy, encouraging and rewarding expected behaviors to achieve a balance between efficiency and excellence. Its entirely digitalized management in the cloud on the Cornerstone platform enables us to perform analyses and detailed studies of the results, comparing them over time.

Implemented between 2019 and 2020, our performance management process was revised further in 2022 in order to improve its robustness and effectiveness. In particular, the following new features were introduced in 2022 and have been retained in 2023 as well:

- a library of goals and the respective Key Performance Indicators defined by professional profile with the company Departments;
- separation between the individual performance assessment and management by objectives (MBO);
- more specific definitions of the assessment scale adopted;
- formal moments of dialog amongst the managers to ensure the fair and uniform application of the assessment criteria adopted (calibration);
- an end-of-year meeting between managers and collaborators to share feedback and the assessment.

To convey these changes and support managers in the adoption of new parts of the process, in the course of 2022 and in early 2023 the Human Resources Department held a total of 18 online training meetings with the managerial population on 3 topics: general performance assessment, calibration and provision of feedback. Each series of meetings involved over 700 managers.

The performance assessment cycle followed the calendar year and was broken down into three main phases:

- the definition and assignment of performance targets at the start of the year, placing a particular emphasis on the "target definition culture" to guarantee a clear and objective estimate of its achievement;
- the mid-year review, which provides an update on progress in meeting targets and sharing between managers and collaborators midway through the process, in order to decide on any support actions that may be required;
- the final assessment based on the estimate of the degree of achievement of the performance targets defined at the start of the year.

More than 9,700[5] people were involved in the 2022 performance assessment process.

In July 2023, a new performance assessment component was also introduced relating to the behaviors enacted to reach the defined targets. In line with the Strategic Narrative adopted in the first half of 2023, we notified all employees of the 4 distinctive behaviors for the achievement of the business strategy and provided people with the tools for observing and recognizing them, also with the support of the Cornerstone platform.

Growing skills through Job Posting and Job Rotation

Job rotation is a significant element of our skills development and growth strategy. This consists of offering employees the possibility of applying for and working in different areas of the company to get to know other business or staff structures, understand different company processes and activities, expand dialog between the different levels of the organization and acquire additional transversal skills. Rotation is promoted through an internal job posting system and also tracked through our F.A.R.E. (Fair Appraisal Recruiting Engineering) management system.

Work-life balance

The commitment to taking care of the needs of our employees takes form not only by enhancing people's skills, but also by promoting an incentive and welfare policy that enables every individual employee to find an inclusive place at Engineering, where their needs are listened to and validated.

Indeed, we believe that a work environment aimed at favoring the proper work-life balance has a positive impact on people's well-being, motivation and productivity. This is why we dedicate significant attention to services for families and solutions that help to best balance professional life with personal and family needs.

Even before the COVID-19 emergency made them indispensable, we introduced flexible forms of working, including:

- telecommuting, or the possibility to work five days a week from home, granted to employees with disabilities;
- flexible working, or the possibility of doing some work in a different office from that where the employee is based, in order to improve work-life balance.

[5] The figure is the result of an approximation, based on the assessment sheets received

With the experience gained during the COVID-19 pandemic, we solicited the opinions of our workers with regard to the working methods to be adopted in the future, and in April 2022 the results led us to enter into a trade union agreement that calls for a very high and flexible amount of telecommuting hours, with no weekly or logistical constraints. 95% of potentially interested personnel signed on to the trade union agreement, which thus encountered a high degree of success amongst our employees.

Furthermore, in 2022 a supplementary company agreement, which was signed in 2019 and is valid until 2023, remained in force. It offers employees the opportunity to request the conversion of their company performance bonus (the "PDR") into welfare goods and services, thus providing the definitive drive towards the introduction of a structured plan that guarantees significant access flexibility (there are no minimum shares for subscription and the convertible amount may cover up to the entire value of the balance). To take advantage of the initiatives offered by the plan, employees can use a platform that provides a digital tool that can also be used to suggest agreements with new businesses by bringing them to the attention of the provider.

Social and cultural promotion of employees and their families

For us, education plays a fundamental role in society, and is a crucial value to be shared with our entire community of employees. This is why for years now we have focused on the social and cultural promotion of employees and their families allocating specific resources to support and incentivize secondary and university education for the most deserving, according to the principles of solidarity and respect for the family's income situation. For the 2021-2022 school year we provided 75 scholarships for the children of employees through a special call for applications (from Euro 500 to 3,000 each), for a total of Euro 105,000.

Specifically: 25 scholarships for high school diplomas; 25 scholarships for three-year university degrees; 20 scholarships for master's degrees; 5 scholarships for innovative master's degrees.

Also in 2022, employees and their family members were able to access the e-learning platform Go Fluent, which is specialized in remote language training, to study and refresh their foreign language skills. Developed in collaboration with the "Enrico Della Valle" IT & Management Academy and in line with the activities carried out by the Joint Training Commission, the initiative intends to favor basic knowledge of English and other foreign languages with more than 5,000 multimedia training content items (videos, articles, business how-to and web classroom), offered based on the user's skill level. This important training opportunity was made available to all group employees along with a training course focusing on individual productivity tools (Excel, Word, PowerPoint, One Drive, etc.) and an introductory security awareness course. The portfolio of free courses open to all employees will be further enhanced in 2023, with a prestigious series of courses on the Digital Transformation, developed in collaboration with the Polytechnic University of Milan.

VALORE D: TOGETHER TO OVERCOME THE GENDER GAP

Engineering is a member of Valore D, the first association of businesses in Italy which, for more than 10 years, has committed to overcoming the gender gap and promoting an inclusive culture in organizations and throughout the country. For some time now, our Group has been strongly oriented towards guaranteeing an inclusive environment to all of its employees, while also promoting work-life balance initiatives as a driver for equal opportunities. Our participation in Valore D calls for the involvement of the entire company population in the activities offered, i.e., training courses and moments for dialog between companies, with a view to boosting awareness on the topic and achieving true gender equality at work. Indeed, we are convinced that to overcome the gender gap, specific skills that can be applied across the organization will be necessary.

ESG / Sustainability Report / 2022

Occupational health and safety: our excellence

GRI 3-3 403-1 403-2 403-3 403-4 403-5 403-6 403-7 403-8 403-9

The pathway towards sustainability begins with health and safety. This is a clear message for all of our people, a reminder for the workers of partner companies that collaborate with the Group, a social value reaffirmed by Engineering at global level to design fair and lasting development that respects individuals and makes them feel protected.

Indeed, within the scope of our sustainability strategy, we have always been committed to improving processes and the managerial culture aimed at guaranteeing occupational health and safety for our employees and suppliers. To this end, we continue to update policies and procedures, informing personnel and implementing new initiatives to protect and promote an environment that is not only safe, but also pleasant, in which to live and work.

These actions also constitute a strategic lever for competitiveness. Some of the most significant benefits include employee motivation, an improvement in effectiveness and efficiency indicators and the strengthening of outstanding and service content conveyed to the market. This also has a significant benefit in terms of economic results.

In 2019, we initiated the process to certify the companies belonging to the Group in order to manage all aspects connected to occupational health, safety and well-being in an integrated manner. This path complies with the requirements laid out in the UNI ISO 45001:2018 standard. Through this initiative, we are able to proactively strengthen our performance in terms of accident prevention and focus on every aspect linked to worker protection.

Specifically, Italian Legislative Decree 81/08 covers 100% of employees and non-employee workers in Italy. Albeit a regulatory requirement, this provision is based on the approach of our management system. The ISO 45001 certification covers the offices of 10 of the Group's Italian companies, involving roughly 73.5% of the workers in Italy[4].

The management system in accordance with regulations not only respects the requirements in force, such as Italian Legislative Decree 81/08, but especially establishes objectives and policies for protecting workers from the risks and hazards they could encounter in the workplace. These objectives are constantly updated to continuously improve the performance of the occupational health and safety management system, with direct worker involvement. The proper implementation of these initiatives is verified by means of periodic internal controls.

Within the scope of the application of principles for prevention and safeguarding occupational health and safety, Engineering periodically performs a risk assessment process, which is formalized in the Risk Assessment Document. The assessment is performed by identifying risk factors and hazards present in the work cycle potentially able to harm worker health or safety. The risks and hazards identified are then estimated in order to define a specific plan of actions to be taken. This is followed by a phase of identifying the preventive measures to be implemented to eliminate and control risk factors and measures for protection from residual risks.

The risk assessment process involves periodically checking and reviewing the assessment, in addition to guaranteeing the collaboration of all parties involved in the assessment and drafting of the Risk Assessment Document, such as the prevention and protection officers, the company physician, supporting technical consultants and worker safety representatives.

[4] The % of workers covered by the Occupational Health and Safety Management System was calculated by observing the number of workers covered by that system in relation to the total number of workers belonging to the Group companies included within the following scope: Engineering Ingegneria Informatica; Engineering DHUB; Municipia; Engineering 365 (which became part of Engineering Ingegneria Informatica on January 1, 2022); WebResults; Nexen; Engiweb Security (which became part of Engineering Ingegneria Informatica on January 1, 2022); Engineering Sardegna; Digitelematica; Livebox.
In 2022, it was not possible to gather data relating to the number and percentage of non-employee workers covered by an occupational health and safety management system, as this information was not available. The Engineering Group is committed to collecting this data for its upcoming reports.

Social

Engineering ©

Our Occupational Health and Safety Management System is accessible through the company intranet, guaranteeing all staff members the possibility to consult our objectives and the implementation methods for preventing accidents. This system is closely linked to our Occupational Health and Management Policy, which the top management reviews every year during the strategic assessment to integrate any changes or issues that emerge over the years.

Our improvement targets include the replacement of the applications (primarily manual and technologically obsolete ones) used to manage services linked to health, safety and the environment. This transition towards a technologically advanced tool generated significant benefits in 2022. The introduction of new software for documentation management and planning, for example for health fitness courses, has already simplified the administration of a vast system of files and the tracking of the necessary actions. This enables us to always remain in compliance with standards and guarantee precise and reliable management.

A project is under way to install a module that will make it possible to closely monitor “near misses”, or those events which, purely by chance, did not cause any damages or accidents. It is usually difficult to identify these events, but thanks to the new module, this activity will be simplified, also including the resolution of situations in order to prevent future risks.

Informed and protected

GRI 403-5

Engineering places a specific focus on ensuring that each worker is informed of the company’s policies on occupational health and safety, and is adequately trained and instructed to work and carry out the activities that their job requires smoothly.

Indeed, training is the most effective tool for protecting employee health and safety. In compliance with regulations in force, particularly Italian Legislative Decree 81/08 and the State-Regions Agreement of 07/07/2016, all employees in Italy participate in training programs relating to these areas. Furthermore, within the scope of the Occupational Health and Safety Management system, training and information activities are carried out periodically to spread the culture of safety across every level of the company.

The training and information programs offered every year are addressed to all workers as concerns basic and specific training, as well as the relevant refresher courses, and to executives, supervisors, emergency officers, prevention and protection officers and managers and worker safety representatives for specific thematic training.

The 2022 annual training plan called for: the provision of basic training courses for new hires and refresher courses for other workers; training for executives and supervisors; training for the management of tenders and activities at temporary and/or mobile work sites; basic refresher training for prevention and protection officers and managers; basic and refresher training for worker safety representatives; emergency officer training; first aid training course; training on low/medium/high risk fire prevention.

Listening to our people

At Engineering, overseeing occupational health and safety also means continuing to listen to our employees. To this end, we make available both direct and indirect contact methods so they can ask questions or point out any potentially significant circumstances for the safety of colleagues or about the methods for managing safety procedures.

After a pilot project that concluded in 2022, in 2023, the Listening and Personal Well-Being Desk was re-introduced: a safe and anonymous space, providing support during times of difficulty and an opportunity to improve and discover new potential to be employed inside and outside the office. All information will be protected by a full confidentiality agreement; only the professional who accepts the case will be aware of the request.

Each person will have up to 4 meetings available fully paid for by the company, with the possibility to continue with the process in agreement with the selected professional, with the financial subsidies dedicated to Engineering.

On the other hand, in indirect listening procedures, requests are sent via workers’ representatives, the worker safety representative and the Unitary Trade Union Representative, who collect them and then send them on to the Health and Safety function. These individuals, who are introduced to workers during courses dedicated to new hires, are involved in management methods and participate in a number of institutional events, such as company physician inspections at the offices, audits, renovation work on the company premises or initiatives that could change the risks included in the Risk Assessment Document.

Employees can easily communicate with their representatives via a Community Wall on the company intranet.

KNOWLEDGE, KNOW-HOW,
KNOWING HOW TO BE

Our IT & Management Academy

Our IT & Management Academy

GRI 404-2

The pervasive nature of digitalization and technological innovation is triggering considerable changes across all markets, evolving traditional production processes and, as a result, increasingly generating demand for new professional profiles as well as new skills to enhance the traditional trades.

This scenario makes it necessary to cultivate day after day, update and constantly hone know-how, technical, managerial and relationship skills, but also the experience in the field of everyone in the company: the world of Information Technology is moving so fast that to ensure that the race towards innovation does not become a race to keep up, the strategic planning of continuous learning, reskilling and upskilling activities is crucial.

This is an extraordinary commitment, which Engineering aims to meet by leveraging an exclusive asset in the national landscape: its IT & Management Academy, a veritable accelerator of skills to meet the challenge of preparing IT professionals and customers to successfully face a highly competitive and continuously changing market.

The IT & Management Academy is an actual campus located close to Rome in Ferentino, which features 16 latest-generation computer rooms, a lecture hall that can seat up to 140 people, a library, a Testing Center where certification exams are taken and a company restaurant.

The evolution of the Engineering Academy Training Model

After quickly becoming one of the main Corporate Academies on Information Technology in Italy, over the years the Engineering Academy has accompanied the Group's growth through the constant evolution and innovation of learning strategies and training methodologies, as the formats, languages and interaction methods of its training activities always keep pace with the current tech industry standard and the increasingly demanding learning habits of course participants, even the youngest ones.

One key feature of Engineering's training is also assigning teaching activities to a selected set of Group professionals who have gained solid experience in the field on the course content. Through this virtuous cycle, we are indeed able to enhance methodological knowledge with experience in the field, technological innovation with management and application capabilities, guaranteeing really salient training courses to confront this period rich with challenges and opportunities. Alongside internal instructors, there are also prestigious partnerships with significant players like Bocconi, Talent Garden and the Polytechnic University of Milan, as well as vendors like AWS, Microsoft Azure, Google, Oracle and SAP for specialized technical training.

Aside from making a Course Catalog available to all Company professionals which includes more than 250 titles, the Academy has also undertaken a process of teaching innovation and experimentation, supporting traditional classroom (physical or virtual) training with a series of original multimedia productions, "borrowing", for training purposes, methods for presenting content seen in other platforms: from the digital graphic adventures that accompany new hires during their initial days of working at the company, to in-depth single-subject channels that provide constant updates, through impactful, short training snippets, on the emerging technologies that we work on in our research laboratories, to cite just a few examples.

In 2022, the Academy was gradually reopened in order to host in-person courses again. The meeting between students and the various instructors brought back to the fore the value added of physical presence and the sharing of ideas, and contributed towards facilitating networking and team building, as well as initial socialization within the company for new hires.

The company's training model thus completed the transition towards a "phygital" learning system, with an alternation between virtual hubs and physical experiences, within which people can share individual expertise and take new ideas on board, in addition to increasing their skills.

The recent introduction of the Learning Hub format, launched in 2023 on a selection of Engineering's strategic training courses, represents the most recent accomplishment in this evolution process: participants are welcomed into a veritable ecosystem of integrated, consistent training content, which combines traditional face-to-face training with instructors with a series of on-demand resources, such as articles and recommended reading, micro-learning snippets, podcasts, self-reflection exercises and challenges for testing their knowledge. All of this is offered with a view to boosting engagement and the depth of the training experience, guaranteeing greater freedom in participation in training as well as personalization of the learning process.

2022 Training Plan

In terms of numbers, over the course of 2022 the synchronous training initiatives launched by the IT & Management Academy recorded more than 10,000 participations by Engineering Group employees for roughly 33,400 days/person of training.

In addition, asynchronous multimedia content made available in fully e-learning format through the company's Learning Management System FORENG recorded more than 22,000 participations. The highly technologically innovative DNA of Engineering drove the production of a number of types of e-learning training courses, from WBT to Tutorials, from Role Playing to Slideshows and asynchronous webinars. Of these, the "Fortube Channels" were the professional refresher tool developed to convey the best practices and case histories of the Engineering world and the main trends in the IT domain.

To date, a number of episodes have been produced on Digital Transformation, Innovation and the company Portfolio.

The result achieved in terms of the acquisition of professional certifications is also decidedly important.

The constant attention on the part of the Company to the certification of technical and methodological IT skills has resulted in the achievement for the Group's people of 1,510 new professional certifications in 2022, through the training paths made available by the Academy focusing on the main technologies (AWS, Microsoft, Oracle, Google, Red Hat, SAP etc) and management frameworks (PMP, ITIL, Cobit, Devops, IIBA) of Information Technology.

Furthermore, amongst the multiple training initiatives deployed in 2022, it is worth mentioning the Academy Program project, which is characterized by training courses organized in continuous cycles for young talent coming from the best universities and technical institutes, with a view to the 360-degree development of the technical and domain skills and interpersonal abilities of young talent, as well as transferring the company's values and identity, before their successful placement in the company. The design of these courses also includes in-person training modules at the Academy, intended to transfer a mindset that stimulates students to confront the changes brought by the Digital Transformation and learn about the importance of teamwork in the phygital context, before the vertical specialization professional modules, to guarantee alignment with technological skills and the specific nature of the business domain that the candidates will enter when the training is complete.

Another significant initiative was the Hybrid Leadership Project, which involved more than 150 Engineering group executives in web classroom as well as self-learning activities in order to generate discussion on Digital Sustainability topics and the identification of Work-Life balance, also with a view to safeguarding the team's relational capital in light of new company strategies relating to telecommuting. A specific focus was dedicated to the most impactful topics of smart working at the organizational and relational level, such as People Management, Teamwork, the organization of work and team communication.

Lastly, the last edition of the "MeM - Master Engineering in Management" was completed in September 2022, a project that involved 54 colleagues from Italy and the Group's companies abroad, and which sets the ambitious objective of training Engineering's future managers through an educational path structured into 3 main areas: Leadership and Personal Effectiveness; Business, Finance and Performance; Digital Transformation & Innovation Leadership. A valuable initiative which for 2023 will be further strengthened through new "Leadership Acceleration Programs", paths of excellence that have the objective of accelerating growth in the role of Leader to accompany a selection of Managers (newly appointed or soon to be appointed) in gaining knowledge of their new role and leading their teams within the scope of highly complex and high value contexts and projects. The new Acceleration Programs include an innovative and engaging learning structure, with in-person training modules integrated by a number of self-learning, challenge and simulation activities, inspirational speeches, company visits and a mentorship process when the training activities are complete.

PROJECTS AND INITIATIVES

Our contribution to the community

Our contribution to the community

We generate value for the community

Our contribution to the achievement of the goals of the 2030 Agenda is also expressed through our commitment to creating wealth, understood as the construction of shared value. Economic prosperity is the prerequisite for the creation of sustainable production and consumption models and the promotion of fair development, which can guarantee full employment and decent work.

With our business activities, we contribute to the generation of well-being for the community.
Our commitment has also been extended to the entire community, through the promotion of initiatives and projects ranging across a number of areas of intervention (circular economy, promotion of health, fight against poverty, etc.) but which in particular focus on making our distinctive skills, such as education and digital inclusion, available to the general public.

Initiatives in favor of the community

SDG 1 / END POVERTY IN ALL ITS FORMS EVERYWHERE

1.B

From Brazil, a show for ecology and inclusion
From the shanty towns of Brazil to the Vatican, 24 young people from the favelas are the stars of the show “Lo spazio della vita nella terra” (“The space of life on earth”), with a view to sending an ecological and social message on a tour that will reach Italy and France. At the end of the tour a documentary film entitled “Amazonia. The Space of Life on Earth” will be created, featuring the most significant moments of this trip and interviews with four of the young people involved in this project, of which the Engineering Group is one of the main sponsors. On May 24, 2023, the show arrived at the Vatican, where the Brazilian dance group Laudato Si’ Amazonia – O Espaço da Vida na Terra participated in the general audience and then danced in the colonnade area of Saint Peter’s Square.

SDG 3 / GOOD HEALTH AND WELL-BEING

3.4

Engineering for the Cure
Again in 2022, Engineering participated in the Rome stage of Race for the Cure, the initiative aimed at raising awareness about the importance of prevention in the fight against breast cancer. Also this year, our employees and their families participated in the non-competitive walk organized by the Susan G. Komen Italia association.

3.4

Blood donation: Ema - Roma
Thanks to our collaboration with Ema-Roma, we participated in blood drives to give our employees in the capital the opportunity to actively contribute to supporting the health of the community, as well as to make a specialist in vaccines available to them to provide specific scientific information and respond to any questions or doubts.

SDG 4 / QUALITY EDUCATION

4.4

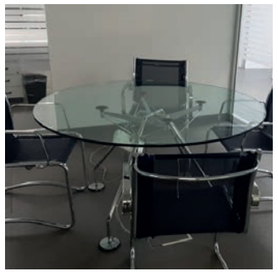
Digital inclusion: our Academy for the young people of San Patrignano
More than 150 hours of courses for the training of over 100 young people in the Community of San Patrignano. In this project, our company and the Community founded by Vincenzo Muccioli collaborated in IT and digital training.
The lessons, managed by the instructors of the “Enrico Della Valle” IT & Management Academy and focusing on the acquisition and improvement of digital skills, support entry into the world of IT professions to facilitate hiring. The program, organized into various modules and divided by level of IT skill, ranged from the use and functioning of PCs and smartphones to the use of the most widespread digital tools, from recognizing and managing web browsing risks to new sharing platforms that have become central in telecommuting.
For our Group, training means contributing to a more fair and inclusive society. This project is aimed specifically at involving the students at San Patrignano so they can become familiar with and benefit from the opportunities of a digital transformation that is changing the world.

4.1 10.2

Circular migration: the Y-Med project for young Tunisians and Egyptians

Five young people from Egypt, Libya and Tunisia have been hired to work at our company thanks to the Y-Med project, in which Engineering was one of 26 companies selected by the Lazio Region. This is a circular migration initiative that offers young professionals the opportunity to participate in a six-month internship at Italian companies, strengthening their skills which they will then be able to put to use in their country of origin. Thanks to the program promoted by the OIM, this intercultural exchange has ensured a valid path of professional growth for the workers involved as well as growth for our teams.

4 12.5



Our company furnishings, a circular economy project

In 2022, our offices in Assago and Pisa were transferred, but the furnishings once again went to support associations and parishes which used them in new social projects. So, after accompanying us in our business activities, they have been given a new life in furnishing new spaces and new ideas with a circular economy approach.

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4.4

Programming the Future: digital inclusion with our volunteers confirmed in 2022

In 2013, the United States launched a large-scale campaign for the introduction of computational thinking in schools of every type and level. In Italy, thanks to the “Programming the Future” initiative, partner companies like Engineering supported the Ministry of Education and the National Interuniversity Consortium for Informatics (CINI) in spreading the digital culture in schools by introducing the basic concepts of computer science and computational thinking.

Alongside Italian school teachers, our team of volunteers is passionately and skillfully committed to transmitting to children and young people the creative potential behind the world of computer science and the use of technological tools, with a view to improving their real life and supporting initiatives against bullying, cyberbullying and technology dependence.

SDG 5 / GENDER EQUALITY

5.2

November 25, a haircut for Iranian women

Autumn 2022 saw the rebellion of Iranian women who are fighting for their freedom. During the International Day for the Elimination of Violence Against Women, Engineering employees appeared in social media in shots that portray them cutting a lock of hair, the symbol of the rebellion and a demand for change. To mark this day, the group supported the activities of Di.Re – Donne in rete contro la violenza (“Women online against violence”), a group of 82 organizations that manage anti-violence centers and shelters.

SDG 10 / REDUCED INEQUALITIES

10.2

Milano Solidale Tournament: sports and solidarity

The Engineering soccer team participated in the 2022 Milano Solidale Tournament, a social commitment project in which professionals and businessmen from 16 teams faced each other in seven-a-side soccer.
Organized by the CAF Association, the tournament contributed to fundraising for the project that welcomes and treats 45 children who are housed in their residential communities

SDG 13 / CLIMATE ACTION

13.3 15.2

We joined the loop: company events for a sustainable culture

Two days of sustainable team building, working on forest orienteering capabilities, collecting wild herbs, preparing a green aperitif and especially, discussing sustainability topics in a fun and informal manner. This was the experience of a group of employees organized by Faroo, the first innovative benefit startup that offers companies the possibility to create a positive environmental and social impact. Faroo calculated that thanks to this initiative, 280 kg of CO2 emissions were avoided, 15 local products were promoted, 11 local people received aid and 36,200 liters of water were saved.

SDG 16 / PEACE, JUSTICE AND STRONG INSTITUTIONS

16

Supporting the Ukrainian population

The year 2022 was heavily marked by the conflict in Ukraine, and our Group took action from the very first days to bring relief and aid to the populations impacted, through a range of initiatives. Just a few days after the conflict began, the company supported an Emergency Operations Unit project. The mobile unit consisting of 8 means of transport with 125 operators, healthcare and medical supplies for first aid and basic goods (food, cots, blankets, clothing) made it possible to set up and manage a field of 600 beds in the city of Przemysl in Poland, the first point of entry for many Ukrainian citizens fleeing the war. With the Fast Tracking Employment project, we began a hiring plan for Ukrainian refugees with STEM skills.
A company fundraising campaign was also launched to support the actions taken by Save the Children for the Ukrainian population.

Economic value generated and distribuited

Highlights

Revenues
1,459 million euro

Economic value distributed to stakeholders
1,341.4 million euro

Net profit
29.4 million euro

In the course of 2022, the Group obtained a significant improvement in its profitability, in percentage as well as absolute terms, across all of the main indicators.

The Group's objective is definitely the creation of wealth for its shareholders, employees and suppliers. The generation of well-being for the community and new wealth for the country is no less important. As of December 31, 2022, the direct economic value generated by the Group was 1,478 million euro, of which 91% was distributed (1,341 million euro). The share contributed to the State amounted to 28.7 million euro (1.9% of the total direct economic value generated), while the share distributed to the community, inclusive of membership fees and charitable contributions, amounted to 2.5 million euro. These numbers confirm our commitment to generating well-being for the community and contributing to the country's economy.

SUMMARY OF ECONOMIC RESULTS (2020-2022 THREE-YEAR PERIOD)

(amounts in millions of euro)

	2022 December, 31	2021 December, 31	2020 December, 31
VALUE OF PRODUCTION	1,460	1,321.3	1,241.5
Net revenues	1,422.6	1,298.0	1,218.5
Adjusted EBITDA*	208.6	198.2	177.4
% of net revenues	14.7	15.3	14.6
EBIT	45.8	70.4	90.1
% of net revenues	3.2	5.4	7.4
Net profit	29.5	47.5	190.8
% of net revenues	2.1	3.7	15.7
Shareholders' equity	815.4	792.7	836.8
Net financial position	-447.1	-106.1	-40.1

* Adjusted EBITDA refers to the EBITDA results gross of the costs of stock options and extraordinary costs.

ECONOMIC VALUE GENERATED AND DISTRIBUTED (2020-2022 THREE-YEAR PERIOD)

(amounts in millions of euro)

	2022 December, 31		2021 December, 31		2020 December,31	
	Abs. Value	%	Abs. Value	%	Abs. Value	%
DIRECT ECONOMIC VALUE GENERATED*	1,478.3	100	1,341.0	100.0	1,261.50	100
DIRECT ECONOMIC VALUE DISTRIBUTED	1,341.4	90.7	1,220.2	91.0	1,142.40	90.6
Suppliers	564.6	38.2	499.0	37.2	440.5	34.8
Employees	719.0	48.6	674.0	50.3	637.8	50.6
Lenders	26.7	1.8	12.5	0.9	16	1.3
State	28.7	1.9	34.3	2.6	47.8	3.8
Community **	2.5	0.2	0.5	0.0	0.3	0.1
DIRECT ECONOMIC VALUE RETAINED	136.9	9.3	120.8	9.0	119.1	9.4

(*) Value of production plus financial income.
(**) Includes charitable donations and sponsorships with social impact.

Ethics and governance

Guaranteeing the creation of long-term value and business continuity is possible through solid business ethics based on the values of transparency, fairness and respect, foundational elements of our governance structure.

Our governance moves beyond daily operational management and embraces critical aspects such as data security, privacy, technological risk management and regulatory compliance. These factors are not only fundamental to protect our customers' sensitive data and guarantee operational continuity, but are also pivotal in ensuring that our work is carried out ethically and responsibly.

The Group's operations must be oriented towards the principles of social responsibility, both internally and externally. Therefore, our Corporate Governance system is an essential element to this end. Hence, our social responsibility strategy has been outlined on the basis of the ten principles and the values of integrity and transparency shared by the United Nations Global Compact, which are applied in all of the countries in which we do business. The sharing of these principles, regarding topics relating to human rights, labor, the environment and the fight against corruption, represents our commitment and our conviction that it is precisely the social and ethical component that plays a fundamental role in ensuring the achievement of business sustainability over the medium-long term.

The adoption of best practices and the principles of responsibility and transparency with respect to stakeholders makes our governance structure robust ad capable of harmonizing economic, social and environmental objectives together, as well as guaranteeing high standards of quality and reliability, elements of strength which distinguish our corporate identity.

The widespread application of the values of the Code of Ethics and the commitment to innovating and implementing policies and procedures makes it possible to ensure correct and efficient business management, which aims to strike the best balance between the various requirements, timeliness and flexibility in decision-making, transparency in relationships and the identification of roles and responsibilities.

Respect for ethical principles represents the cornerstone of Engineering's operations and its commitment to sustainability and corporate integrity. We have always worked to guarantee that every one of our actions is inspired and dictated by solid ethical values and respect for laws in force and human rights, therefore ensuring full protection for the personal and financial rights of every player involved in our operations, encompassing employees, partners, suppliers and customers.

During the year in question, we further strengthened our commitment by approving a new version of the Code of Ethics, a document that defines the basic ethical principles, rights and duties of each individual, underscoring the attention paid to the promotion of equal opportunities, inclusion and non-discrimination. The alignment of internal documents with the highest international standards, such as those defined by the International Labor Organization (ILO) and the Universal Declaration of Human Rights, therefore guarantees a solid basis for our business practices.

MEMBERSHIP OF THE UN GLOBAL COMPACT

In 2021, Engineering joined the United Nations Global Compact, an initiative founded to encourage companies all over the world to adopt sustainable policies in compliance with corporate social responsibility and make public the results of the actions undertaken. The companies that participate in the Global Compact have a strong sense of social responsibility and aspire to sustainable global growth, which takes into account their own interests and, through the commitment to safeguarding the environment, the expectations of future generations as well.

Through a Letter of Commitment to the Global Compact sent to UN Secretary General António Guterres, our Group has formally adhered to the Ten Universal Principles relating to human rights, labor, the environment and the fight against corruption, to promote the values of sustainability in the long term, with company policies and practices, and social and civil initiatives. This commitment was renewed in 2022 when the Group participated in the Early Adopter program of the CoP (Communication on Progress), whereby the Group reported on its progress made in integrating the ten principles of social responsibility into its business strategies.

As a member of the Italy Network of the Global Compact, Engineering also participated in 2022 in the first edition of the Target Gender Equality (TGE). The TGE is an accelerator program which allows participating companies to strengthen their contribution to the pursuit of Sustainable Development Goal 5.5, which demands equal representation, participation and leadership of women in companies all over the world. The program relies on capacity building workshops, learning meetings between peers at national level, the testimonials of experts and facilitated performance analyses, all aimed at improving the definition of objectives and action plans that increase the representation and leadership of women in organizations.

An additional confirmation of the Group's commitment to pursuing gender equality is represented by the signing of the WEPs (Women's Empowerment Principles) in October 2022. A joint UN Global Compact and UN Women initiative which in 7 principles offers companies a guide on how to promote gender equality and women's empowerment in the workplace.

The Seven principles of women's empowerment

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work – respect and support human rights and nondiscrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives and advocacy.
7. Measure and publicly report on progress to achieve gender equality.

Engineering is also a signatory of the Manifesto "Imprese per le persone e la Società".
This document, drafted by the UN Global Compact Network Italy, was created to provide a new impetus to a fair transition and contribute towards the creation of fairer, more inclusive and more prosperous societies through the engagement of top business leaders and, therefore, the organizations that they lead.

The Manifesto aims to generate a new commitment on the part of the private sector with regard to the social aspect of sustainability, inviting it to define more ambitious objectives and adopt risk and impact assessment systems and procedures starting right from the planning phase.
By signing the Manifesto, the Group undertakes to strengthen the role of the social aspect in its business strategies to generate long-term value, including in the supply chain and in the communities in which it operates.

Our governance

GRI 2-9 2-10 2-11 2-12 2-13 2-14 2-15 2-16 2-17 2-18 2-19 2-20 2-23 2-24 2-25

As of December 31, 2022, Engineering Ingegneria Informatica S.p.A. was wholly owned by Centurion Bidco S.p.A. However, on June 1, 2023, the downstream merger by incorporation pursuant to Arts. 2501-bis and 2501-ter of the Italian Civil Code of Centurion Bidco into Engineering Ingegneria Informatica S.p.A. became effective, as a result of which Centurion Newco S.p.A. became the new sole shareholder of Engineering.

Our Group structure as of December 31, 2022 is the result of an acquisition strategy followed by integration processes. This led to the creation of a body consisting of seventy companies, including the Parent Company, of which sixty-five are operational while five are in the liquidation phase.

It is important to highlight how Engineering exercises management and business control over its subsidiaries, thus reflecting its distinctive integrated approach, organized into specific centers of operational responsibility. In the increasingly dynamic and interconnected context of the Information Technology sector, governance thus represents a fundamental element to guarantee the effectiveness, responsibility and sustainability of business operations.

The Company adopts a traditional-type management system which makes it possible to clearly distinguish between roles and responsibilities to ensure integrity and fairness in our decision-making processes.
In particular, the Shareholders' Meeting is responsible for making the most significant decisions in the life of the Company, including the appointment of the corporate bodies and the approval of the financial statements. Company management is instead entrusted to the Board of Directors, which carries out the transactions required to achieve the corporate purpose.

Lastly, control functions are attributed to the Board of Statutory Auditors, which is responsible for supervising, inter alia, observance of the law and the deed of incorporation and respect for the principles of proper administration, and the independent auditing firm, which is responsible for accounting controls.

In the course of 2022, the Board of Directors (BoD) of EII consisted of thirteen members, all men, and the chairman of that governance body is not a top manager of the Company.

Pending the revision of corporate governance - to be implemented following the appointment of the new administrative body, as its term of office is coming to an end with the approval of the financial statements - in 2022 the Board of Directors had not yet identified and adopted a policy on the independence requirements for holding the role of Director of the Company. Therefore, no statements attesting to compliance with such requirements were issued by the directors in office at the time in order for them to be qualified as independent.

In 2023, with the appointment of the new administrative body, 3 female directors were appointed. Furthermore, 4 directors out of 13 were qualified as independent on the basis of specific independence statements that they provided, taking into account the *"Guidance of the Board of Directors of Engineering Ingegneria Informatica S.p.A. concerning the criteria of independence to hold the office of Director of the Company"* adopted by the Company on a voluntary basis on June 23, 2023.

In light of the foregoing, it is evident that the shareholders' meeting has focused in particular on ESG issues, such as diversity and inclusivity, considering them to be central elements in the process of appointing members of the BoD as well, for which in the coming years measures will be established to broaden knowledge and experience on sustainable development themes. Furthermore, starting from this edition, the BoD is responsible for the approval of the 2022 Sustainability Report.

Pending the implementation of the corporate governance revision project, in 2022 the Company had not yet established committees within the Board of Directors. In June 2023, after the appointment of the new administrative body and in implementation of that project, two board committees were established with advisory and proposal functions with respect to the Board of Directors:

- the Control, Risks and Sustainability Committee (CRSC), the majority of which consisting of independent directors, including the Chairman;
- the Committee of independent directors for related party transactions, consisting entirely of Independent Directors;

This further confirms the path undertaken to integrate ESG topics into Company management.
In particular, the CRSC has proposal and advisory functions with regard to the Board of Directors, with a view to supporting assessments and decisions relating to the

internal control and risk management system and the topic of sustainability. One of the Committee's responsibilities is to examine the Sustainability Report prepared every year by Engineering, in addition to expressing opinions on annual and multi-year sustainability targets and monitoring national and international initiatives and best practices on sustainability, reporting to the BoD in this regard.
For years now ESG topics have also played an important role in business strategies, requiring the increasing involvement of the top management. In particular, in 2022 the leadership team dealt with sustainability aspects by discussing materiality analyses and evaluating ESG certification pathways.

The establishment of the Control, Risks and Sustainability Committee represents an additional guarantee that Engineering offers to stakeholders on its assumption of responsibility to comply with the ESG-related values of ethics and transparency. Engineering has also outlined specific methods for managing relationships with customers, which are formalized in the "Customer Complaint Management Procedure", updated during 2021.

This procedure allows for the proper management of complaints received from customers, supporting a good communication process from outside to inside the confines of the company, accompanying the implementation of an internal process of continuous improvement while focusing the Group's attention on any critical issues identified, towards which it should direct its efforts. Any corrective actions are then managed on the basis of a dedicated corrective and preventive action management procedure.

To confirm the strong and increasing oversight of ESG topics, on January 1, 2022 a Chief Sustainability Officer (Chief Group Public Affairs, Corporate Communication & Sustainability) was also appointed who, in coordination with the Chief Executive Officer, handles the implementation of the Company's ESG policies and the management of sustainability impacts.

In 2022, a year in preparation for the full establishment of ESG governance, no performance assessments were carried out on impact management for the Chief Sustainability Officer or for the BoD.

Communications on impacts from the Chief Sustainability Officer to the Board of Directors are not sent regularly, but are transmitted when deemed necessary or in conjunction with CRSC meetings. In the course of 2022, there were no communications about significant problems relating to impacts on sustainability.

Furthermore, particularly with reference to conflicts of interest, the company does not have an internal policy formally governing the management of these cases. Nonetheless, within the Board of Directors, any conflicts of interest are managed in compliance with regulations in force. In 2022, there were no communications of conflicts of interest to stakeholders.

With regard to remuneration, while for the BoD it is defined by the shareholders' meeting, for the rest of the top management, until 2022 there was no consolidated internal process in place or benchmarking with the external market. To handle this situation, during 2022 an in-depth analysis was performed with the involvement of roughly 12,000 employees and 60 managers, aimed at formally defining the company's job architecture. On the strength of this widespread and precise structure, starting from 2023 Engineering is able to assign a specific rank to each employee in order to more easily evaluate their position with respect to the external market and assign remuneration to each that is as suitable as possible for their skills.

There are also specific pay policies linked to objectives and performance in place for the top management. In particular, short-term (MBO) and long-term (LTI) incentives have been defined which, however, at the moment are not yet linked to ESG topics.

Our structure for monitoring legality

GRI 2-26 2-27

Engineering has always believed that ethics and integrity represent the necessary prerequisites of its business activities. Indeed, the Engineering Group operates in full compliance with laws in force and according to approaches that protect the personal and financial rights of all stakeholders.

In October 2022, the Engineering BoD approved a new version of the Code of Ethics, which defines rights and fundamental duties and establishes the ethical and social values and responsibilities (internally as well as external to the company) respected and applied by employees, executives, directors, members of the Board of Statutory Auditors, members of the Supervisory Body, temporary or ongoing external collaborators, partners, suppliers and customers. The updates made bear witness to and confirm our focus on and monitoring of topics relating to human rights and labor, equal opportunities and inclusion: the protection of employees and collaborators from all discriminatory conduct linked to ethnicity, national, regional or social origin, religion, disability, gender, sexual orientation, family responsibilities, civil status, trade union membership, political opinions, age or any other condition which could give rise to discrimination. These principles are aligned with the SA8000 Ethics Certification management system, explicitly referring to observance of the conventions of the International Labor Organization (ILO), the Universal Declaration of Human Rights and national legislation on labor and non-discrimination.

An additional tool for spreading an ethical approach is the Policy for the Prevention of Corruption, which applies to all Group companies and is an integral and substantial part of the Organization and Management Model ("231 Model").

Engineering has implemented a whistleblowing process. Anyone who becomes aware of facts that may constitute a breach of the Code of Ethics, laws or company policies, or can generate potential harm for occupational health and safety or the environment, is required to report them to the organization through the established whistleblowing channels disclosed according to the methods established by law, also in anonymous form.

In the course of 2022, the Supervisory Body received and analyzed one whistleblowing report.

As part of the process of continuous improvement and in compliance with Group governance, in 2023 innovation was promoted in the process of receiving and managing reports for the communication of conduct enacted in violation of the principles of ethics and conduct, laws and company procedures, aligning it with best practices on the matter and the new regulatory aspects introduced by Italian Legislative Decree no. 24/2023 in implementation of European Directive 2019/1937. The Decree introduces the new whistleblowing regulations and combines within a single regulatory text the entire set of rules on whistleblowing channels and the protections recognized to whistleblowers in the public and private sector.

With this aim, Engineering has established the Group Whistleblowing Committee, with the duty of examining all reports while ensuring the confidentiality of the information they contain and with a view to confirming or otherwise the facts reported. Furthermore, to support the organization of activities, the Technical Secretariat of the Whistleblowing Committee will be established.

The 231 Organization and Management Model is subject to continuous updates (the most recent one dates back to January 2021), which reflect the regulatory evolution of the Decree, changes in case law and legal theory, experience gained and changes in the company's organization.

In 2022, the risk analysis was performed for the Parent Company, considering the types of offense pursuant to Italian Legislative Decree 231, correlating them with the company's internal processes.

In September 2023 an Integrated Risk Assessment project will be launched which will also consider, inter alia, risks relating to the types of offense pursuant to Italian Legislative Decree 231, the results of which will be considered for a new update of the 231 Model.

The Code of Ethics, the Policy for the Prevention of Corruption and the 231 Model are published on the company website, are visible to all (via the internet and the intranet) and are disseminated and illustrated to new hires during training sessions dedicated to apprentices. A total of 265 apprentices participated in the various training sessions held in 2022.

In general, all Engineering Group employees are required to attend training sessions relating to the 231 Model, the Anti-Bribery Management System and the Privacy Code. The data for 2022 on the attendance of such courses, made available in web training mode and accompanied by final tests on knowledge, are provided below.

Course Title	Attendance in 2022
Transversal Apprentice Training	265
L. Decree 231/2001_2	961
Anti-corruption	3,169
Privacy	989
Cyber Security	8,595

In the Supplier Register (PAGE) enrollment phase, 100% of suppliers are required to view them and be familiar with their terms.

Engineering takes all necessary measures to combat and prevent corruption, prohibiting any action that may promote or favor interests and advantages by third parties, or harm impartiality and autonomy of judgment.

In 2019, the Parent Company earned, and subsequently renewed in 2022, the certification of its Anti-Bribery Management System according to the ISO 37001 international standard, issued by the certification body DNV – Italia. This standard is applicable to any type of public or private organization and describes the requirements for implementing a management system aimed at preventing corruption, oriented towards continuous improvement and the adoption of measures to discourage the risk of offenses in a reasonable manner proportional to the business segment, size and complexity of the organization. The system is not meant to overlap with the tools established by law (corruption prevention plans pursuant to Law 190 or Organization Models pursuant to Italian Legislative Decree 231), but only to best coordinate the overall system in order to effectively prevent corruption in a manner integrated with other company management systems.

In 2021, the subsidiary Municipia obtained the certification, while the subsidiary D.HUB earned the certification in October 2022. In the anti-corruption compliance improvement program, the prevention policy was extended to all Italian and foreign companies.

In compliance with the standard, in 2019 the “Anti-Corruption Compliance Function” was established, which reports directly to the Chief Executive Officer and in the course of 2020 was also extended to Municipia.
To spread the tools adopted for preventing and fighting against corruption, the company dedicates specific training sessions to its employees which address topics such as the Organization and Management Model adopted by Engineering in compliance with Italian Legislative Decree 231/2001 and in general the company’s anti-corruption approach: in 2022, the “Anti-corruption course” was taken in Web Based Training (WBT) mode by 3,169 employees belonging to the Group’s Italian companies.

Data privacy and cybersecurity

Privacy: a continuously evolving regulation

The European General Data Protection Regulation (GDPR) became effective in May 2018 and contains a complex set of rules on the protection of the data of natural persons. Subsequent to the adoption of the GDPR, the regulator, the European Data Protection Board (European Board that brings together representatives of the Privacy Authorities of the Member States) and the Supervisory Authorities took action multiple times, expressing opinions and issuing guidelines to clarify its content and ensure its operational effectiveness, introducing additional regulations and preparing projects for further regulations on the matter.

In other words, it is evident that the (personal and other) data protection regulation is extremely dynamic and in continuous development due to both the evolution of the interpretation of regulations in force and the constant issue of new rules, in an attempt to “keep up with” the evolution of technology and, as a result, of services.
Consider for example:
- the NIS II for cyber security;
- the proposal on the Cyber Resilience Act on the security of processed data;
- the proposed European Regulation on Artificial Intelligence;
- the proposed European Regulation on the European health data space.

The new Privacy Organizational Model (POM)

Engineering Ingegneria Informatica S.p.A. and with it the subsidiaries of the Engineering Group, in light of the changed management structure and substantial changes in governance, laid the basis in 2022 for a project, which was fully launched in the first half of 2023, for further analysis and investigation of the personal data processing activities carried out in the Group and the existing organizational, management and control tools, in order to perfect that structure with a view to better responding to the evolution of privacy regulations.

In particular, EII recently adopted a new Privacy Organizational Model (“POM”) whereby the company pursues the goal of renewing and refining its governance system on the processing of personal data, in order to allow for the widespread application, constant assessment and necessary updating of the organizational and security measures required by the privacy regulation.

In particular, the POM identifies a new organizational model for privacy & data protection activities, with a view to: (i) assigning roles and responsibilities to those with knowledge and/or proximity to the processes from which data processing originates or where the data reside; (ii) optimizing the fulfillment of obligations, also facilitating discussions between the business, the legal function and the DPO; (iii) guaranteeing a uniform approach transversal to all of Engineering in the analysis and identification of processes that require personal data processing.

To this end, the POM:
- addresses privacy roles, allocating the relative responsibilities to: i) Executive Data Managers (i.e. directly reporting to the CEO); ii) Data Managers (second line of reporting to the CEO); iii) Privacy Contact Points (who organizationally report to the Data Managers and act as a point of functional connection with the DPO Office);
- defines an organizational, governance and rules system aimed at guaranteeing the widespread application, constant assessment and necessary updating of the measures required by the Privacy Regulation;
- guarantees the progressive implementation of a structured and organic system of procedures and control activities (ex ante and ex post) aimed at preventing as well as overseeing any data protection risks;
- governs, through the positions introduced by the POM, every aspect of processes linked to personal data processing in compliance with applicable regulations, also by implementing a system for the constant monitoring of the company’s activities, which is capable of preventing the commission of privacy offenses and/or discouraging any reiteration of conduct in breach of sector regulations.

The new POM was accompanied by the formation of internal thematic working groups aimed at:
- redefining the mapping of the personal data processing carried out at EII and the subsidiaries. To this end, the adoption of a new tool is under way which will enable all Group companies to (i) manage the Processing Register in a uniform manner through the adoption of naming conventions and (ii) integrate privacy impact assessments on processing (Data Protection Impact Assessment – DPIA) starting from the initial entry of processing operations in the Register;
- centralizing HR processes of all of the subsidiaries at global level, with a view to uniformity, while guaranteeing the security of international transfers of personal data;
- structuring flows aimed at ensuring the compliance of international data transfers, also with regard to the services rendered to customers through subsidiaries falling within the scope of near shoring, but in any event outside the European Economic Area;
- reviewing and updating procedures on data breaches and on the rights of data subjects with a view to paying the utmost attention to their protection;
- adopting a methodology for balancing interests (Legitimate Interest Assessment – LIA).

In the course of 2022, training on privacy and data protection was provided through a compulsory online course for the entire company population and thematic courses for specific professional positions (for example, on procurement).

Furthermore, in the course of 2023 employee training was launched on the use of the tool for managing the Processing Register and additional personnel training activities on privacy were planned for 2023, both “basic”, for refresher purposes, and “job specific”, according to the activities concretely carried out by each individual.

Demonstrating the already strong, albeit continuously improving, oversight of customer data protection, no data breaches were recorded in 2022.

Corporate cybersecurity

An effective structure dedicated to cybersecurity is fundamental to mitigate and reduce risks relating to threats from the network and to protect the organization from the risk of cyber attacks.

At Engineering, we consider cybersecurity to be a key element of the Digital Transformation. We know that reaching “zero risk” is impossible, however it is indispensable to deploy the best prevention actions to reduce risks and guarantee to Italian companies that they can extract the maximum benefit from a digital innovation that is not expected to ever slow down. It is also indispensable to be ready to face new challenges, within a continuously changing context, through adequate skills, technologies and processes that can face new threats.

The protection of IT systems is also the expression of our social commitment aimed at ensuring the full operation of public players and businesses. Indeed, at our Data Centers we store and manage, on behalf of our customers, a considerable amount of highly sensitive data used for highly critical business processes. On these integrated networks, services are provided for a number of sectors, from high value added Information Technology to outsourcing and innovation according to the Cloud Computing model.

Relying on the most modern infrastructure and the most advanced technologies, the integrated network of our three Data Centers guarantees the highest security, reliability and efficiency standards for the over 400 customers that trust us with their data. All of the Centers feature fiber interconnects and there are Business Continuity solutions between Pont-Saint-Martin, Vicenza and Turin. The overall scope of services offered includes the management of roughly 22,000 servers, desktop management services for 250,000 workstations, a network of 18,000 devices, disk space of more than 10 peta-bytes, a hybrid and multi-cloud platform that integrates the main hyperscaler clouds and private cloud platforms, more than 1,200 Wide Area Network lines and over 2 million tickets (service requests from users) handled per year.

To guarantee the security of these sites, we have developed an advanced cybersecurity infrastructure and we work constantly to adopt adequate governance measures and advanced technological solutions.

In detail, our Security Operation Center (SOC) infrastructure - which can rely on the solutions of Cybertech, the Group company specialized in cybersecurity - allows us to provide our customers with advanced IT infrastructure security services as well as real time monitoring of any incidents and their management. This efficient control system is supported by a constantly updated organizational model integrated at Group level. The main operational duties are assigned to the Group Information Security Office (GISO), which directs cybersecurity activities and supervises the operational flows adopted. The structure was constantly reinforced in 2022 and this process is expected to continue in 2023.

In the course of 2022, the Cyber Security Strategy was updated to bring it into line with the Business Strategy and the NIST Cyber Security Framework. The Cyber Strategy consists of 4 pillars:

1. Continuous strengthening of the Cyber Security foundations;
2. Cyber Security as a business enabler;
3. Regulatory alignment;
4. Being prepared to face any “unexpected” and adverse events.

In order to make the Cyber Strategy operational within the company organization and coordinate the adoption of policies amongst the Group companies, improvements have been made in the Information Security Committee, a group made up of Information Security Managers who monitor specific areas and/or customers. People are appointed to these roles on the basis of their knowledge of business processes, their mastery of security and compliance topics and their knowledge of the operations of their organizational area.

The Committee operates in order to reach targets aligned with specific KRIs and KPIs, which include the security ratings developed by BitSight and SecurityScorecard. The establishment of the Committee not only improves the information flow on security management trends amongst the area contact persons and the GISO, but also significantly contributes to strengthening cooperation and synergies amongst the individual areas in identifying critical issues and solutions.

The scope of governance solutions also includes obtaining and maintaining internationally recognized security standards and certifications. In particular:

- our *Data Security Management Systems* are aligned with the standards of the ISO 27001:2013 certification (Information security management systems), which in the course of 2021 we decided to extend to the 27017 and 27018 guidelines;
- the subsidiary Engineering D.HUB holds the ISO 20000:2011 certification for the provision of ICT services as an outsourcer and its ISO 27001 certification is integrated with the ISO 27017 and ISO 27018 guidelines, which enable companies that provide services in SaaS, IaaS and PaaS mode or are Cloud Service Providers to guarantee greater protection of the data processed to their customers. In particular, Engineering D.HUB has been accredited by AgID (Agency for Digital Italy) as a CSP-Cloud Service Provider and as an IaaS and PaaS service provider. In 2021, D.Hub also obtained the ISO 22301 certification on business continuity.

It is worth specifying that these certifications refer to the individual legal entities, which therefore encapsulate their own certification scope.

As concerns the **Continuous Strengthening** of the Cyber Security Posture, we have launched and expanded projects to reinforce the company’s IT security. These activities are guided based on a constant analysis of Cyber Intelligence information from the OSINT (Open Source Intelligence - public information relating to phenomena linked to Cyber risks) and CLOSINT (information coming from sources outside the public domain) realms.

Workstation security measures have been reinforced using technologies suitable to prevent and manage malware attacks, and protection from phishing attacks has been strengthened.

In order to guarantee IT system security and **Enable the Business**, highlighting the brand’s reliability, the Engineering Group has set up a series of procedures and technologies to reduce the attack surface and also eliminate IT system vulnerabilities, in particular:

- **Attack Surface Reduction**: is part of regular activities and is indispensable to identify our “digital footprint”. Currently, the relative scores demonstrate the excellence of our security levels.

- **Continuous Vulnerability Assessment:** the Engineering Group has tools and processes for automatically identifying and eliminating perimeter vulnerabilities. The Vulnerability Assessment process receives input from the information obtained by the Group from public-private partnerships and the analyses of leading Cyber Intelligence firms.

- Attack attempt simulations are also performed **(Penetration Test – Red Team)**, on infrastructure assets and on applications to check for any vulnerabilities and implement a remediation plan. Red Team activities are carried out using the capabilities of the Cybertech center of excellence and third-party leaders in the sector.

The results of these activities are used to define a continuous technological and organizational adaptation plan, in order to further boost the security level of our information systems.

The Cyber strategy keeps the evolution of sector regulations constantly under control, in order to guarantee **Alignment with regulations** in coordination with the competent company structures.

In the course of 2022, two new policies were published, which are to be adopted by all Group companies:

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- ISM03 Group Information Classification Policy: defines the basic controls for classifying information of the Engineering Group, with a view to ensuring that all employees know how to manage information securely.
- ISM04 Group IT Infrastructure Security Policy: aims to provide direction within the context of IT infrastructure security, identifying suitable security guidelines in light of technological developments and the results of the monitoring activities conducted by the CISO.

Taking into consideration the continuous evolution of cyber attacks, the company has embarked upon a path of strengthening its **adverse event response** capacity, formalized in the design of the Engineering Group's Business Continuity Management System (BCMS), which will become fully operational in 2023. The BCMS calls for the collaboration of every area of the company to boost awareness and resilience capacity.

In 2022, the Service Catalog baseline was finalized when the Business Impact Analysis (BIA) was performed on an initial group of services.

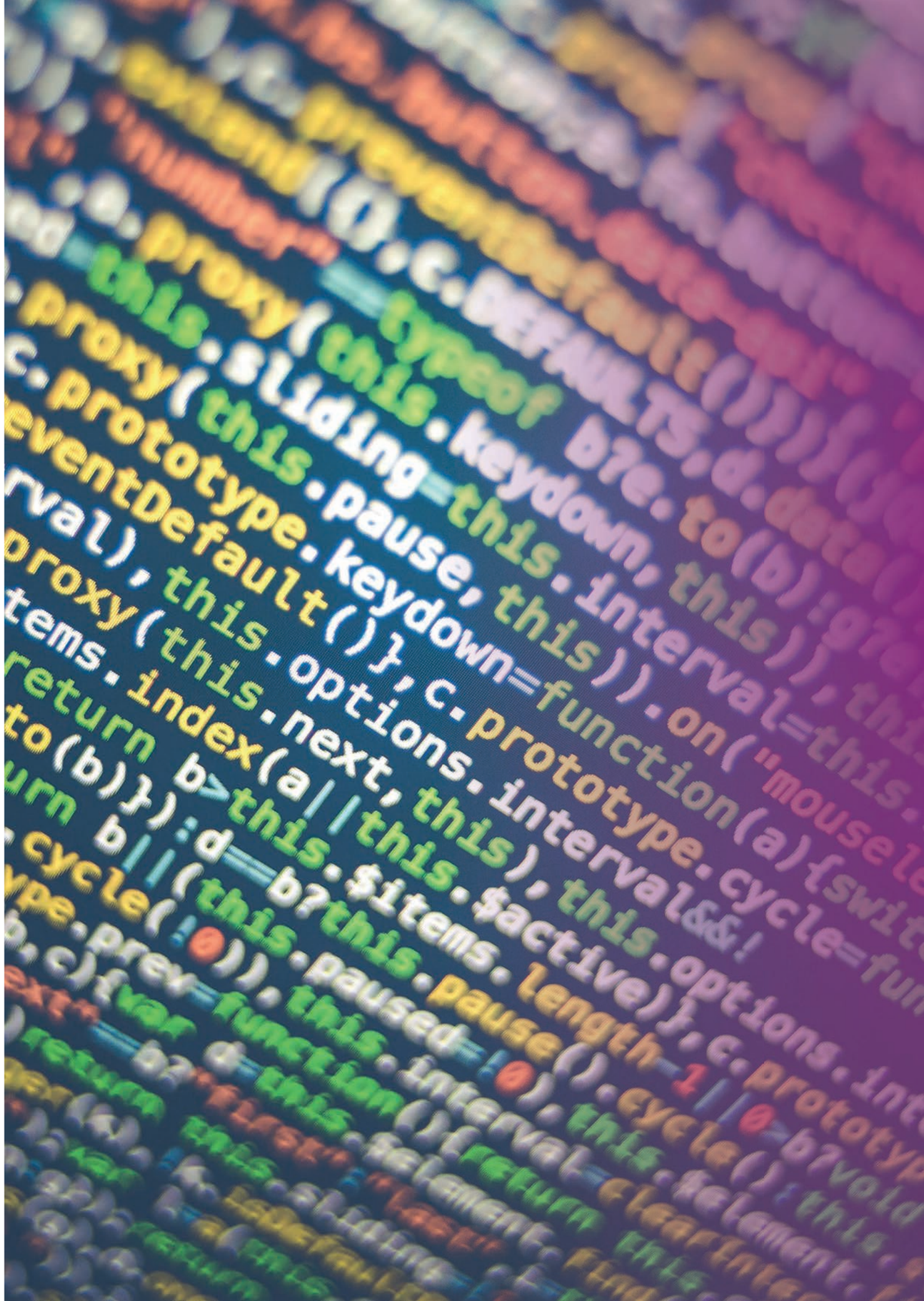
In 2022, we also launched new project activities in keeping with the cyber security strategy:

- Strengthening of the oversight offered by the **Security Operation Center (SOC)** expanding the monitored scope by including servers, devices and security functions;
- Activation of a **(Network Access Control: NAC)** solution capable of verifying compliance with endpoint security policies before allowing access to company resources;
- **Privileged Access Management (PAM)**, an identity protection solution that securely manages and stores critical system access credentials;
- Analyzing and increasing the protection of the most critical systems;

The most significant projects concluded in 2022 intended to improve the security of IT systems and the data used are described below. In detail, the following solutions were implemented:

- **DNS Protection**, which is used to identify and block threats linked to online navigation;
- **MDR**, which improves endpoint (client and server) protection, even against complex attacks, through the use of a best in class solution;
- **Network Behaviour**, which analyzes the traffic generated by company resources to identify anomalous or suspicious events and report possible 0-day threats.

The observable benefits of these projects include: more control over the internal network (NAC), better capacity to detect and block security attacks and events (DNS Protection, strengthening of the SOC) and improvement in the capacity to detect and respond to threats (MDR and Network Behavior).



Digital Sustainability

Our distinctive contribution to sustainability is linked to our business and the Digital Transformation offer, as a factor enabling the implementation of sustainable projects and solutions.

With our customers, we share the goal of designing and creating innovative solutions focusing on environmental, social and economic topics, in accordance with the United Nations Sustainable Development Goals, in order to contribute to the creation of a more peaceful, fair and inclusive society.

There is almost no sector of the social, institutional or business sphere that has not been touched by our ability to conceive of and implement innovative solutions that generate positive impacts with respect to current and future social and environmental challenges. Solutions and projects that contribute towards simplifying, speeding up and multiplying the possibilities of organizations to take action according to new paradigms. Just a few examples are described below.

The projects are associated with the UN SDGs laid out in the 2030 Agenda.

VR TO SUPPORT PEOPLE WITH AN AUTISM SPECTRUM CONDITION

(3)

An integrated and innovative solution aimed at supporting young people suffering from autism spectrum disorder (ASD).
Recent research has looked into the effectiveness of Virtual Reality (VR) techniques to treat ASD, focusing on the possibility of using it and the clinical impacts for individuals with an ASC.
Compared to classical interventions, those based on Brain-Computer Interaction (BCI) and VR respond to a series of characteristics specific to ASD: indeed, patients with ASD react better to visual learning methods and learn to use computers very quickly.
Furthermore, the structure of these treatments is perfectly linear and well organized, with repetitions that make it possible to reinforce and consolidate learning, with immediate feedback.
Lastly, these types of interventions focus on specific skills and training, and the therapist can adjust and modify the scenarios based on the patient's individual needs.
The project uses a scenario-based learning platform for the creation, release, use and monitoring of treatment or training sessions.
Each session is tracked directly by the software, which monitors the results and a series of parameters (such as attention and stress levels) collected through webcams and processed by AI algorithms.
Furthermore, a Decision Support System will also be implemented that integrates the data gathered during sessions with data managed by the Public Administration and the national and local healthcare system.

Results: Improvement in the well-being of the person with an ASC; Improvement in the social context with which the person with an ASC interacts; Improvement of decision-making processes

5000 GENOMES FOR VALLE D'AOSTA

(3)

With High Performance Computing and Machine Learning, we support genomic research for the creation of personalized medicine procedures.
The new Valle d'Aosta genomic and Big Data analysis center is integrated with the regional healthcare system and aims to generate early diagnoses and personalized treatments for patients being treated at local hospitals. This represents the opportunity to create a research hub capable of attracting high potential to the area, which is able to grow the structure and improve regional healthcare.
Engineering D. HUB, the technological partner, makes its experience and innovative technologies available in both the infrastructure and the integration and analysis of data to create a high performance computing (HPC) infrastructure, a genomic screening structure and a holistic medical record for patients. The project aims to sequence roughly 5,000 genomes over 5 years on patients suffering from neurological, neurodegenerative and oncological diseases. In the process, the patient's genomic profile is analyzed along with data from their medical history and about their lifestyle to define personalized treatments, also with the aid of artificial intelligence solutions.

Results: Patient DNA mapping; Personalized treatment pathways; Medical diagnostics support; New precision diagnostics methodologies; New genomic information analysis methodologies; The medium- and long-term goal is to apply the technological solution and the diagnostic-treatment approach developed to other illnesses

E-VITA

(3)

Improving the well-being of the elderly in Europe and Japan, thus promoting active and healthy aging, contributing to an independent life and reducing the risks of social exclusion of the elderly.
The multidisciplinary consortium collaborating on this project will develop an innovative virtual coaching system based on TICs to identify subtle changes in the physical, cognitive, psychological and social domains of the daily life of the elderly.
The e-VITA virtual coach will therefore provide personalized recommendations and interventions, for sustainable well-being within a smart living environment at home.

Results: Integration of smart enabling technologies, advanced artificial intelligence and tailor-made dialogic interaction - Making the elderly accountable in deciding how technology can support them in their daily activities

PARTNERSHIP FOR INNOVATION: SUSTAINABLE MOBILITY AROUND MONTE BIANCO

(13)

Sustainable mobility tools and applications for Espace Mont-Blanc areas.
The challenge is that of a supply chain project which integrates and provides visibility to local companies that manage mobility and/or services, so as to offer eco-friendly solutions characterized by specific adaptability to the mountain region, to residents and tourists alike. The innovation partnership aims to create an innovative sustainable mobility product in the Espace Mont Blanc (EMB) region and was created based on the desire to seek out green mobility solutions (goods, services or a combination of these) suited to a mountain context.
This cross-border initiative involves France, Switzerland and Italy, which are all sparsely populated in those areas, but have a high number of tourists during the peak traveling season.
The project creates an integrated technological solution to meet the sustainable mobility requirements of tourists and residents and provide visibility to sustainable mobility services/operators. Furthermore, it promotes sites of cultural interest through virtual visits and supports decision-makers in monitoring the solution and planning decisions. The initiative encompasses a car sharing solution, offered by the partner Alpine Green Experience srl, which can combine the use of electric vehicles to get around the EMB with stays in local accommodations. Engineering defines, develops and validates the technological solution consisting of the back office, a mobile app and dashboard and the creation of virtual tours of specific sites. The “PPI” innovation partnership is implemented as part of the “Routes around Monte Bianco” Alcotra France-Italy Interreg cross-border cooperation project.

Results: Increase in the use of eco-sustainable vehicles; Visibility of green mobility businesses/services; Integration of mobility data; Promotion of sites of cultural interest

Engineering ©

PLATOON

(9) (11)

Our research project to modernize the power grid thanks to new smart network services based on the exploitation of data.

Energy sector digitalization allows for higher levels of operational excellence thanks to the adoption of innovative technologies. The Energy Big Data framework of modern smart power grids provides the ideal ecosystem for the exploitation of knowledge deriving from data.

The PLATOON research project implements distributed/edge processing technologies and data analysis for simple, optimized energy system management in real time for the sector expert. The project develops and uses the reference PLATOON architecture, compliant with COSMAG, to build and implement scalable and replicable energy management solutions that contribute towards increasing renewable energy consumption, smart grid management, increasing energy efficiency and optimizing energy resource management.

Results: Innovative technologies for higher levels of operational excellence; Modernization of the European power grid; Access to more cost-effective and sustainable energy; Increase in renewable energy consumption; Smart grid management; Higher energy efficiency

SMART LAND IN VALMALENCO

(3) (7) (9) (11) (12) (17)

The I.T.I.- Investimento Territoriale Integrato [Integrated Local Investment] 'In Valmalenco' project for smart and eco-sustainable local developmentThe project

The project nvolves four Municipalities in the Lombardy valley (Chiesa in Valmalenco, Caspoggio, Lanzada and Spriana), supported by us and CISA, the companies that were awarded the project financing for project management services over the next 7 years, under the auspices of the Lombardy Region for the signing of the Local Development Framework Agreement ("AQST") as a governance tool.

We presented our project financing to the Municipalities, offering our services, along with CISA, to support the Entities in the enactment of the entire program. We are therefore an "accelerator" that guarantees the implementation of strategic projects, becoming the link between the strategic vision of the Municipalities and project implementation.

The model is based on 6 broad "thematic pillars": Mobility, Water, Energy Efficiency, Local development and regeneration, Quality of life and Digitalization. The processing of the data gathered has made it possible to classify over 100 projects, which have been grouped into a functional matrix and broken down by "pillar".

The project financing calls for creating and managing a technological infrastructure for data collection across all of the projects. The parties that will carry out the various projects will therefore need to use the project platforms or, alternatively, transfer all data deemed necessary and indicated in the various project assignment procedures.

The main platform that we will offer is the Digital Enabler, in addition to a series of digitalized solutions and services for municipal residents and employees (ARGO).

Results: Support in carrying out strategic projects; Technological and transversal data collection infrastructure; Simplicity and effectiveness in carrying out projects for the local area; Use of the project financing methodology

B-WATERSMART: FOR SMARTER WATER MANAGEMENT IN COASTAL AREAS

(9) (11) (13)

New business models based on the circular economy and water-smartness

In coastal areas, the water sector is facing a number of challenges, such as water scarcity in the face of rising demand due to economic and demographic growth. This situation may lead to excessive resource exploitation, with consequences such as lower resource quality and regional imbalances in availability.

To handle these critical issues, the B-WaterSmart project adopts a large-scale systemic innovation approach in order to select, connect and test customized technological and management solutions for various water users and sectors, creating new business models based on the circular economy and water-smartness.

In B-WaterSmart, Engineering defines a conceptual integration of the project's ICT toolkits and is the main technological partner supporting the Venice case study. The Group also offers its skills in defining an interoperability approach based on FIWARE and in defining business models..

Results: Use of water-smart technologies and concepts; Improved water data management; Circular economy value chains; FIWARE-based interoperability approach

VIVI AIBIBANK

(3) (9)

Predictive diagnoses and precision medicine

In OECD area countries, cancer is the second cause of death. More than 1,000 new cases are diagnosed in Italy every day.

Early diagnosis, or the identification of the disease before it emerges, is crucial. It is also necessary to move beyond one-size-fits-all screening, in which everyone takes the same exam starting from the same age and at the same frequency, to move towards personalized screening. The AiBiBank project fits within the context of predictive diagnostics and precision medicine, integrating bio-tech, clinical and IT skills. In particular, the system will rely on the use of Artificial Intelligence techniques to provide two demonstrators in breast cancer and prostate cancer screening.

Results: Centralized tissue biobank; Data Lake and digital images; AI technologies for screening; Business Model for data exploitation

VIVI VENETO: A NEW HOME FOR VENETO REGION RESIDENTS

(9)

ViviVeneto is the first digital public services super-app in Italy.
Residents, who access it using SPID (Public Digital Identity System), have all public administration and local healthcare services within arm's reach.
Until now, one of the largest obstacles to true digital citizenship has been the segmented nature of digital public services. They are often broken down across multiple portals and vertical apps, which require access using SPID for each individual service.
With the Veneto Region, we designed a project to overcome these obstacles, adopting Service design methodologies to understand residents' needs, in their roles as workers, users of the national healthcare network, parents, tourists, etc., and transform the digital service user experience in the direction of the utmost simplicity and usability.
Engaging with and listening to residents, which already began during the design phase, continue within the app through analytics services on the user experience and a dialog area always open to receiving suggestions for service improvements and developments.
The mobile application we developed for the Veneto Region acts as a single point of access for all services provided by the Region to residents. We leveraged the interoperability of data displayed by "cloud ready" application services, integrating them based on resident requirements and creating an initial version of the super-app, which offers a single point of access via SPID for more than 40 services relating to 4 different apps and 7 different regional portals.
Some of the main functions implemented include user guidance and informational support to immediately and directly provide information regarding all public administration, healthcare, tourism, payment and message services.

Results: Mobile-centered user experience for digital citizenship services - Digital experience personalization - Speed and simplicity in meeting resident needs - 40+ regional PA, Healthcare and Tourism services managed within a single app - Direct communication between PA and residents.

THE SUN PROJECT: WHERE THE PHYSICAL WORLD ENCOUNTERS THE VIRTUAL WORLD

(3)

eXtended Reality (XR) solutions that integrate the two worlds in a number of application sectors through the Web3 and Metaverse concept.
XR technologies are increasingly used across many operating areas, with a number of limits to be faced such as the lack of: solutions for scalable and cost-effective XR applications, satisfactory solutions to connect the virtual and physical environment, plausible and convincing human interaction interfaces, interoperability between the various environments.
SUN develops the SUN XR platform that integrates scalable solutions for the representation of Digital Twins, wearable sensors and tactile interfaces, solutions based on artificial intelligence to overcome the limits of wearable devices, Hyper-realistic - physically convincing avatars - 3D Digital Twins of real people, blockchain-based solutions for digital asset management.
Engineering guides the design of the SUN XR platform and the implementation of the Tokenized Platform based on Blockchain technology and NFT for fair, transparent and secure XR digital resource management. Furthermore, Engineering is making its in-depth experience in and knowledge of Data Spaces available to define the first European Media Data Space.

Results: Physically convincing digital 3D models - XR solutions based on AI to connect physical and virtual environments - Innovative human-machine based interaction systems.

WQEMS: BRINGING QUALITY WATER TO OUR TABLES

(9)

(6)

Guaranteeing sufficient quantities of potable water to meet the needs of the entire global population

Water is an essential source of life for ecosystems as well as humans. Therefore, guaranteeing sufficient quantities of potable water to meet the needs of the entire global population is a global challenge. However, despite an enormous investment of resources, in many parts of the EU potable water production reaches only marginally sufficient levels, as drought, disasters and pollution events make it impossible to maintain the required levels.

Thanks to the assistance of Copernicus - the European Union's Earth observation program - for the first time, risk prevention and mitigation activities can count on a good natural lake and artificial reservoir control frequency. By relying on this support, the WQeMS project provides an array of information on water quality, building a high spatial resolution, multi-temporal monitoring framework. WQeMS aims to provide the water sector with an emergency monitoring service regarding the quality of the water we drink. It will concentrate its activities on observing the reservoirs used by utilities for the supply of drinking water, identifying changes in water quality, any algae blooms, changes in land-water transition zones, extreme episodes and circumstances emerging from the community.

Results: Innovation in identifying substances in the water - Resource use optimization - New emergency and standardization procedures - Drinking water monitoring and safety - Risk assessment and management.

IANOS: INTEGRATED SOLUTIONS FOR ISLAND DECARBONIZATION AND SMARTIFICATION

(7)

(9)

Two initial islands and another three islands all over the world with the shared goal of decarbonizing their energy systems and becoming energy independent by the end of 2050.

Two initial islands and another three islands all over the world with the shared goal of decarbonizing their energy systems and becoming energy independent by the end of 2050.

Certain challenges are shared by the majority of European islands, such as:

- high dependence on fossil fuels or energy imports from the mainland
- seasonal demand (tourist arrivals at small islands has increased by 30% over the last ten years)
- ever-expanding uncontrollable penetration of renewable energy sources (RES) to replace conventional energy production, drastically reducing power grid inertia (especially on smaller islands - isolated grids).

All of this makes guaranteeing energy security and resilience more burdensome and costly than it is on the mainland. The IANOS project contributes to resolving these challenges by developing a smart virtual power plant (VPP) based on AI and Blockchain.

The virtual power plant is focused on the maximum supply and use of flexibility and self-sufficiency through the use of distributed renewable energy and storage technologies.IANOS selected the islands of Ameland and Terceira to act as "pilot islands", as both represent common EU challenges, and another 3 islands - Lampedusa, Bora Bora and Nisyros - to validate the potential replicability of the results obtained on the pilot islands.

Engineering guides activities relating to the Distributed Energy Transactive Framework within VPP Energy Coalitions, and also provides the Distributed Ledger Technology layer in the VPP platform.

Results: Reduction in the consumption of fossil fuels by 379.7 GWh/y - Increase in the use of RES of 83.6 GWh/y - Increase in the accuracy of vRES forecasts >10% - Reduction in energy bills of end users >15%.

CATALYST: CONVERSION OF DATA CENTERS INTO ENERGY FLEXIBILITY ECOSYSTEMS

(7) (9)

Reduction of the Data Center carbon footprint

The integration of renewable energy sources and self-consumption, as well as improvements in energy efficiency, have the potential to significantly reduce the Data Center carbon footprint. However, despite having been tested in the lab, very few solutions have been successfully exploited in operational Data Centers, with causes ranging from technological fragmentation to excessive CAPEX and a lack of adequate business models.

CATALYST aims to identify an adaptable and holistic architectonic framework for Data Center energy efficiency. To do this, it intends to create a mechanism that we can define as “follow the energy”, to favor the consumption of the energy closest to the generation sources and a secure and traceable migration of the IT load between synergistic, but geographically separate, Data Centers, by migrating the IT load where reserve energy is available or where heat generation is required.

It also calls for defining forecasting processes to boost the resilience and security of the energy supply and new “multi-carrier” market mechanisms (in the form of “Marketplace as a Service”) to support new business models and a unified, secure and traceable trading system for IT and energy (electricity and/or heat) load migration.

Results: Thermal and power flexibility - Energy trading in a multi-commodity marketplace.

ENERSHARE - THE EUROPEAN ENERGY DATA SPACE

(9) (11)

Energy system digitalization

Energy system digitalization is making a huge quantity of data available, paving the way for cross-value chain services enabled by data sharing, which can contribute to higher efficiency at system level and therefore facilitate the energy transition.

ENERSHARE, the project developed by a consortium of 30 partners and coordinated by Engineering, facilitates data sharing and exchange throughout the energy value chain, ensuring trust and independence, through the creation of a marketplace based on Blockchain and smart contracts. This innovative Energy Data Space aims to enable the transition of current energy systems towards smarter and more decentralized paradigms, fully exploiting renewable energy sources at local level.

Results: Data-Driven Reference Architecture for the energy domain - European Energy Data Space - Cross-domain energy services based on artificial intelligence

DEMETER: DATA TAKE TO THE FIELD FOR SMART AGRICULTURE

(9)

(12)

Innovative, interoperable platforms based on IoT and Big Data, to support sustainable agriculture and food production systems.

Currently, European agriculture lacks a shared database for archiving data coming from production equipment and systems, generated by IoT sensors and devices. Sector players use a number of types of software for decisions, quality control and monitoring, but these solutions are not interoperable, forcing users to adopt multiple different systems, data models and user interfaces to be able to access the information they need.

The DEMETER project therefore aims to accelerate the spread of data-based Smart Agriculture solutions that are able to support decision-making and monitoring activities. As a result, the beneficiaries are not only farmers, but also service consultants and technology providers.

To support the world of agriculture while also making it more sustainable, DEMETER:

- adopts a “human-in-the-loop” model which unites human knowledge and experience with digital information;
- focuses on interoperability, like the Digital Enabler does;
- implements various technologies: IoT, Earth Observation, Big Data, Artificial intelligence.

The DEMETER solution will be validated in 20 pilot projects distributed across more than 5,700 farms throughout Europe, covering a number of areas: arable land, irrigated crops, fruit production, animal husbandry. In particular, through a pilot project in the milk value chain, we are rolling out a decision support system (DSS) to give the farmer an integrated view of animal well-being and suggest corrective actions and a blockchain-based traceability system that collects data throughout the entire supply chain, ranging from production to final product labeling. Indeed, Blockchain technology makes it possible to improve quality data reliability. Engineering is the technical coordinator of the project, which involves 60 partner organizations.

Results: Easier adoption of new technologies - Full control of rights on the data generated - Better investment assessment - Better exploitation of existing resources (platforms, machinery).

BEFLEXIBLE: CROSS-SECTOR SERVICES AND INTEROPERABLE PLATFORMS FOR SMART GRIDS

(11)

(13)

(17)

We increase the involvement and cooperation of stakeholders in the energy sector to boost their flexibility.

The increase in renewable energy sources is profoundly influencing electricity markets and flexibility demand, as well as the business models of public service and traditional distribution companies. This requires us to reconsider how energy markets are designed and managed.

According to recent Clean Energy legislation, Electricity Markets are required to take into account active citizen participation, as well as the definition and creation of energy communities. BeFlexible boosts energy flexibility with a view to improving cooperation between distribution system operators (DSOs) and transmission system operators (TSOs) and facilitating the participation of all sector stakeholders.

BeFlexible defines a new Cross-Sector Data Space concept in which a series of interoperable digital platforms and innovative energy services are implemented and integrated.

The project calls for the implementation of a Grid Data and Business Network (GDBN) and the definition of system architecture to guarantee full data interoperability and allow for the creation of new business models to provide added value and meet consumer needs in compliance with a stable regulatory framework.

Engineering is responsible for designing and defining the BeFlexible Common Data Space Architecture and supports the Italian demo partners in pilot project implementation and integration in the city of Rome.

Results: Facilitating the cooperation and participation of all Energy Stakeholders - Implementing energy and cross-sector solutions for Energy Stakeholders - Defining a Common Data Space and a Grid Data and Business Network (GDBN).

ANITA: TECHNOLOGIES FOR MONITORING ILLEGAL TRAFFICKING

(16)

New technologies can provide significant support to investigations into illegal trafficking.
The aim of the European ANITA project coordinated by Engineering is to create and implement automated tools for monitoring the trafficking of drugs, counterfeit medicines, new psychoactive substances (NPS) and weapons linked to terrorism.
The project calls for the development of a platform to support investigations into illegal activities, which is able to identify and analyze different online data sources (text, audio, video, image) to provide pertinent resources to investigators.
These results are achieved through a combination of innovative technologies, which make it possible to carry out a number of activities:
• analysis of cryptocurrency networks and financial transactions
• the combination and automated processing of data and information
• user friendly data intelligence software, allowing users to identify spatial, temporal and causal correlations between events, entities and illegal traffic activities

Results: Automatic analysis of large quantities of different types of content - Support for decision-making processes - User friendly platform.

MULTIRISK FUNCTIONAL CENTER (MFC) 2.0

(13)

An integrated system for supporting decisions to control and monitor ongoing regional environmental phenomena.
The Calabria Regional Environmental Protection Agency (ARPA) works for environmental protection, control and recovery. Within the Agency, the Functional Center is responsible for systematically surveying numbers relating to the earth's climate. It also validates the data surveyed in strict compliance with national and international standards and publishes them on the web.
To support the Calabria ARPA in its institutional activities, we developed the CFM 2.0 software platform, which integrates a series of components based on the most recent technologies in Advanced Analytics and the Internet of Things, which work alongside specialized activities and services surveying and analyzing environmental data.
CFM 2.0 makes it possible to control environmental phenomena trends in real time and prevent the resulting risks to humans.
The CFM 2.0 ecosystem consists of five software modules:
- Acquisition, to acquire data from external sources, such as the network of sensors distributed throughout the region
- Management, to consult (also graphically) the data acquired, validate them and decide which can be made public
- Disclosure, to provide input to the "Calabria weather alert" portal which collects all useful information on: alerts and bulletins, real-time updates on the evolution of events, weather forecasts, civil protection plans, risk maps and post-event reports
- Analysis, for the analysis of environmental data with standard models
- GIS, or a GIS web system for consultation, and a map server for publication.

Results: Better data collection and display - Precise data analysis - Real-time updates in alerts and bulletins.

EASY HOSPITAL APP: A FLUID AND SIMPLE EXPERIENCE FOR THE USE OF HEALTHCARE SERVICES

(3)

“Mobile first and citizen centered” wayfinding and reception ecosystem solution to improve access to and the use of services for residents at healthcare facilities.
A new multi-channel and multi-modal digital experience designed and developed by adopting participatory Service and Human Centered design approaches.
The solution welcomes, orients and guides residents in accessing healthcare and other services offered in the physical spaces of the Sant’Orsola-Malpighi Hospital.
The app becomes the personal phygital and seamless service wayfinding guide, which focuses on user needs to enable hybrid and fluid experiences without interruption in the transition between the digital environment (“CUP” central booking system, Line management, Payments, etc.) and the physical environment (Totems, waiting rooms, outpatient clinics, etc.) where the services are located.
The Easy Hospital app allows residents to be geolocated at the hospital facility and welcomed and guided on a 2D indoor and outdoor navigation map from the Hospital entrance to the necessary waiting room, enabling GPS, bluetooth and beacon sensors appropriately positioned within the two wings.
The solution integrates all services that can improve healthcare service user experience quality: from the receipt of the SMS confirming the appointment from the central booking systems, and the saving of the appointment, individuals can follow all required steps through this single app.
Reception also becomes digital: when they access the wing, users are recognized, pay the co-pay (if required) and receive the waiting list number which is used to call them once they arrive in the waiting room. When the service is complete, the app will offer users all services required to complete their experience: return to the parking area, access to local public transport stops, location of other useful services (pharmacies, cafes, etc.).

Results: Simplification in the use of services - Support for outdoor and indoor navigation - Implementation of reception services - Fluidity in the physical/digital experience

WASTE4THINK FOR THE CIRCULAR ECONOMY

(11)

(13)

With IoT and Big Data, we create an innovative approach to waste management.
The adoption of effective solutions to reduce the environmental impact of waste has become a priority for industry as well as for civil society. Imagine if residents and businesses could actively participate in initiatives aimed at improving the disposal service, paying only for the management of the waste actually produced and receiving incentives to reduce quantities and facilitate recycling.
The Waste4think project aims to radically transform waste management by driving the adoption of circular economy principles. This initiative involves four European cities located in Italy, Spain, Greece and Portugal.
This vision could be the driver of the transition from our current linear model to one based on the circular economy, where the very origin of the problem becomes part of the solution.
Waste4Think calls for the experimentation of 20 innovative solutions capable of covering the entire waste value chain with the use of new technologies.
Engineering participates with the creation of an IoT platform that exploits FIWARE technologies. For a holistic waste management approach.
The solutions developed include:
- apps for residents, to favor their empowerment and engagement
- IT tools for daily operations and long-term planning
- educational materials based on new teaching methodologies and serious games
- tools for citizens aimed at the creation of new solutions
- economic incentives and social actions to trigger new behaviors
- leveraging and reuse of high-value resources

Results: 10% reduction in greenhouse gas emissions - Spreading of best practices linked to the circular economy - 10% reduction in operating costs - 20% increase in the adoption of separated waste collection.

Reporting and data

Reporting approach

The 2022 Sustainability Report of the Engineering Group provides an account of the positive and negative impacts that concern the company, therefore its actual impacts, as well as those which could concern it, so the potential impacts throughout its value chain.
To ensure that high quality information is provided, the report was drafted in accordance with the following GRI principles:

- **Accuracy:** the level of detail of the content included in this Sustainability Report has been established to favor an understanding and assessment of the sustainability performance of Engineering during the reporting period;
- **Balance:** the content of this document provides a balanced account of Engineering's performance during the reporting period, presenting both the goals achieved and the company's margins for improvement;
- **Clarity:** to make the content usable and easy to understand for everyone, clear and accessible language has been preferred, as well as the use of graphs and tables which present the company's performance;
- **Comparability:** the data presented in the Report refer, insofar as is possible, to the 2020-2022 three-year period, so as to permit a comparison of performance over time. Furthermore, the information presentation methods laid out in the GRI Standards were used to allow for a comparison with other companies as well;
- **Comprehensiveness:** the impacts addressed in this Report are presented in their entirety and represent the most significant environmental, social and economic aspects for Engineering's activities, in order to allow for a full assessment of the company's performance during the reporting year;
- **Sustainability context:** Engineering's performance is presented within the broader context of sustainable development;
- **Timeliness:** this document was published in 2023;
- **Verifiability:** Engineering collected and analyzed the data in a manner that ensures that the information can be examined to establish its truthfulness.

Our Stakeholders

GRI 2-29

The table below illustrates Engineering's main stakeholder categories, along with the engagement methods and types of activities whereby the Group communicates and interacts with them. This approach takes into account the validity of the relationship, proximity, level of influence and the effects deriving from the Group's activities.

Main categories of Stakeholders	Engineering Map	Method of interaction, listening and engagement
Employees	12,546 professionals across the offices in: Italy, Argentina, Belgium, Brazil, France, Germany, Great Britain, Hungary, India, Mexico, Norway, Serbia, Spain, Switzerland, USA	• Internal communication tools (Intranet, mailings, blogs) • Internal and external events dedicated to employees
Customers	More than 1,000 national and international customers in the following sectors: • Local and Central Public Administration (Municipalities, Regions, Ministries) • Healthcare (Hospitals, Local Health Units) • Finance (Large banking and insurance groups) • Telecommunications (all major Italian players) • Energy (Energy producers and distributors) • Industry • European and international institutions	• Periodic satisfaction surveys • Continuous relations with our staff of consultants • Events dedicated to customers
Suppliers	Suppliers concentrated in the following sectors: • Operating assets (in particular hardware and software) • Management and maintenance of Engineering's real estate	• Relationships with the Purchasing Department and with the company functions of the activities carried out • Dialog with the main supplier representation associations • Supplier portal on the PAGE website (Engineering Group Purchasing Portal) page.eng.it
Trade and industrial associations	National associations in the IT, software and ICT sector	Periodic meetings, preparation and sharing of best practices participation in the work of technical and representation commitees
Financial institutions	National and international banks and Credit insstitutions that fibìnance the Group's main investments	Meetings with the company's top management
Non-profit world	• Associations for the promotion of the environment • Cooperatives/Non-profit organizations	Sponsorships, charitable contributions, transfer of goods or services, projects in partnership, training and in-company Internship
Trade unions	Metalworking industry trade unions	• Collective and regional bargaining • Meetings with company trade union
Universities and Research institutions	National and European university and research institutions	• Development of projects in partnership, economic support for research, training and support for research and development of products • Company testimonials at Educational institutions
Media	• National newspapers, periodicals and radio and television broadcasters • Trade magazines • Local newspapers and radio and television broadcasters	• Contacts during the launch of relevant projects, publication of company documents, interviews, events
Project partners	• Italian and European small and large companies (e.g., energy, healthcare sector)	• Coordination as part of projects financed by European and national public entities • Development of projects in partnership

Perfomance tables

PERSONNEL DATA

GRI 2-7 2-8 401-1 405-1

Number of employees by contract type and gender as of December 31	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021	MEN 2020	WOMEN 2020	TOTAL 2020
ITALY									
Open-ended contract	7,334	3,440	10,774	6,829	3,175	10,004	7,056	3,184	10,240
Fixed-term contract	18	11	29	26	14	40	45	24	69
Italy total	**7,352**	**3,451**	**10,803**	**6,855**	**3,189**	**10,044**	**7,101**	**3,208**	**10,309**
ABROAD									
Open-ended contract	1,014	354	1,368	1,115	372	1,487	948	313	1,261
Fixed-term contract	6	2	8	20	20	40	50	12	62
Unavailable*	-	-	367	-	-	-	-	-	-
Abroad total	**1,020**	**356**	**1,743**	**1,135**	**392**	**1,527**	**998**	**325**	**1,323**
GRAND TOTAL	**8,372**	**3,807**	**12,546**	**7,990**	**3,581**	**11,571**	**8,099**	**3,533**	**11,632**

* For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of employees, but not the detailed figure with the specification of gender and the contract type

Disclosure on other employees - Italy	Unit of measurement	2022	2021	2020
Lavoratori al 31 dicembre				
Total number of interns	n.	116	195	113
Total number of temporary workers	n.	228	192	210
Other Seconded from other associated company	n.	644	461	407
TOTAL	**n.**	**988**	**848**	**730**

Total workforce as of December 31 by geographical area and gender (includes employees and other non-subordinate employment contracts)	2022	2022	Unavailable*	2022	2021	2021	2021	2020	2020	2020
Northern Italy	3,149	1,547	-	4,696	2,877	1,449	4,326	3,195	1,548	4,743
Central Italy	2,894	1,419	-	4,313	2,704	1,331	4,035	2,732	1,306	4,038
Southern Italy and Italian Islands	1,309	485	-	1,794	1,274	409	1,683	1,174	354	1,528
Brazil	645	225	-	870	540	181	721	552	167	719
Belgium	15	18	6	39	27	18	45	10	14	24
Serbia	-	-	273	273	160	67	227	162	55	217
Argentina	7	1	-	8	5	1	6	2	0	2
USA	121	25	11	157	127	25	152	64	10	74
Germany	163	65	20	248	199	80	279	181	70	251
Norway	0	0	-	0	0	0	0	0	0	0
Luxembourg	0	0	-	0	0	0	0	0	0	0
Spain	15	5	-	20	14	6	20	15	7	22
Great Britain	18	5	4	27	5	0	5	0	0	0
Romania	0	0	-	0	0	0	0	0	0	0
France	3	2	12	17	15	3	18	0	1	1
Ireland	0	0	-	0	0	0	0	1	0	1
Switzerland	9	1	-	10	13	1	14	11	1	12
India	5	4	41	50	15	8	23	0	0	0
Malaysia	0	0	-	0	2	0	2	0	0	0
Mexico	15	5	-	20	7	2	9	0	0	0
Hungary	4	0	-	4	6	0	6	0	0	0
Altro specificare	0	0	.	0	0	0	0	0	0	0
GROUP TOTAL	**8,372**	**3,807**	**367**	**12,546**	**7,990**	**3,581**	**11,571**	**8,099**	**3,533**	**11,632**

* For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of employees, but not the detailed figure with the specification of gender

Engineering ©

Breakdown of employees by age group, gender and geographical area as of December 31	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021	MEN 2020	WOMEN 2020	TOTAL 2020
ITALY									
< 30 years of age	1,169	473	1,642	872	360	1,232	864	350	1,214
30 - 50 years of age	3,696	1,865	5,561	3,713	1,845	5,558	4,099	1,990	6,089
> 50 years of age	2,487	1,113	3,600	2,270	984	3,254	2,138	868	3,006
Italy total	**7,352**	**3,451**	**10,803**	**6,855**	**3,189**	**10,044**	**7,101**	**3,208**	**10,309**
ABROAD									
< 30 years of age	246	80	326	331	125	456	275	97	372
30 - 50 years of age	453	192	645	703	238	941	660	207	867
> 50 years of age	129	32	161	101	29	130	63	21	84
Unavailable*	-	-	611	-	-	-	-	-	-
Abroad total	**828**	**304**	**1,743**	**1,135**	**392**	**1,527**	**998**	**325**	**1,323**
Grand Total	**8,180**	**3,755**	**12,546**	**7,990**	**3,581**	**11,571**	**8,099**	**3,533**	**11,632**

* For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of employees, but not the detailed figure with the specification of gender and age group.

Number of personnel belonging to protected categories as of December 31	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021	MEN 2020	WOMEN 2020	TOTAL 2020
ITALY	300	225	525	304	211	515	313	209	522
ABROAD*	/	/	/	/	/	/	/	/	/

Number of personnel by type of employment as of December 31 (Group)	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021	MEN 2020	WOMEN 2020	TOTAL 2020
Full Time	8,273	3,312	11,585	7,913	3,073	10,986	8,029	2,983	11,012
Part Time	86	492	578	77	508	585	70	550	620
Unavailable**	-	-	383	-	-	-	-	-	-
TOTAL	**8,359**	**3,804**	**12,546**	**7,990**	**3,581**	**11,571**	**8,099**	**3,533**	**11,632**

Number of personnel by type of employment as of December 31 (Italy)	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021
Full Time	7,279	2,988	10,267	6,783	2,689	9,472
Part Time	73	463	536	72	500	572
TOTAL	**7,352**	**3,451**	**10,803**	**6,855**	**3,189**	**10,044**

* The figure relating to employees belonging to protected categories in the Engineering companies abroad is unavailable
** For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of employees, but not the detailed figure with the specification of gender and type of employment

Breakdown of members of the Board of Directors by age group and gender as of December 31 *	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021	MEN 2020	WOMEN 2020	TOTAL 2020
ITALY				Number					
< 30 years of age	0	0	0	0	0	0	0	0	0
30 - 50 years of age	12	1	13	7	0	7	7	7	14
> 50 years of age	33	5	38	58	10	68	45	0	45
Italy total	**45**	**6**	**51**	**65**	**10**	**75**	**52**	**7**	**59**
ITALY				Rate					
< 30 years of age	0%	0%	0%	0%	0%	0%	0%	0%	0%
30 - 50 years of age	24%	2%	25%	9%	0%	9%	12%	12%	24%
> 50 years of age	65%	10%	75%	77%	13%	91%	76%	0%	76%
Italy total	**88%**	**12%**	**100%**	**87%**	**13%**	**100%**	**88%**	**12%**	**100%**
ABROAD				Number					
< 30 years of age	0	0	0	0	0	0	0	0	0
30 - 50 years of age	20	1	21	19	8	27	12	1	13
> 50 years of age	29	1	38	32	6	38	26	5	31
Abroad total	**49**	**2**	**51**	**51**	**14**	**65**	**38**	**6**	**44**
GROUP TOTAL	**97**	**8**	**105**	**116**	**24**	**140**	**90**	**13**	**103**
ABROAD				Rate					
< 30 years of age	0%	0%	0%	0%	0%	0%	0%	0%	0%
30 - 50 years of age	39%	2%	41%	29%	12%	42%	27%	2%	30%
> 50 years of age	57%	2%	59%	49%	9%	58%	59%	11%	70%
Abroad total	**96%**	**4%**	**100%**	**78%**	**22%**	**100%**	**86%**	**14%**	**100%**
GROUP TOTAL	**92%**	**8%**	**100%**	**83%**	**17%**	**100%**	**87%**	**13%**	**100%**

* With reference to the Italian scope, the actual total of women is 2 and men is 37. For the companies Abroad, it was not possible to reconstruct the figure with this degree of detail, but only with reference to the breakdown of members of the Board of Directors, with an indication of gender and age group, of the Group's foreign companies. For the analysis set forth in the table, the members of the Board of Directors were counted on the basis of their membership in the various Boards of Directors. The data relating to the breakdown of the Board of Directors for the Italian scope refer to the following companies: Engineering Ingegneria Informatica S.p.A.; Engineering D.HUB S.p.A.; Cybertech Srl; Municipia S.p.A.; Engineering Sardegna Srl; Livebox Srl; Nexen S.p.A.; Webresults Srl; Digitelematica Srl; FDL Servizi Srl; C.Consulting S.p.A.; Plusure S.p.A.; Atlantic Tecnologies S.p.A.

Number of Group employees by professional classification and gender as of December 31, 2022 Italy	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021
Executives	352	72	424	314	66	380
Middle managers	1,652	560	2,212	1,562	508	2,070
White-collar employees	5,342	2,819	8,161	4,973	2,615	7,588
Blue-collar employees	6	0	6	6	0	6
TOTAL	**7,352**	**3,451**	**10,803**	**6,855**	**3,189**	**10,044**

Number of Group employees by professional classification and gender as of December 31, 2022 Group	MEN 2022	WOMEN 2022	TOTAL 2022	MEN 2021	WOMEN 2021	TOTAL 2021	MEN 2020	WOMEN 2020	TOTAL 2020
Executives	371	74	445	325	69	394	330	62	392
Middle managers	1,748	588	2,336	1,588	520	2,108	1,542	492	2,034
White-collar employees	6,055	3,093	9,148	6,071	2,992	9,063	6,227	2,979	9,206
Blue-collar employees	6	0	6	6	0	6	0	0	0
Unavailable*	-	-	611	-	-	-	-	-	-
TOTAL	**8,180**	**3,755**	**12,546**	**7,990**	**3,581**	**11,571**	**8,099**	**3,533**	**11,632**

* For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of employees, but not the detailed figure with the specification of gender and professional classification

Number of Group employees by professional classification, gender and age group as of December 31, 2022	2022			2021			2020		
ITALY				Number					
	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years
Executives	0	133	291	0	116	264	0	116	261
Middle managers	6	896	1,310	1	867	1,202	0	887	1,104
White-collar employees	1,636	4,531	1,994	1,231	4,574	1,783	1,214	5,086	1,641
Blue-collar employees	0	1	5	0	1	5	0	0	0
TOTAL	**1,642**	**5,561**	**3,600**	**1,232**	**5,558**	**3,254**	**1,214**	**6,089**	**3,006**
ITALY				Rate					
	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years
Executives	0%	1%	3%	0%	1%	3%	0%	1%	3%
Middle managers	0%	8%	12%	0%	9%	12%	0%	9%	11%
White-collar employees	15%	42%	18%	12%	46%	18%	12%	51%	16%
Blue-collar employees	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	**15%**	**51%**	**33%**	**12%**	**55%**	**32%**	**12%**	**61%**	**30%**
ABROAD				Number					
	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years
Executives	0	14	7	0	10	4	0	12	3
Middle managers	5	86	33	10	25	3	13	28	2
White-collar employees	321	545	121	446	906	123	359	827	79
Blue-collar employees	0	0	0	0	0	0	0	0	0
TOTAL	**326**	**645**	**161**	**456**	**941**	**130**	**372**	**867**	**84**
ABROAD				Rate					
	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years	< 30 years	30-50	> 50 years
Executives	0%	1%	0%	0%	1%	0%	0%	1%	0%
Middle managers	0%	5%	2%	1%	2%	0%	1%	2%	0%
White-collar employees	18%	31%	7%	29%	59%	8%	27%	63%	6%
Blue-collar employees	0%	0%	0%	0%	0%	0%	0%	0%	0%
TOTAL	**19%**	**37%**	**9%**	**30%**	**62%**	**9%**	**28%**	**66%**	**6%**

Strikes and industrial disputes Italy	2022	2021	2020
Percentage of strike hours out of total hours worked	0.004	0.010	0.017
Employee trade union membership rate (%)	10.52	10.86	10.73

New hires and turnover from January 1 to December 31	MEN 2022	MEN 2022 (%)	WOMEN 2022	WOMEN 2022 (%)	TOTAL 2022	TOTAL 2022 (%)
ITALY						
< 30 years of age	632	8.6%	266	7.7%	898	8.3%
30 - 50 years of age	554	7.5%	225	6.5%	779	7.2%
> 50 years of age	95	1.3%	34	1.0%	129	1.2%
Italy total	**1,281**	**17.4%**	**525**	**15.2%**	**1,806**	**16.7%**
ABROAD						
< 30 years of age	196	19.2%	57	16.0%	253	14.5%
30 - 50 years of age	185	18.1%	82	23.0%	267	15.3%
> 50 years of age	43	4.2%	0	0%	43	2.5%
Unavailable*	-	-	-	-	116	6,7%
Abroad total	424	41.6%	139	39.0%	679	39.0%
Grand Total	**1,704**	**20.4%**	**661**	**17.4%**	**2,485**	**19.8%**

* For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of employees hired, but not the detailed figure with the specification of gender and age group. The data provided consider exclusively those hired externally and those hired due to the acquisition of new companies. Furthermore, the data relating to the 2020 and 2021 two-year period are not provided as they were unavailable.

Termination of employment and turnover from January 1 to December 31	MEN 2022	MEN 2022 (%)	WOMEN 2022	WOMEN 2022 (%)	TOTAL 2022	TOTAL 2022 (%)
ITALY						
< 30 years of age	173	2.4%	65	1.9%	238	2.2%
30 - 50 years of age	442	6.0%	146	4.2%	588	5.4%
> 50 years of age	169	2.3%	52	1.5%	221	2.0%
Italy total	**784**	**10.7%**	**263**	**7.6%**	**1,047**	**9.7%**
ABROAD						
< 30 years of age	103	10.1%	28	7.9%	131	7.5%
30 - 50 years of age	140	13.7%	51	14.3%	191	11.0%
> 50 years of age	43	4.2%	7	2.0%	50	2.9%
Unavailable*	-	-	-	-	87	5.0%
Abroad total	286	28.0%	86	24.2%	459	26.3%
Grand Total	**1,070**	**12.8%**	**349**	**9.2%**	**1,506**	**12.0%**

* For 2022, for some employees of the Group's foreign companies, it was possible to reconstruct only the overall figure relating to the total number of terminated employees, but not the detailed figure with the specification of gender and age group. To calculate the rates, the total of men, women and employees in their overall number (and not broken down by age group) was used in the ratio denominator. Furthermore, the data relating to the 2020 and 2021 two-year period are not provided as they were unavailable.

Number of Group employees by professional classification as of December 31, 2022 - BeShaping Group	2022
ITALY	
Executives	105
Middle managers	221
White-collar employees	823
Blue-collar employees	1
Apprentices	45
Italy total	**1,195**
ABROAD	
Executives	74
Middle managers	0
White-collar employees	665
Blue-collar employees	0
Apprentices	0
Abroad total	739
BE Group TOTAL	**1,934**

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ENVIRONMENTAL DATA

WATER

	2022	2021	2020
Withdrawals of groundwater* (millions of m3)	0.95	0.51	1.02
Discharges of industrial wastewater from cooling (millions of m3)	0.95	0.51	1.02

* Water is withdrawn only to cool the Pont-Saint-Martin Data Center and it is not subjected to any industrial process aside from the change in temperature; the increase in flow expected as part of the hydronic pump expansion project does not have significant impacts on the environment and has already been authorized by the local authorities. The temperature of the water returned to the Lys stream is compliant with the technical specifications of the Valle d'Aosta Region concession.

GROUP DATA CENTER ENERGY CONSUMPTION

GRI 302-1

PONT-SAINT-MARTIN	2022	2021	2020
Electricity consumption GWh	7.02	8.66	9.97
Electricity consumption GJ	25,263	31,184	35,887
Power Usage Effectiveness (PUE)	1.48	1.51	1.52

TURIN	2022	2021	2020
Electricity consumption GWh	1.36	1.7	1.99
Electricity consumption GJ	4,912	6,130	7,159
Power Usage Effectiveness (PUE)	1.84	1.84	1.80

VICENZA	2022	2021	2020
Electricity consumption GWh	2.93	3.03	3.32
Electricity consumption GJ	10,532	10,913	11,934
Power Usage Effectiveness (PUE)	1.82	1.84	1.75

ASSAGO	2022	2021	2020
Electricity consumption GWh	0.55	2.42	3.17
Electricity consumption GJ	1,962	8,728	11,412
Power Usage Effectiveness (PUE)	2.20	2.20	2.14

TOTAL CO_2 EMISSIONS - ITALY*

GRI 305-1 305-2 305-3

	2022	2021	2020
Total energy consumption (GJ)	144,466	152,308	146,556
Scope 1 CO_2 emissions (tons)**	5,439	5,265	3,952
Scope 2 (market-based) CO_2 emissions (tons)***	934	3,400	5,418
Scope 2 (location-based) CO_2 emissions (tons)	5,929	6,678	8,321
Scope 3 CO_2 emissions (tons)****	49,566	1,451	3,645
Total CO_2 emissions (Scope 1 + Scope 2 market-based + Scope 3)	55,939	10,116	13,015
Total CO_2 emissions (Scope 1 + Scope 2 location-based + Scope 3)	60,934	13,395	15,918

* Since 2019, the methane used in certain Group offices for heating, amounting to 3,603 GJ, and the diesel used by the Data Center emergency generators, totaling 291 GJ, have also been included in the calculation of energy consumption.

** The Scope 1 figure considers emissions linked to the consumption of the following Group companies: EII, Municipia, Cybertech, Livebox, Nexen, D.HUB, Engineering Sardegna and Webresults.
The Scope 2 figure considers emissions linked to the consumption of the following Group companies: EII, Municipia, Cybertech, Livebox, Nexen, D.HUB, Webresults and C-Consulting.
The Scope 3 figure considers emissions linked to the consumption of the following Group companies: EII, Municipia, Cybertech, Livebox, Nexen, D.HUB, Engineering Sardegna, Digitelematica (excluding category 3 and 7), Webresults, C-Consulting (excluding category 1, 3, 7), Atlantic (excluding category 1, 3, 7), FDL (excluding category 1, 3, 7), Plusure (excluding category 1, 3, 7).

*** Engineering acquired Guarantee of Origin certificates for a share equal to 89% of its electricity consumption in 2022, which therefore came from renewable sources.

**** The reporting of Scope 3 indirect CO2 emissions began in 2019 when the climate-changing gas emissions inventory was drafted. In 2022, the scope of the Scope 3 indirect CO2 emissions inventory was extended from the GHG Protocol categories 6 and 7 already reported on in previous years to categories 1 and 3 as well.

ITALY COMPANY FLEET DATA

GRI 302-1

	2022	2021	2020
Diesel consumption (GJ)	64,634	59,675	50,384
Gasoline consumption (GJ)	8,388	9,944	1,209

* For the years 2020 and 2021, the data were calculated using annual fuel costs divided by the average consumer diesel and gasoline prices. For 2022, the actual figure of consumption in liters was provided.

WASTE

GRI 306-3

Type of waste (2022)	Quantities * (t)	European LoW CODE	Hazardous or non-hazardous
Mixed packaging (e.g., wooden crates)	14.205	150106	Non-hazardous
Paper and cardboard packaging	9.885	150101	Non-hazardous
Plastic packaging	4.94	150102	Non-hazardous
Discarded equipment containing hazardous components	0.165	160213*	Hazardous
Discarded equipment	1.02	160214	Non-hazardous
Inorganic wastes	0.16	160304	Non-hazardous
Other insulation materials containing or consisting of hazardous substances	0.43	170603*	Hazardous
Insulation materials	0.12	170604	Non-hazardous
Mixed construction and demolition wastes	0.16	170904	Non-hazardous
Paper and cardboard	8.205	200101	Non-hazardous
Bulky waste	2.10	200307	Non-hazardous
Discarded electrical and electronic equipment	0.48	200136	Non-hazardous
Discarded electrical and electronic equipment	0.34	200135*	Hazardous
Plastics	0.01	200139	Non-hazardous
Mixed municipal waste	5.055	200301	Non-hazardous
Materials unusable for consumption or processing	0.095	20304	Non-hazardous
Total	**47.37**		

* The breakdown by type of waste relating to 2021 was not provided as the types of waste reported changed due to a refinement made in data collection. Indeed, the current management of municipal waste at the offices, active since 2022, with waste handed over to environmental operator companies, allows for a high degree of control and measurement of all types of waste (European LoW code) produced by the main company offices. The total waste generated in 2021 was 199.60 tons. The difference observable in the quantity of waste produced in 2021 and 2022 is linked to the absence, in the second year in question, of logistics transformation events (e.g., divestiture of entire Data Center areas, closures or transfers of large offices, etc.). The scope to which the 2022 data refer is equivalent only to the Group companies that manage an office lease agreement. In particular, the following were taken into consideration: via Strada 2, Assago (EII); via Marconi 10, Bologna (EII); via Flero 36, Brescia (EII); Viale della regione Siciliana 7275, Palermo (EII and Engineering D.Hub); viale Carlo Viola 76, Vicenza (Engineering D.Hub); Via Torre degli Agli 48, Florence (EII); Via Roma 4/D, Villorba – Treviso (EII), Via Ugo Bassi 2, Milan (EII); Via Emanuele Gianturco 15, Naples (EII); Corso Stati Uniti 23/C, Padua (EII); Piazzale dell'Agricoltura 24, Rome (EII); Corso Mortara 22 (Turin); Via Terragneta 90, Torre Annunziata – Naples (EII); Via Dino Col 4, Genoa (Municipia).

OFFICE ENERGY CONSUMPTION*

GRI 302-1

	2022	2021	2020
Electricity consumption (kWh)	5,561,471	5,380,134	6,326,482
Electricity consumption (GJ)	20,021	19,368	22,775

* The electricity consumption figure considers the consumption of the following Group companies: EII, Municipia, Cybertech, Livebox, Nexen, D.HUB, Webresults and C-Consulting.

DATA CENTER ELECTRICITY CONSUMPTION

GRI 302-1

	2022	2021	2020
Electricity consumption (kWh)	13,260,536	15,820,772	18,439,546
Electricity consumption (GJ)	47,738	56,955	66,382

HEALTH AND SAFETY

GRI 403-8 403-9

Workers covered by an occupational health and safety management system	Unit of measurement	2022	2021	2020
ITALY*				
Number and percentage of all employees	n.	7,943	6,532	3.77
covered by such a system	%	73.5%	68%	40%
Number and percentage of all employees covered by such a system that has been internally audited	n.	7,943	6,532	3.77
	%	73.5%	68%	40%
Number and percentage of all employees covered by such a system that has been internally audited or certified by an external party	n.	**7,943**	**6,532**	**3.77**
	%	73.5%	**68%**	**40%**
Total number of employees	**n.**	**10,803**	**9,605**	**9,427**

* The reference scope for the year 2022 includes the following entities: Engineering Ingegneria Informatica; Engineering DHUB; Municipia; WebResults; Nexen; Engineering Sardegna; Digitelematica; Livebox. This scope coincides with that reported on in 2021, with the exception of Digitelematica and Livebox, which were included in the scope during the 2022 reporting year.

Work-related injuries from January 1 to December 31	Unit of measurement	2022
ITALY*		
Hours worked	n.	16,773,041.73
Total number of recordable work-related injuries (including fatalities)	n.	3
Total number of high-consequence work-related injuries	n.	0
of which number of fatalities	n.	0
Rate of recordable work-related injuries* **		**0.18**
Rate of high-consequence work-related injuries* **		**0**
Rate of fatalities		**0**

* The reference scope for the year 2022 includes the following entities: Engineering Ingegneria Informatica; Engineering DHUB; Municipia; WebResults; Nexen; Engineering Sardegna; Digitelematica; Livebox. The majority of injuries (14/17) took place while commuting on the road, in vehicles or on motorcycles (transport not managed by the organization), so they are not reported as injuries on the basis of the requirements of the GRI standard. Furthermore, in the course of 2020 there were 34 injuries recorded, of which 21 while commuting. In the course of 2021, there were 41 injuries recorded, of which 11 while commuting. For the 2020 and 2021 two-year period, it was not possible to verify the injury rate due to the unavailability of the data.

** Injuries from COVID-19 are not included in injury statistics. Furthermore, until August 31, 2022, 100% telecommuting was favored due to the COVID-19 pandemic. Starting from September 2022, the presence of workers at the offices can be estimated at roughly 2 days per week. The negative trend in the number of commuting injuries recorded resulted from increased commuting for the year 2022 compared to 2021.

*** The rate of recordable work-related injuries is equal to the ratio between the total number of work-related injuries and the total hours worked in the same period, multiplied by 1,000,000. The rate of high-consequence work-related injuries (excluding fatalities) is equal to the ratio between the total number of high-consequence work-related injuries (excluding fatalities) and the total hours worked in the same period, multiplied by 1,000,000.

Methodological note

GRI 2-1 2-2 2-3 2-4

This document represents the ninth edition of the Engineering Group's Sustainability Report (hereinafter, also the "Report"). In particular, the Report refers to Engineering Ingegneria Informatica S.p.A. and the following Italian subsidiaries: Engineering Ingegneria Informatica S.p.A., Municipia S.p.A., Engineering Sardegna S.r.l., Engineering D.Hub S.p.A., Cybertech S.r.l., Webresults S.r.l., Nexen S.p.a, FDL servizi S.r.l., Digitelematica S.r.l. and Livebox S.r.l.[4], C. Consulting SpA, Atlantic SpA, Plusure SpA.

The Report was drafted in order to describe the economic, social and environmental results achieved by the Engineering Group, describing the Group's commitment to creating value not only for itself, but also for its stakeholders. The Report has been drafted in compliance with the "Global Reporting Initiative Sustainability Reporting Standards", defined in 2021 by the GRI - Global Reporting Initiative according to the in accordance reporting option, as specified in the GRI Content Index.

The economic, environmental and social data and information reporting scope refers to the Engineering Group in Italy as described above. Any specifications and exceptions to the reporting scope are indicated in detail in the relevant sections. This document also presents additional data and information relating to the scope abroad, which make it possible to better understand the activities of Engineering. Reporting frequency is annual and the content of this document refers to the year 2022, the period from January 1 to December 31, in alignment with the period reported on in the 2022 Consolidated and Separate Financial Statements, with some information, about projects, provided in relation to the first half of 2023.

The content of this document reflects the principle of materiality or relevance. The selection of the topics underlying this Report is the result of the materiality analysis updated according to the indications of the GRI Sustainability Reporting Standard, the main international methodological reference adopted. The results of the materiality analysis and the material topics for Engineering are described in the "Materiality analysis" section.

Specifically, with reference to the data presented in the report, the scopes taken into consideration with respect to the GRI disclosures are set forth below.

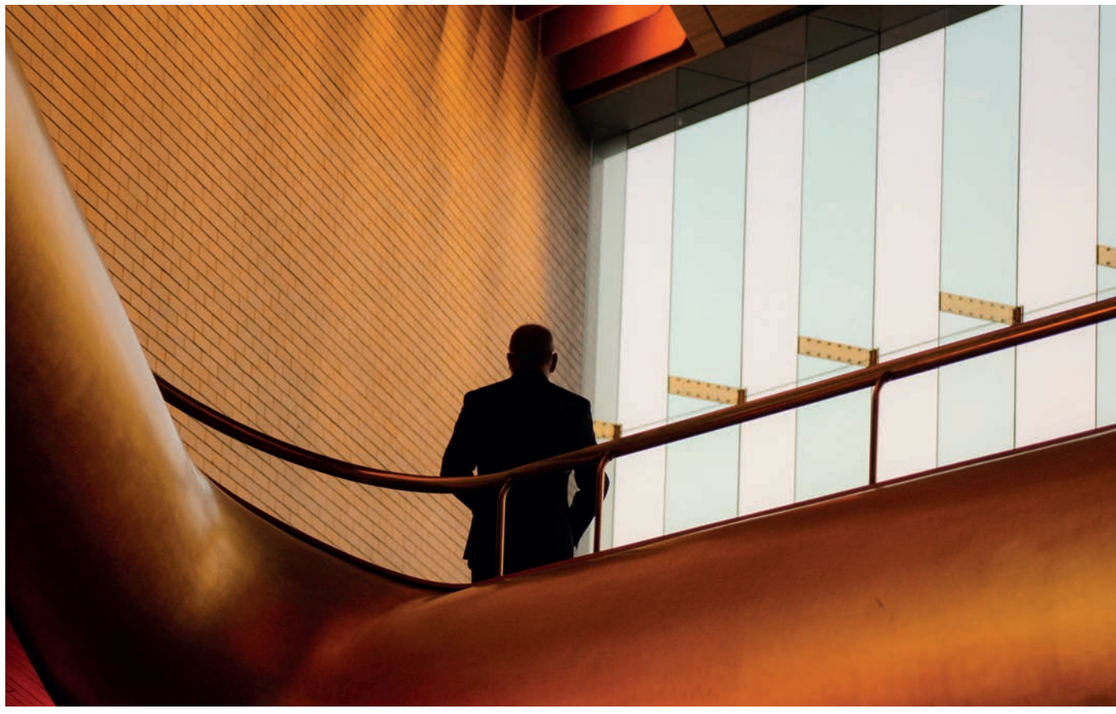
When available, data and information relating to prior years are provided only for comparative purposes in order to allow for an assessment of the performance of Group activities over a more extensive period of time.

[4] The scope of Engineering Ingegneria Informatica's Sustainability Report 2022, unlike that of the Consolidated and Separate Financial Statements 2022, does not include foreign companies and companies partially controlled in Italy (less than 90% controlled). The link to the 2022 Consolidated and Separate Financial Statements published on April 25, 2023 is provided below: https://www.eng.it/resources/who-we-are/pdf/Engineering_ConsolidatedAnnualAccounts2022.pdf, which were prepared in accordance with International Accounting Standards (IAS/IFRS) and take into account the adjustments made to correct errors - as defined by IAS 8 - that emerged following a process of verification of the accounting methods for costs and revenues of some of the orders relating to Engineering's Finance Division and the subsidiary company Nexen S.p.A. (the same being part of the Group's Finance Division), also carried out with the help of external consultants.

In order to provide the proper representation of the activities reported on and guarantee data reliability, the use of estimates was limited as much as possible and, when present, they are based on the best available methodologies and appropriately identified.

The document has been subject to a "limited assurance engagement" (according to the criteria set forth in the ISAE 3000 Revised standard) by Deloitte & Touche S.p.A., which expressed its opinion in a dedicated report. The audit was performed according to the procedures set forth in the "Report of the Independent Audit Firm" included in this document.

Contacts
For any information relating to the Sustainability Report, it is possible to contact the CSR Department of Engineering Ingegneria Informatica S.p.A.: **csr@eng.it.**



Materiality analysis

GRI 3-1 3-2 3-3

The materiality analysis was updated in relation to the 2022 reporting year, in line with what is set forth in the new GRI Standards 2021. It aims to identify the material topics, or those topics that represent the most significant impacts that the organization has or could have on the economy, the environment and people, including impacts on human rights.

The list of priority material topics that are representative of the Group was identified as a result of a process structured into multiple phases created based on a study of the context in which Engineering operates, aimed at identifying the **positive and negative impacts** that **concern it** (actual) or which **could concern it** (potential) throughout its value chain.

The main phases are described below:

Phase 1 - Identification of negative and positive, actual and potential impacts of the Group on the economy, environment and the social sphere, considering its value chain
This analysis takes place by means of the following processes:
- analysis of the main sector trends, reporting standards and sustainability ratings at international level;
- benchmarking of competing and comparable entities through the main public sustainability and social responsibility documents;
- Media analysis, collecting articles that address sustainability topics in relation to the Group, published by accredited publications and identified by means of the main search engines.

Following the above-mentioned external scenario study activities, the Group management (top positions) was also involved through a questionnaire for the analysis and prioritization of topics deemed most impactful in relation to the Company's business and those that are most important for Stakeholders. In particular, the questionnaire was submitted to the following company officers:
- Group Public Affairs and Corporate Communication Director
- Group Chief Procurement and Strategic Sourcing Officer
- Executive Vice President
- General Counsel
- Group Data Protection Officer
- Group Chief Information Security Officer
- Group Chief Audit Executive
- Chief Financial Officer (CFO)
- ESG Specialist
- Chief Human Resources Officer (CHRO)
- Group Industrial Relations, M&A, People Services, Payroll & Administration Director
- Head of Health, Safety and Environment Service

Phase 2 - Assessment of the significance of the impacts identified in "Phase 1"
From the analyses performed, 13 significant and moderate impacts (material) were identified, in addition to 5 that are considered irrelevant for the Group, for a grand total of 18 impacts, broken down in turn between actual and potential, positive and negative, and belonging to the environmental, social and economic sphere, linked to the activities of Engineering and its value chain. This phase therefore involved an assessment of the significance of impacts, identified on the basis of their severity for actual impacts and the combination of their severity and probability of occurrence for potential impacts[5].

The table below summarizes the 18 impacts identified for Engineering, broken down between significant, moderate and irrelevant; of which some potential and others actual. The 18 impacts also refer to the sphere in which they are categorized: environmental, social and governance.

Some negative and potential impacts were classified as significant, due to the fact that they have the potential to entail regulatory non-compliance or a violation of human rights, which automatically increases their severity, making them subject to reporting, also considering the specific business of the Group and the laws to which it is subject.

Phase 3 - Definition of the list of material topics
The positive and negative impacts identified as significant have been combined based on their relevance and connected to the 10 material topics subject to reporting, set forth below:
- Contribution to the sustainable development of customers and the modernization of the socioeconomic system
- Business compliance, ethics and integrity
- Energy efficiency and climate change
- Waste management
- Contribution to employment
- Health, safety and well-being at work
- Human capital development and training
- Diversity and equal opportunity
- Customer data security and privacy and cybersecurity
- Initiatives in support of the community

These impacts and material topics were associated with the relative *specific GRI Standards*, to be reported on in the Sustainability Report in compliance with the methodology of the GRI Standards 2021.

[5] For negative impacts, the severity is determined by: 1) Scale of severity, or how severe the impact is; 2) Scope, how widespread the impact is; 3) Irremediable character, how difficult it is to mitigate or compensate for the resulting damage. For positive impacts, the severity is determined only by the first two criteria already cited for the negative ones, or: scale of severity and scope of application.

Results of the materiality analysis

Impact	Type	Material topics	Corresponding GRI Topics	Scope	Involvement
+ Creation of employment	Actual	Contribution to employment	GRI 401-1	Employees	Cause
- Work-related stress and health and safety	Actual	Health, safety and well-being at work	GRI 403-1 GRI 403-2 GRI 403-3 GRI 403-4 GRI 403-5 GRI 403-6 GRI 403-7 GRI 403-8 GRI 403-9	Employees Suppliers Trade unions Trade and industrial associations	Cause Directly linked
+ Increase in employee skills and development	Actual	Human capital development and training	GRI 404-2	Employees Civil society Italian economy Universities Research locations	Cause
- Discrimination	Potential	Diversity, equity and inclusion	GRI 405-1 GRI 406-1	Employees	Cause Directly linked
- Breach of cybersecurity and data privacy	Actual	Customer data security and privacy and cybersecurity	GRI 418-1	Employees Customers Civil society Italian economy Commercial partners	Cause Directly linked
+ Initiatives in support of the community	Actual	Initiatives in support of the community	Non GRI	Customers Civil society Italian economy Project partners	Cause Directly linked
- Fraud and corruption	Potential	Business compliance, ethics and integrity	GRI 205-3	Employees Suppliers Civil society Italian economy	Cause Directly linked
+ Support for the digital transition and creation of economic value	Actual	Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services	GRI 201-1	Employees Universities Research locations	Cause
+ Education of the general public on digitalization	Actual	Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services	GRI 404-2	Employees Civil society Italian economy Universities Research locations	Cause

Impact	Type	Material topics	Corresponding GRI Topics	Scope	Involvement
+ Application of IT technologies for customer environmental sustainability	Actual	Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services	Non GRI	Customers Civil society Italian economy Project partners	Cause
+ Applicazione di tecnologie IT per affrontare le sfide sociali dei clienti	Actual	Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services	Non GRI	Customers Civil society Italian economy Project partners	Cause Directly linked
- Climate change	Actual	Energy efficiency and climate change	GRI 302-1 GRI 305-1 GRI 305-2 GRI 305-3	Civil society Italian economy	Cause Directly linked
- Waste production	Actual	Waste management	GRI 306-1 GRI 306-2 GRI 306-3	Civil society Italian economy	Cause

Why these topics are important for Engineering

Contribution to employment: the sector in which Engineering works is characterized by limited availability in the market of resources with specialized IT skills, so it is fundamental to enact effective talent attraction policies in collaboration with universities. Furthermore, internal development and growth processes are designed to retain the best resources necessary to enact the Digital Transformation.

Health, safety and well-being at work: work activities include risks for employee and supplier health and safety. Within its sustainability strategy, Engineering is committed to improving processes and the managerial culture aimed at guaranteeing occupational health and safety. Therefore, training and information policies, procedures and activities are continuously updated

Human capital development and training: competition in cutting-edge sectors like those in which the Company puts itself to the test every day means that people are Engineering's main resource; the development and enhancement of human capital therefore constitutes one of the Group's priorities in a continuously evolving context that requires paying particular attention to the updating and development of skills and the creation of new professional roles (such as data scientist) through significant investments in training. Individual professional development proceeds in parallel with the success of the company.

Diversity, equity and inclusion: guaranteeing a healthy work environment compliant with the principles of non-discrimination, equal opportunities and equal dignity, inclusion and work-life balance is fundamental for the Group, which promotes generational, cultural and gender diversity as a driver of the Group's innovation and competitiveness.

Customer data security and privacy and cybersecurity: for Engineering, data security and privacy are of utmost importance, and therefore it stores and manages a large quantity of information at its Data Centers. Many of the data come from the National Healthcare System, the Central and Local Public Administration and customers across all of Italy's production sectors. The Group also plans and provides cybersecurity services externally.

Initiatives in support of the community: Engineering offers its skills and experience for the country's modernization, not only paying attention to its employees and the people revolving around its ecosystem, but also moving beyond that, expanding its commitment to the entire community. Indeed, over the years the company has continued to engage in social issues through research and culture initiatives and projects, promoting initiatives aimed at raising community awareness and generating added value.

Business compliance, ethics and integrity: considering the high number of players, often public and institutional, with which the Group interacts, and given the particular sensitivity of the information processed, Engineering takes all necessary measures to combat and prevent corruption, prohibiting any action that may promote or favor interests and advantages by third parties, or harm impartiality and autonomy of judgment.

Support for the digital transition and creation of economic value: aware of its responsibility, Engineering undertakes to create innovative solutions to assist organizations in their digital transition, consistent with the current and future scenario and with new business challenges, providing them with solutions able to increase their abilities to perceive contextual signals and interpret and automate the actions to be taken. Furthermore, the business goal is to create wealth and value for all stakeholders by investing in a number of dedicated projects.

Education of the general public on digitalization: as a leader of the Digital Transformation for years now, Engineering makes efforts to promote initiatives to raise community awareness about digitalization with a view to creating a shared benefit. Through collaborations with local players, Engineering drives a process involving the acquisition of IT knowledge.

Application of IT technologies for customer environmental sustainability: Engineering works as an accelerator of the sustainable development of its customers by conceiving of innovative solutions that generate positive impacts with respect to current and future environmental challenges. This makes it possible to promote inclusive, sustainable industrialization that is attentive to the surrounding ecosystem.

Application of IT technologies to face customer social challenges: Engineering works as an accelerator of the sustainable development of its customers, influencing the majority of sectors in the social, institutional or business sphere, and conceiving of innovative solutions that generate positive impacts with respect to current and future social challenges. Engineering contributes to the development of inclusive, sustainable and resilient industrialization by improving the traceability, security and reliability of its customers' processes.

Energy efficiency and climate change: several activities in the Engineering value chain are responsible for climate-changing gas emissions. In particular, these activities include: the production of the Company and the materials purchased from suppliers, the functioning of the Data Centers, the operations of Engineering and its customers, which require significant energy consumption, associated with GHG emissions. Furthermore, the Company is directly and indirectly responsible for the emissions linked to heating the offices, refrigerant gases for the data centers, employee travel and the disposal of electronic and other waste.

Waste management: Engineering's business does not produce significant quantities of waste; in addition to waste such as paper, plastics and packaging, it uses materials and electronic equipment to carry out operations that entail the production of the most significant item of waste produced, electronic waste. This derives from the management of the Group's Data Centers and is linked to the replacement of system components; another significant item is the PCs used in the offices..

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GRI Content Index

GRI 1: REPORTING STANDARDS 2021

GRI Standard	Disclosures		References, links and notes	Page	Omissions Requirement	Reason	Explanation
General disclosures							
The organization and its reporting practices							
GRI 2: General Disclosures 2021	2-1	Organizational details	Profile The Parent Company Engineering Ingegneria Informatica Methodological note	9 10 106			
	2-2	Entities included in the organization's sustainability reporting	Profile Methodological note	9 106			
	2-3	Reporting period, frequency and contact point	Methodological note	106			
	2-4	Restatements of information	Methodological note	106			
	2-5	External assurance	External assurance	122			
	Activities and workers						
	2-6	Activities, value chain and other business relationships	Profile	9			
	2-7	Employees	Enhancement, inclusion and attraction of human resources Performance tables	36 96			
	2-8	Workers who are not employees	Enhancement, inclusion and attraction of human resources Performance tables	36 96			
	Governance						
	2-9	Governance structure and composition	Our governance	61			
	2-10	Nomination and selection of the highest governance body	Our governance	61			
	2-11	Chair of the highest governance body	Our governance	61			
	2-12	Role of the highest governance body in overseeing the management of impacts	Our governance	61			
	2-13	Delegation of responsibility for managing impacts	Our governance	61			
	2-14	Role of the highest governance body in sustainability reporting	Our governance	61			
	2-15	Conflicts of interest	Our governance	61			
	2-16	Communication of critical concerns	In the course of 2022, there were no communications about significant problems relating to impacts on sustainability.				
	2-17	Collective knowledge of the highest governance body	Our governance	61			
	2-18	Evaluation of the performance of the highest governance body	Our governance	61			
	2-19	Remuneration policies	Our governance	61			
	2-20	Process to determine remuneration	Our governance	61			
	2-21	Annual total compensation ratio	Our governance	61	2-21	Confidentiality constraints	The indicator information was considered confidential, and therefore it was deemed appropriate not to disclose it publicly for this reporting year.
	Strategy, policies and practices						
	2-22	Statement on sustainable development strategy	Letter to Stakeholders	6			
	2-23	Policy commitments	Our governance	61			
	2-24	Embedding policy commitments	Our governance	61			
	2-25	Processes to remediate negative impacts	Our governance	61			

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Reporting and data

GRI Standard		Disclosures	References, links and notes	Page	Omissions Requirement	Reason	Explanation
General disclosures							
The organization and its reporting practices							
GRI 2: General disclosures 2021	**Strategy, policies and practices**						
	2-26	Mechanisms for seeking advice and raising concerns	Our structure for monitoring legality	62			
	2-27	Compliance with laws and regulations	In the course of 2020, 2021 and 2022, no incidents of corruption or cases of non-compliance with regulations or standards were confirmed				
	2-28	Membership associations	Innovation that generates value	14			
	Stakeholder engagement						
	2-29	Approach to stakeholder engagement	Our stakeholders	94			
	2-30	Collective bargaining agreements	Engineering operates in compliance with local regulations in force. 100% of the employees in Italy (therefore around 87% of the total workforce) are covered by the National Collective Labor Agreement ("CCNL"). As regards the subsidiaries abroad, in Belgium there is no collective labor agreement, but a Commission Paritaire; as concerns Engineering do Brasil, in Brazil there is just one contract type and Engineering follows regulations in force.				
Material topics							
GRI 3: Material topics 2021	**3-1**	Process to determine material topics	Materiality analysis	108			
	3-2	List of material aspects	Materiality analysis	108			
Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 201: Economic performance	**201-1**	Direct economic value generated and distributed	Economic value generated and distributed	56			
Business compliance, ethics and integrity							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 205 anticorruption	**205-3**	Confirmed incidents of corruption and actions taken	In the course of 2020, 2021 and 2022, no incidents of corruption were confirmed within the Engineering Group				

GRI Standard		Disclosures	References, links and notes	Page	Omissions Requirement	Reason	Explanation
Energy efficiency and climate change							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 302: Energy 2016	**302-1**	Energy consumption within the organization	Combating climate change in processes Performance tables *The calculation in the reporting of direct and indirect consumption and the associated tCO_2 emissions does not include all offices of the Engineering Group companies in Italy*	23 96			
Energy efficiency and climate change							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG emissions	Combating climate change in processes Focused on our impact: the calculation of our carbon footprint Performance tables *The calculation in the reporting of direct and indirect consumption and the associated tCO_2 emissions does not include all offices of the Engineering Group companies in Italy*	23 26 96			
	305-2	Energy indirect (Scope 2) GHG emissions	Combating climate change in processes Focused on our impact: the calculation of our carbon footprint Performance tables *The calculation in the reporting of direct and indirect consumption and the associated tCO_2 emissions does not include all offices of the Engineering Group companies in Italy*	23 26 96			

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GRI Standard	Disclosures		References, links and notes	Page	Omissions		
					Requirement	Reason	Explanation
Energy efficiency and climate change							
GRI 305: Emissions 2016	**305-3**	Management of material topics Other indirect (Scope 3) GHG emissions	Combating climate change in processes Performance tables *The calculation in the reporting of direct and indirect consumption and the associated tCO_2 emissions does not include all offices of the Engineering Group companies in Italy*	23 96			
Gestione dei rifiuti							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 306: Waste 2020	**306-1**	Waste generation and significant waste-related impacts	From Sustainable Procurement to asset end of life	27			
	306-2	Management of significant waste-related impacts	From Sustainable Procurement to asset end of life	27			
	306-3	Waste generated	Performance tables	96			
Contributo all'occupazione							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 401: Employment 2016	**401-1**	New employee hires and employee turnover	Valuing diversity to grow Performance tables	36 96			
Health, safety and well-being at work							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 403: Occupational health and safety 2018	**403-1**	Occupational health and safety management system	Occupational health and safety: our excellence	41			
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety: our excellence	41			
	403-3	Occupational health services	Occupational health and safety: our excellence	41			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety: our excellence	41			
	403-5	Worker training on occupational health and safety	Occupational health and safety: our excellence Informed and protected	41 42			
	403-6	Promotion of worker health	Occupational health and safety: our excellence	41			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety: our excellence	41			
	403-8	Workers covered by an occupational health and safety management system	Occupational health and safety: our excellence Performance tables	41 96			
	403-9	Work-related injuries	Occupational health and safety: our excellence Performance tables	41 96			
Human capital development and training							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 404: Training and education 2016	**404-2**	Programs for upgrading employee skills and transition assistance programs	Knowledge, know-how, knowing how to be. Our IT & management academy	44			
Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 404: Training and education 2016	**404-2**	Programs for upgrading employee skills and transition assistance programs	Attracting talent to tackle new challenges	37			

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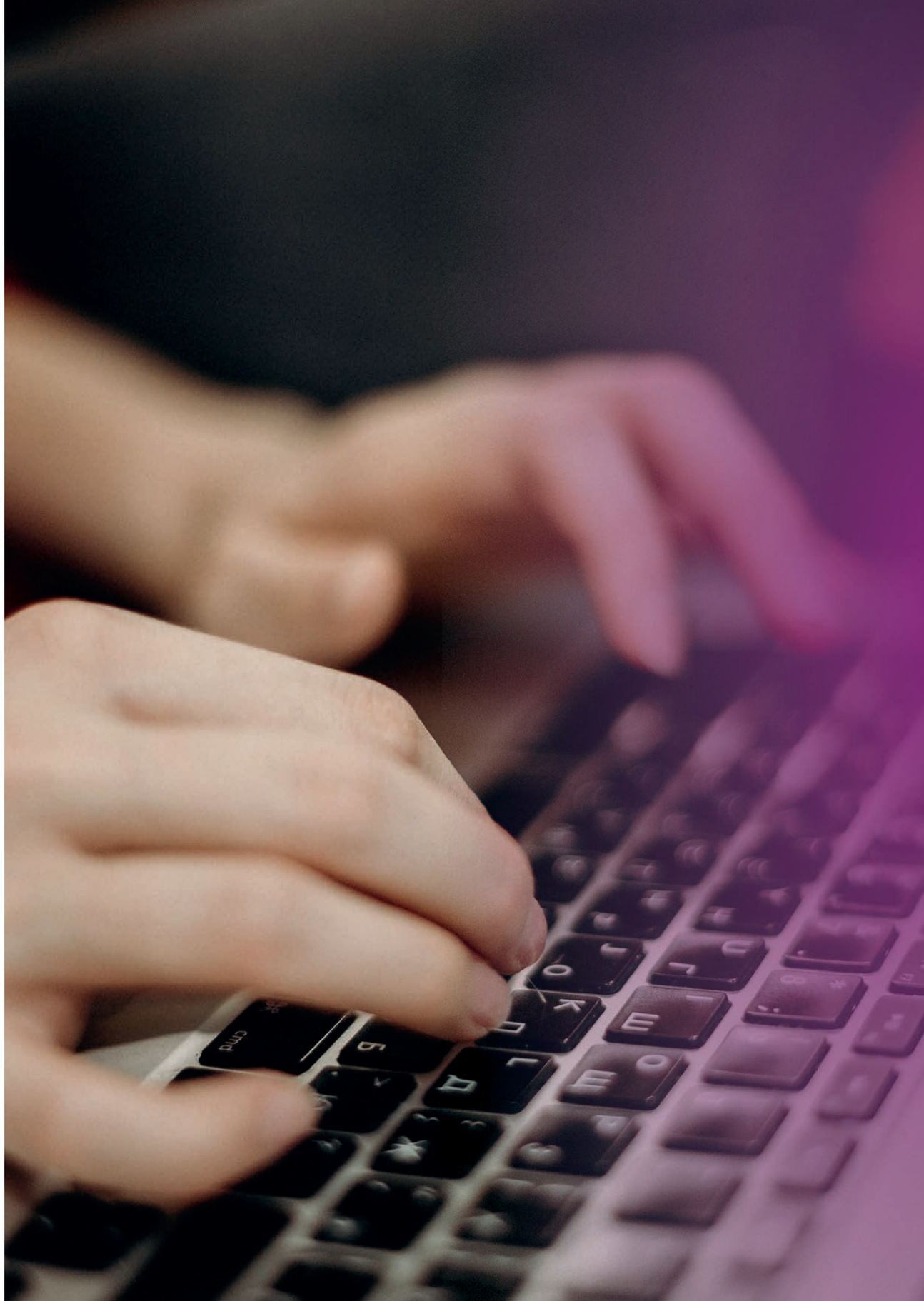
GRI Standard	Disclosures		References, links and notes	Page	Omissions Requirement	Reason	Explanation
Diversity, equity and inclusion							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 405: Diversity and equal opportunity 2016	**405-1**	Diversity of governance bodies and employees	Valuing diversity to grow Performance tables	36 96			
Diversity, equity and inclusion							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 406: Non-discrimination 2016	**406-1**	Incidents of discrimination and corrective actions taken	Valuing diversity to grow	36			
Diversity, equity and inclusion							
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108			
GRI 418: Customer privacy 2016	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	In the course of 2022, there were no confirmed complaints concerning the breach, loss or theft of customer data				

TMaterial topics not linked to GRI standards			References, links and notes	Page
Initiatives in support of the community				
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108
Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services - Application of IT technologies for customer environmental sustainability				
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108
Contribution to the sustainable development of customers and the modernization of the socioeconomic system through digitalization services - Application of IT technologies to face customer social challenges				
GRI 3: Material topics 2021	**3-3**	Management of material topics	Materiality analysis	108



External assurance

GRI 2-5

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INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

To the Board of Directors of Engineering Ingegneria Informatica S.p.A.

We have carried out a limited assurance engagement on the Sustainability Report of Engineering Ingegneria Informatica S.p.A. and its Italian subsidiaries, as reported in the 'Methodological Note' section of the Sustainability Report, for the financial year ending 31 December 2022.

Responsibility of the Board of Directors for the Sustainability Report

The Directors of Engineering Ingegneria Informatica S.p.A are responsible for the preparation of the Sustainability Report in accordance to the "*Global Reporting Initiative Sustainability Reporting Standards*" defined by GRI – *Global Reporting Initiative* ("GRI Standards"), as specified in the "Methodological Note" paragraph in the Sustainability Report.

The Directors are also responsible for such internal control as they determine is necessary to enable the preparation of Sustainability Report that is free from material misstatement, whether due to fraud or error.

The Directors are moreover responsible for setting goals of Engineering Ingegneria Informatica S.p.A. and its Italian subsidiaries, with respect to sustainability performance, as well as for the identification of stakeholders and significant aspects to be reported.

Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *Code of Ethics for Professional Accountants* issued by the *International Ethics Standards Board for Accountants*, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the "*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*" (hereinafter "*ISAE 3000 Revised*"), issued by the *International Auditing and Assurance Standards Board* (IAASB) for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with l'ISAE 3000 *Revised* ("*reasonable assurance*

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engagement"), and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

- analysis of definition process of relevant topics disclosed in the Sustainability Report, in order to assess the reasonableness of the selection process in place, of the definition of priorities with respect to the different stakeholders' categories, as well as of the internal results validation process;
- comparison between the financial data and information included in the paragraph titled "Economic value generated and distributed" in the Sustainability Report with those included in the Group's consolidated financial statements;
- understanding of the processes underlying the generation, collection and management of significant qualitative and quantitative information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management and personnel of Engineering Ingegneria Informatica S.p.A. and of the CSR department and we carried out limited documentary verifications, in order to gather information about the processes and procedures which support the collection, aggregation, the elaboration and transmittal of non-financial data and information to the function responsible for the preparation of the Sustainability Report.

In addition, for material information, taking into consideration the activities and the characteristics of Engineering Ingegneria Informatica S.p.A. and its Italian subsidiaries:

- parent company and Italian subsidiaries:
  - with regards to qualitative information included in the Sustainability Report we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
  - with regards to quantitative information, we carried out both analytical procedures and limited verifications to ensure, on a sample basis, the correct aggregation of data.
- for the following companies, Engineering Ingegneria Informatica S.p.A. and Municipia, selected on the basis of their activities, their contribution to the performance indicators and their location, we acquired documental evidence on a sample basis of the correct application of the procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Engineering Ingegneria Informatica S.p.A. and its subsidiaries for the fiscal year ended on December 31, 2022 is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph "Methodological Note" in the Sustainability Report. Our opinion does not extend to the foreign subsidiaries of Engineering Ingegneria Informatica S.p.A.

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Other aspects

The comparative data presented in the Sustainability Report in relation to the financial year ending 31 December 2020 were not audited.

DELOITTE & TOUCHE S.p.A.

Signed by

Giovanni Cherubini
Partner

Rome, Italy
01/12/2023

This report has been translated into the English language solely for the convenience of international readers.

Methodological support
EY

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