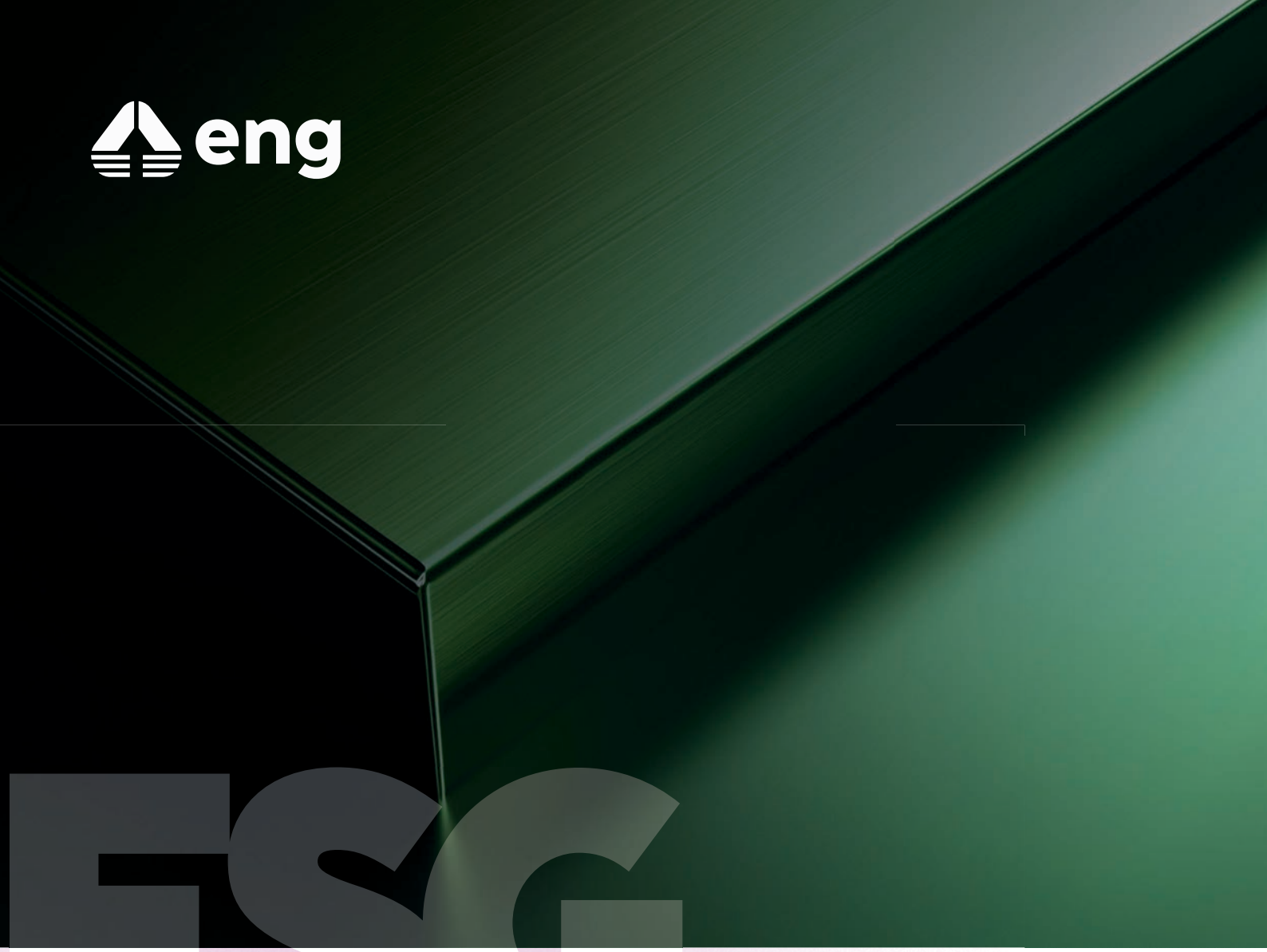

ESG

ENVIRONMENTAL SOCIAL GOVERNANCE

Sustainability report

2024

Contents

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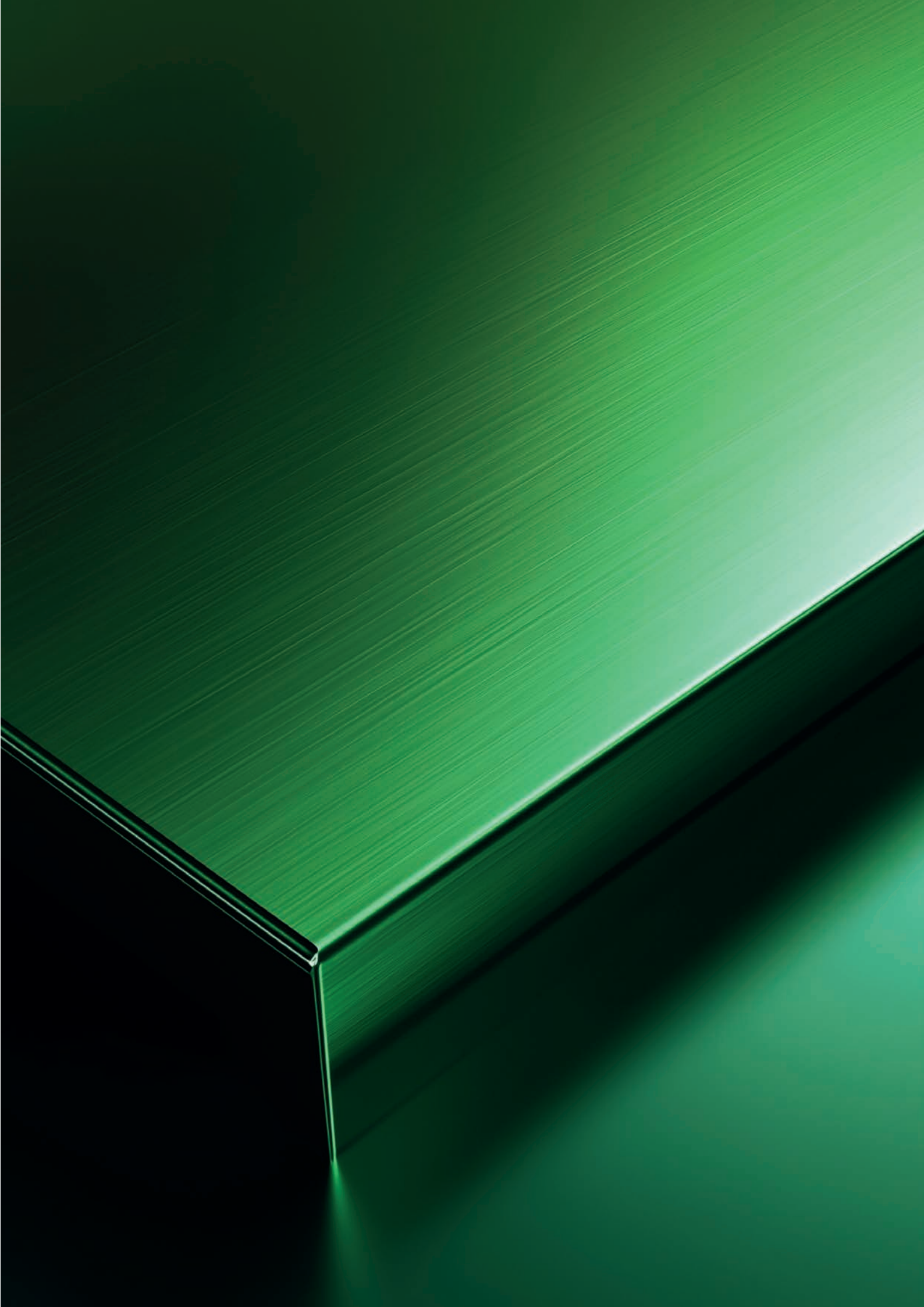


Letter to Stakeholders

by Maximo Ibarra

GRI 2-22

In 2024, we once again found ourselves facing significant transformations and challenges in a social, environmental, and political context that continues to demand strong and constant adaptability and innovation. Geopolitical tensions are creating ongoing uncertainty that requires fast and coordinated responses. The ecological transition is confronting the agreements made between nations in pursuit of decarbonization goals, leading to a redefinition of some global priorities. Market instability is pushing us to rethink and reorganize operational processes to maintain competitiveness and acquire the resilience that is now essential for tackling the major challenges ahead.

In this complex scenario, we must not underestimate the speed of technological progress. While it may present itself as a challenge full of pitfalls, it also offers us extraordinary and unprecedented opportunities.

The rise of Generative Artificial Intelligence is the most recent and striking example. Gaining massive public attention over the past year, this technology is proving to be a powerful driver of change, with significant impacts not only on production and organizational efficiency, but also on our ability to address global challenges: from climate change to water and energy crises, from healthcare to demographic decline.

However, it's crucial to remember that to take full advantage of AI in a conscious and fair manner, we need targeted investments to build a robust digital ecosystem, along with regulations that guide its ethical and responsible use—without hindering innovation. This is precisely the goal of initiatives such as the AI Pact, which Engineering signed last year as a reaffirmation of our commitment to promoting an innovation model that brings real benefits to businesses and communities. With the same vision, we support the Global Digital Compact, a UN initiative aimed at establishing global principles for digital governance, fostering an open, safe, and accessible digital space for all.

For over 40 years, Engineering has aspired to be an agent of change, equipped with the skills and knowledge necessary to support the country's sustainable development. But in today's critical and complex era, we feel an even greater responsibility to play a leading role in ensuring that digital transformation becomes a lever for shared progress and wellbeing, fully convinced that the most effective innovation is born out of collaboration. That is why in 2024 we promoted innovative initiatives such as the Digital Alliance for Italy, created as an open ecosystem for operators from all sectors, ready to share tools and objectives to tackle some of Italy's most pressing challenges—such as the water emergency. In the same spirit, we strongly believe in public-private cooperation, to combine resources, tools, and visions and generate a lasting, positive, and safe impact. Among many examples, I am particularly proud of our agreement with the State Police for the prevention and fight against cybercrime, based on the belief that the continuous exchange of information and collaboration with institutions are essential tools for an effective cybercrime prevention system. 2024 also saw our active involvement in the AI Hub for Africa, a key component of the Mattei Plan to address the socio-economic challenges of that region, using new technologies as drivers for real benefits to local communities and the environment—embodying our vision of "growing together" for a sustainable and inclusive development.

As highlighted throughout this Sustainability Report, our sustainability policies remain a central pillar of our corporate strategy. To this end, we continue to invest both internally—such as through training programs that spread the core objectives of social and environmental sustainability—and externally, by supporting our stakeholders in accelerating the achievement of their ESG goals through digital solutions that enable, for instance, the efficient management of environmental resources.

It's also important to emphasize that for a company like Engineering, deeply rooted in the social and economic fabric of the country, sustainability does not only mean fighting climate change or protecting natural resources. One of the pillars of our sustainability strategy is the promotion of a social model within our organization, where diversity and equity are seen as opportunities for personal growth through the exchange of different experiences, ideas, and perspectives. Every day, we work to make our company ecosystem a place where people can find new inspiration and leave their mark. This ongoing challenge led us, just a few months ago, to obtain the Top Employer Italy 2025 certification—a prestigious recognition awarded by the Top Employers Institute, which confirms the excellence of our HR policies and strategies.

Sustainability is a long journey, one that we commit to every day, always setting real and measurable objectives. Last year, we drafted our 2024–2026 Sustainability Strategic Plan, and today, I am pleased and proud to announce that we have already achieved some of the targets we set: we exceeded 20% women in leadership roles in Italy; we fully replaced our pool fleet with electric vehicles; nearly 50% of our Top Suppliers are now sustainability-focused and part of the Open-es ecosystem, far surpassing our initial target of 25%.

And more: we improved our CDP Climate Change rating from a C to a B, reflecting our determination to ensure responsible and transparent resource management; we received the Gold Medal from EcoVadis, one of the most trusted global sustainability rating agencies, earning 15 points more than the previous year—a testament to the strength of our sustainability management systems. Last, but not least, we further reduced consumption at our Pont Saint-Martin Data Center, equipped with a geothermal cooling system that significantly limits environmental impact by using groundwater in a closed-loop system.

In this edition of our Sustainability Report—my last as CEO of the Group—we share our projects, our vision, and the results achieved so far. But above all, you'll find concrete evidence of what our Group is doing in the ESG space, both internally and externally, supporting the country's digital and green transformation. We invisibly integrate technology into practical solutions that create value for society, putting innovation at the service of people and the environment. Innovation, environmental care, and social wellbeing are part of our DNA, and this is the vision that our Group will continue to pursue, together with our stakeholders, in a shared and lasting commitment.

Maximo Ibarra
Engineering CEO

01 The Group

Recognitions and awards

TOP EMPLOYER 2025

Engineering was awarded with the Top Employer Italia 2025, a recognition for the work carried out during 2024. The award was issued by the Top Employers Institute, which every year analyzes company's excellence in HR policies and strategies and their implementation to contribute to people's well-being and improve the environment and working conditions.
The certification is the result of an important growth process of the Company, constantly committed to raising its HR policies for a working environment with the well-being of people at the center.

To obtain the Top Employer Italia 2025 award, Engineering was evaluated on the basis of over 250 questions covering 6 macro-areas and analyzing 20 key aspects, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion and Wellbeing.

The Top Employers Program is evidence of the positive impact that companies can have on millions of people. In 2025, in fact, Top Employers certified more than 2,400 companies in 125 countries around the world, including 151 in Italy, which thanks to their HR excellence have generated a positive impact on the lives of over 13 million people.

DIVERSITY EQUITY & INCLUSION AWARD 2024

Engineering was one of the twenty-four companies awarded with the Diversity Equity & Inclusion Award during two Diversity Days events held at the Bocconi University in Milan and at the LUISS University in Rome. The award was created to give a tangible signal of the commitment made by the most virtuous companies in promoting the employment of people with disabilities and belonging to protected categories.

BEST HR TEAM AWARD 2024 DI HRC

Engineering's IT & Management Academy won first place in the Learning & Development category for the second year in a row at the annual Best HR Team 2024 ceremony, organized by HR Community. An important recognition, obtained as part of a challenge that saw the participation of 67 HR teams from national and multinational companies, confirming the constant commitment to designing innovative training courses, capable of supporting business growth, improving performance and strengthening the engagement of all the Group's people.

The recognition awarded to the SKILL Matrix project represents another key step in aligning training more and more with the real needs of the business and the predispositions of the individual person.

GEA-GREEN ECONOMY AWARD

In 2024, Engineering obtained the Green Economy Award, an award for excellence in sustainability and well-being, promoted by the For Human Community association – in the category of "environmental sustainability - large companies". An important recognition, which rewards the Group's commitment to the decarbonization process, which led to the validation, in 2024, of the CO2 emission reduction targets by the Science-Based Target initiative (SBTi). This was made possible thanks to the active participation of the various corporate functions that contribute to governing the Company's impact on the environment, through ambitious and practicable goals.

Highlights

Employees
13,884

Revenues
1.76 billion euro

Turnover abroad
16%

Offices worldwide
+80

Countries in which the Group operates
+20

Investments in research
+ 28 million euro

Active research projects
~ 110

Development laboratories
2

Researchers and data scientists
+400

Servers managed
22,000

PROFILE

GRI 2-1; 2-2; 2-6

Engineering is a leading Digital Transformation Company in Italy, continuously expanding worldwide, with more than 13,800 employees and over 80 offices and over 50 companies located in 21 countries across Europe, the United States, South America and Asia.
The Engineering Group 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.

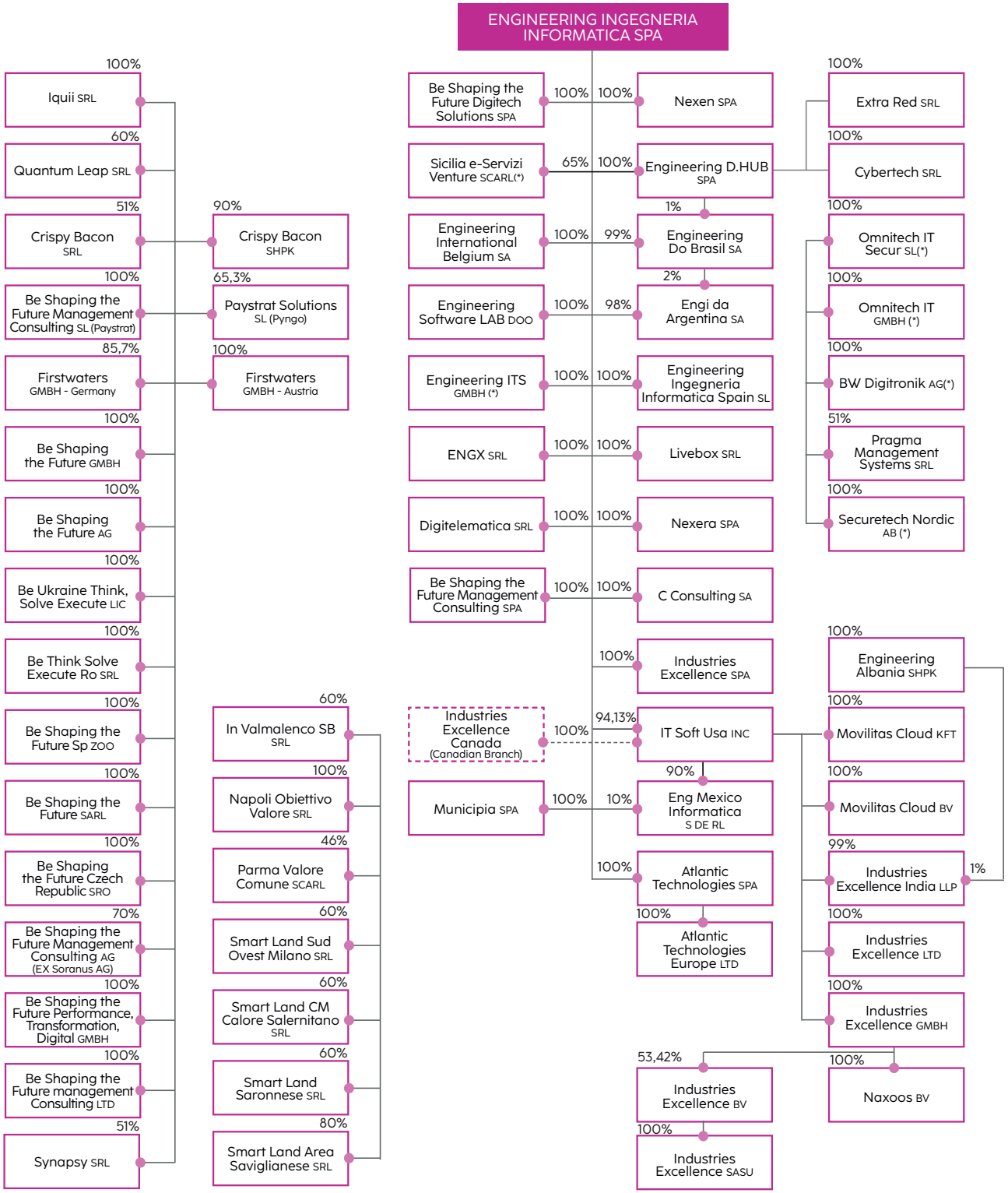
With a strong and constant focus on innovation, through the Research & Innovation division which includes over 400 researchers and data scientists (and a global innovation network of universities, start-ups and research centers), the Engineering Group invests in international research and development 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.

The Engineering Group can boast a diverse offer 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 (Finance, Healthcare, Utilities, 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, Advanced Enterprise Platforms and industrial automation.

Engineering acts as a key player in the creation of digital ecosystems for connecting different markets, developing combinable solutions for continuous business transformation.

Group's companies (31 december 2024)[1]

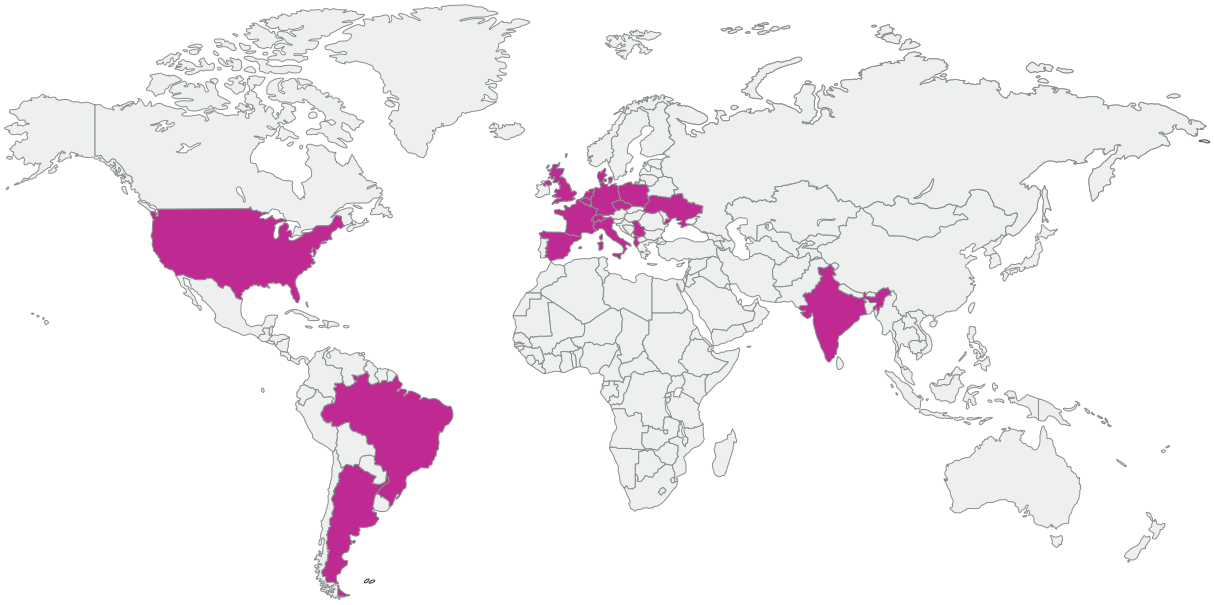
GRI 2-1



(*) In liquidation.

[1] The following companies do not have employees: ENGX s.r.l, Smart Land Area Saviglianese S.r.l., Smart Land CM Calore Salernitano S.r.l., Smart Land Saronnese S.r.l., Smart Land Sud Ovest Milano S.r.l., In Valmalenco S.B. S.r.l., Be Shaping The Future Czech Republic S.R.O., Be Shaping The Future S.A.R.L., Paystrat Solutions S.L. (Pyngo), Naxxos Bv.

With its head office in Rome, the parent company Engineering Ingegneria Informatica S.p.A. (“Engineering” or “the Company”) plays a fundamental role as the strategic and managerial command center for its subsidiaries all over the world. It not only supports the offer, but also promotes the Group’s image, underscoring its strong propensity towards innovation.



To manage its widespread global presence, the Group has developed an organizational structure that guarantees the efficient management of operating processes and corporate governance, strengthening scalability and the constant updating of technological skills. The parent company’s organizational model includes the following classes of functions:

- Staff, which ensure the efficiency and uniformity of policies and procedures through governance processes and offer their services to the various Group’s entities;
- Market Business Units, which supervise the vertical markets (Financial Services, Public Administration & Healthcare and Enterprise - which includes the Energy & Utilities, Transportation, Telecommunication & Media and Industry & Services segments) and the development of proprietary products;
- ENG Digital (Technical Center of Excellence), which is responsible for technological skills and their evolution and manage the correct and effective implementation of technological solutions.

Engineering value chain

GRI 2-6; 2-28

Within its value chain, Engineering provides IT consulting services and acts as a digitalization enabler for companies and institutions. By implementing innovative technologies and adopting strategic approaches, the Company guides its customers on their digital transformation journeys, optimizing business process and models to make them more efficient, scalable and sustainable. Furthermore, the Group generates value added by securely and reliably managing and storing customer data thanks to its data centers and designing tailor-made digital solutions that meet the specific needs of every market segment.

The Group’s purchases range from operating assets such as hardware and software, used internally or intended for resale, to outsourced services meant to satisfy customer requirements. The fleet of company vehicles, along with telecommunication services, travel, training and real estate management and maintenance, as well as professional IT services and other advisory services, complete the framework of the main purchases that support Engineering’s activities.

In its day-to-day operations, Engineering is positioned as a creator of digital ecosystems aimed at interconnecting diverse markets, favoring business transformation through advanced and flexible technological solutions. Data centers, the heart of the infrastructure, not only support the Group's Italian activities, but also guarantee the quality of customer services.

The design and marketing of IT consulting services and software and digital product development, falling within the main areas of expertise, alongside the Company commitment to Research and Development, performed in the centers of competence, are essential for continuous innovation and for the development of new solutions.

Engineering's market consists primarily of medium and large sized customers, both private (banks, insurance companies, Energy & Utilities, industry, services and telecommunications) and public (healthcare, local and central public administration and defense). Engineering guarantees its customers the technological best fit, to always offer the most suitable technology to various organizations and different businesses. The digitalization of the core processes of primary markets is carried out via proprietary platforms, some of which are veritable market benchmarks. These solutions are the Group's main assets: they make it possible to constantly evolve, alongside our customers, to offer innovative solutions aligned with changing business needs.

In the downstream phase, Engineering delivers its services and products to end customers, guaranteeing the highest security, reliability and efficiency standards even in the aftersales phase, made possible by a system of services and a technological infrastructure, whose point of strength is found in its data centers located in Pont Saint-Martin (AO), Turin and Vicenza.

Services: innovation that generates value

In 2024, the Group confirmed its commitment to Research & Innovation activities, in terms of its participation in the main national and European initiatives and associations, as well as its operational commitment: with more than 110 active research projects and over 28 million euro invested during the year, R&I is one of the most dynamic areas of European research and is part of a complex ecosystem of international stakeholders in the scientific, academic and industrial realm. Research is committed to maximizing commercial impacts across all company markets and works on cutting-edge solutions and prototypes for domains such as Industry, Health, Defense, Aerospace & Homeland Security, Energy & Utilities, Government, Augmented City, Agriculture, Transportation, Digital Media & Communication.

Through an interdisciplinary approach and a constant focus on emerging technologies, the two research laboratories, AI&Data and Digital Experience, work across a range of technological areas, focusing especially on Artificial Intelligence, Immersive Technologies, Blockchain, Cloud, Cybersecurity, Digital Twin, Internet of Things, e Intelligent Process Automation.

The team of over 400 researchers works at different laboratories and business areas, promoting the spread and exchange of ideas at several offices located throughout Italy.

Partnerships for innovation: protagonists of the Global Innovation Network

For Engineering, retaining leadership in its sector means moving forward with a number of collaborations with international scientific institutions and top-notch industrial players, as well as coordinating a high number of projects. Through significant efforts, the Company's position has turned out to be strategic in the international research community, as a partner capable of combining industrial, scientific and academic excellence from all over Europe.

BIG DATA VALUE ASSOCIATION (BDVA)
BDVA is a non-profit research and innovation organization that currently has over 240 members from throughout Europe, including large, small and medium-sized companies, research centers and academies. The mission of BDVA is to develop an innovative ecosystem that best exploits the potential of the data produced by data and artificial intelligence to achieve a real digital transformation in Europe, promoting research, development and a positive perception of Big Data.

Engineering is a Full Member and a member of the Board of Directors. It also coordinates the Smart Manufacturing Industry group, the Smart Cities group and Governance, Agrifood and Energy.

EUROPEAN CYBERSECURITY ORGANIZATION (ECSO)
ECSO is a European non-profit organization that brings together the public administration, universities, research centers and businesses and contributes to the development of the IT security community with a view to building a European cybersecurity ecosystem. Engineering is a member of the organization and is part of the Partnership Board. It is also co-chair of the Working Group on Cyber Resilient Critical Infrastructures and it participates to numerous workstreams among which Cybersecurity Market Development, NIS2 Implementation, Policy Analysis and Outreach and Skills and Human Factors.

THE EUROPEAN ORGANIZATION FOR SECURITY (EOS)
EOS unites players in the security industry and in security research. Working in 15 different countries, the members of the organization provide security research, solutions and services in several sectors, including border, cyber, transport and crisis management. The goal of EOS is to provide a collaborative work platform and incentivize the in-depth exchange of ideas and best practices between EU institutions and the European security industry, centers of research, local clusters and associations, for the development of a harmonized European security market aligned with political, social and economic needs.

Engineering is a member of the Board of Directors and is co-chair of the task force on Artificial Intelligence.

INTERNATIONAL DATA SPACE ASSOCIATION (IDSA)
IDSA brings together more than 140 companies from over 28 countries, with the aim of developing a global standard for international data spaces (IDS), as well as promoting technologies and the correlated business models that will guide the data economy of the future. Sovereign and trustworthy data sharing, as demanded by European stakeholders, must be based on essential standards to ensure interoperability at global level. This future will really come when more companies use principles, standards, and certified solutions as their preferred mode of data exchange. In a data-driven economy, trust is essential to foster innovation and encourage participation in digital ecosystems. By establishing data sovereignty (i.e., the ability to self-determine how and when other organizations may use data along the value chain), all organizations can create a trusting and trustworthy environment that can support their business growth by increasingly exploiting the potential offered by data, new intelligent services and innovative business processes.

Engineering is a member of the Association and one of its employees, the Head Data Platforms and Ecosystems R&I Unit, was appointed IDSA Ambassador in 2024, an experienced professional who helps foster understanding of data spaces, demonstrate their potential and inspire new participants collaboratively, reshaping the data economy for the better.

WATER EUROPE
Water Europe works to promote water security sustainability and resilience in Europe and beyond, providing a platform for sharing knowledge, dialog and collaboration for the entire water value chain. This attention extends to the response to global social challenges and the promotion of the development of innovative solutions in the global water market, guaranteeing the fundamental human right to water in terms of availability, accessibility, convenience, acceptability and quality.

Engineering is a member and co-leader of the "Digital Water Systems Management" expert group.

Ownership structure and governance

GRI 2-9; 2-10; 2-11; 2-12: 2-13; 2-15; 2-17; 2-18; 2-19; 2-20; 2-23; 2-24; GRI 405-1

The share capital of Engineering Ingegneria Informatica S.p.A. is 100% held by the sole shareholders Centurion Newco S.p.A. As of December 31, 2024, the Group's structure reflects the policy of acquisitions and subsequent integration processes that have given rise to a group of more than fifty active companies and seven companies in liquidation.

Engineering Ingegneria Informatica S.p.A. exerts managerial and business influence over its direct subsidiaries.

This structure is therefore to be understood as the representation of a Group that operates in a context of close integration, articulated into specific centres of management responsibility.

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 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.

During 2023, the Shareholders' Meeting appointed the administrative body and the Board of Statutory Auditors of Engineering Ingegneria Informatica S.p.A., which will remain in office until the shareholders' meeting called to approve the financial statements for the year ended 31 December 2025. The Board of Directors appointed the Supervisory Body established pursuant to art. 6 of Legislative Decree 231/2001.

In June 2023, following the renewal of the administrative body, two internal board committees were established with advisory and propositional functions towards the Board of Directors: the Control, Risk and Sustainability Committee, composed of the majority of independent directors, including the Chairman, and the Committee of Independent Directors for transactions with related parties, composed entirely of Independent Directors.

BOARD OF DIRECTORS

As of December 31, 2024, the Board of Directors (BoD) of Engineering Ingegneria Informatica S.p.A. had 13 members, including 10 men and 3 women. The chairman of that governance body is not a top executive of the Company, and 4 directors out of 13 were qualified as independent on the basis of 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 in June 2023, on the basis of the dedicated independence statements that they had issued.

On August 2, 2024, the BoD co-opted a new director whose appointment was confirmed by the Shareholders' Meeting held on 18 December 2024 following the premature death of a member of the BoD[2]

The remuneration for the members of the Board of Directors is fixed and defined by the Shareholders' Meeting, which determines the total amount, including the remuneration

[2] One Independent Director has resigned from office with effect from 1 February 2025.

to be paid to directors vested with special offices. The BoD distributes this amount among the Directors.

On 23 April 2024, the Company's BoD defined the sustainability targets for the 2024 financial year and at the meeting of 19 June 2024 approved the sustainability report for the 2023 financial year. On the same date, the Board of Directors was informed by the Control, Risk and Sustainability Committee of the information provided to the Committee regarding: (i) certifications having an impact on ESG issues - SA 8000 and UNI/PdR 125:2022; (ii) the Gender Pay Gap and the prediction of ESG targets within the EPR performance assessment process. In November, the Control, Risk and Sustainability Committee also reported to the Board of Directors on the meeting held with the ESG team on the objectives achieved in the last twelve months as well as on the main activities planned for the end of 2024 and 2025.

The structure for monitoring legality

GRI 2-26; 2-27; GRI 205-3

Engineering places ethics and integrity at the heart of its business conduct, operating in full compliance with laws in force and according to principles for the protection of rights of all stakeholders.

CODE OF ETHICS
Engineering has adopted a Code of Ethics, approved by the BoD, which defines rights and fundamental duties and establishes the ethical and social values and responsibilities (internally as well as external to the company) to be referred to 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 employee hiring contract includes a specific article that highlights the importance of having viewed the Group's Code of Ethics as well as the Policy for the Prevention of Corruption. Both documents are present on the institutional website as well as in the company intranet.

The Code of Ethics pays particular attention to the issue of respect for human and labour rights, equal opportunities and inclusion: the protection of employees and collaborators from any discriminatory behaviour related to ethnicity, national, territorial or social origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age, or any other condition that could give rise to discrimination. These principles explicitly call for compliance with the conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights, and national legislation on labour and non-discrimination.

REPORTING IRREGULARITIES
Engineering has implemented a whistleblowing mechanism. This tool allows anyone who becomes aware of acts that may constitute a violation of the Code of Ethics, unlawful conduct or irregularities, violations of regulations, actions likely to cause damage to the company's assets or image, violations of the Anti-Corruption Framework, violations of Model 231, violations of company procedures and provisions, to report them, even anonymously, to the organization through the communication channels specifically prepared and communicated in accordance with the procedures provided for by law.
In line with the objective of continuous improvement and in accordance with the Group's governance, the process of receiving and managing reports was innovated in line with both the best practices in the sector and the regulatory changes introduced by Legislative Decree no. 24/2023, implementing European Directive 2019/1937.

Engineering has also set up the Group's Whistleblowing Committee, which is responsible for examining each report in compliance with the confidentiality of information included and with the aim of verifying whether the reported facts are confirmed. To increase coordination and facilitate the organization of activities, a Technical Secretariat was also established. The receipt, analysis and conduct of checks on reports is conducted by the Internal Audit function. The Governing and Control Bodies are periodically updated on the progress of the reports. In cases of significant events, they are informed promptly.

In 2024, the Committee received and managed 17 reports[3]. For the verified reports corrective actions or disciplinary measures were identified. In the event of unverified reports, the Company, where necessary, undertakes to identify corrective actions to strengthen its Internal Control and Risk Management System.

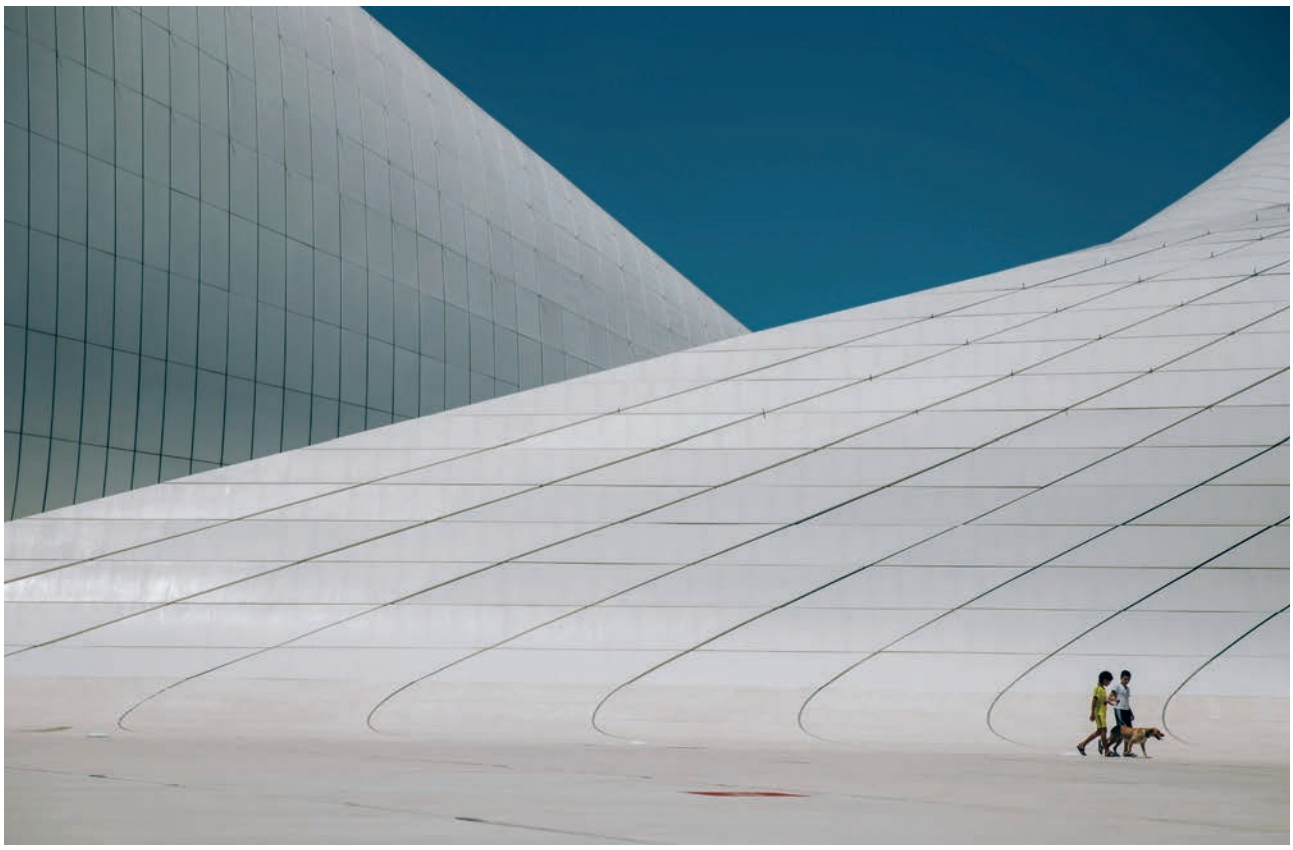
[3] During 2022-2024 there were no reports or cases of forced or child labor.

231 ORGANIZATION AND MANAGEMENT MODEL

The 231 Organization and Management Model is currently in force for the Parent Company, Engineering D.HUB S.p.A., Municipia S.p.A, Nexen S.p.A.. In March 2024, also on the basis of the results of the integrated 231[4] risk assessment project launched in September 2023, the Board of Directors approved the Parent Company's new Model.

In 2024, the "Extension of the 231 organization, management and control model" project was launched, which provides for both the updating of the 231 Model of the Group's companies that already have it, and the adoption of a 231 Model by other Italian subsidiaries. All the 231 Models of the companies in the scope will be characterized by the following main new elements: i) risk-based approach integrated with other aspects relating to the internal control system; ii) alignment with the best leading practices and the Confindustria Guidelines on the subject; iii) approach «by processes» and not only by crime families following a process design logic, in order to ensure adherence to the evolution of the organizational structure that occurred in recent years; iv) greater ease of consultation and understanding for all users.

The project will be completed by the first half of 2025.



[4] The Integrated Risk Assessment was carried out for the parent company Engineering Ingegneria Informatica S.p.A., which represents 60% of the Group's employees.

PREVENTION OF CORRUPTION

In line with the values expressed in its Code of Ethics, Engineering rejects and firmly disavows any form of corruption which, in addition to being an illegal phenomenon, also represents an obstacle to the sustainable development of the business and reputational damage for all Group's companies.

In compliance with the principle of "zero tolerance" already adopted by the Group towards corruption, the Anti-Corruption Framework was defined and approved by the BoD in December 2024 according to best practices with the aim of reducing the risk of unlawful conduct and continuing the path of improvement of the Internal Control and Risk Management System.

The Framework was approved by the BoD of the Parent Company, subject to preliminary verification of the Control, Risk and Sustainability Committee and its adoption and implementation is mandatory for all its subsidiaries, in Italy and abroad, subject to implementation by the respective BoD or equivalent bodies, in compliance with local regulations.

The policy will be updated periodically to ensure that it is constantly adapted to the evolution of the organizational context, the regulatory framework of reference and specific national and international best practices. To date, Engineering Ingegneria Informatica S.p.A., Municipia S.p.A. and Engineering D.HUB S.p.A. have the "Anti-Bribery Management System" certification, according to the international standard ISO 37001. In order to maintain these certifications, the Companies are subject to periodic annual surveillance and a complete review of their compliance systems every three years.
In order to disseminate the tools adopted in terms of preventing and combating corruption, the company dedicates specific training sessions on anti-corruption aspects to employees. At the end of 2024, 93% of employees in Italy benefited from training sessions in the field of anti-corruption, an increase compared to the year 2023 due to an awareness campaign for the use of the course. For 2025, the goal is to maintain similar coverage of training in the field of anti-corruption.

These initiatives led to the registration of no cases of corruption in the three-year period 2022-2024.

FRAUD PREVENTION

To ensure the safety and protection of the Company, Engineering has set up the Group Security Department, which operates the Fraud Management & Loss Prevention Function, which has the task of identifying and combating fraud risks related to internal processes and controls as well as providing constant support to ensure effective management of anti-fraud issues. To this end, methodologies have been adopted that allow specific insights into potential threats relating to multiple risk scenarios and new processes and tools have been introduced that allow the management of the risks detected. In addition, the methods of reporting and activating the anti-fraud control have been regulated, including the recording of the activities carried out.

From a Fraud Management point of view, a Fraud Risk Assessment was conducted in 2024 which made it possible to identify potential fraud risks related to all company activities and/or safeguards. Actions to mitigate the risks detected were then identified and managed through specific improvement plans. In terms of Loss Prevention, constant support was provided to the business lines on anti-fraud and anti-corruption issues, conducting, where necessary, specific due diligence and/or investigations on request. Finally, Fraud Management & Loss Prevention Function also provided assistance to corporate functions and business units in third-party audit activities.

RESPECT FOR HUMAN RIGHTS

Engineering, aware of its role within the communities in which it operates, is committed to ensuring respect for and protection of human rights in all its activities and in its value chain. This commitment is key to maintaining an ethical, safe, and fair work environment. This commitment is formalised in the Human Rights Policy, which defines the philosophy, rules and methods of application for respect for Human Rights, with the aim of increasing awareness and strengthening respect within its sphere of influence.

With the Human Rights Policy, Engineering communicates to its stakeholders that it intends to operate with correct and transparent methods to guarantee and improve the working conditions of its personnel and in respect of individual dignity and freedom, rejecting all working conditions characterized by inhumanity, exploitation, discrimination, unhealthiness. Engineering aims to satisfy customers and stakeholders by ensuring that all activities are carried out in this respect and in line with the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work. It is therefore committed to promoting inclusion and ensuring equal opportunities for all employees, with particular attention to groups at risk of vulnerability.

This policy provides for positive action to ensure that people belonging to these groups can access employment and professional development opportunities without discrimination. To prevent, mitigate, and address discrimination, Engineering has established specific procedures. These procedures include reporting mechanisms for cases of discrimination, which are documented and reviewed to ensure an effective remediation plan. In addition, Engineering has taken steps to ensure occupational health and safety and promotes freedom of association and the right to collective bargaining, ensuring that all employees can exercise their rights without fear of retaliation.

In summary, Engineering is dedicated to creating a work environment that respects human rights, promoting diversity, inclusion and well-being of its employees, thus contributing to a fairer and more sustainable society.

TAX CONTROL FRAMEWORK

Engineering, in compliance with its Code of Ethics, gives fundamental importance to the tax risk management process and the related operating methods and application tools, in order to minimize the risk of operating in violation of tax regulations, or in contrast with the principles or purposes of the tax system and to ensure an approach of transparency and mutual collaboration in relations with the Tax Authorities. Engineering, in compliance with and autonomy of its management choices and in line with its sustainability policy, intends to pursue a tax strategy inspired by principles of honesty, fairness and compliance with tax legislation, characterized by collaborative and transparent behavior towards the Tax Administration and third parties, to minimize any substantial impact in terms of risk, be it fiscal or reputational.

Engineering has therefore prepared its Tax Control Framework (TCF) to govern the tax risk management and control system, aimed at establishing an effective and constant monitoring of the taxation related to the various business processes and operations and such as to guarantee all stakeholders timely compliance with the Group's tax obligations. After adopting the TCF for the parent company, in 2024, Engineering adopted the TCF for 10 other Italian companies in the Group[5]. In addition, the Tax Compliance Model - an element of the Internal Control and Risk Management System - contains a detailed description of the phases of risk assessment, control and periodic monitoring processes carried out by Engineering and the subsequent reporting on tax issues to the Chief Executive Officer and other competent bodies and functions. It also aims to summarize the main responsibilities attributed to the various functions involved in the processes of tax relevance.

[5] Atlantic Technologies S.p.A., Be Digitech Solutions S.p.A., Cybertech Srl, Digitelematica S.r.l., Engineering D.HUB S.p.A, Livebox S.r.l., Be Management Consulting S.p.A., Municipia S.p.A., Nexen S.p.A., Pragma Management System Srl.

02

Sustainability for Engineering

The Group places sustainability at the heart of its business model, recognizing digitalization as a strong lever for positive and sustainable change in business models. Players like Engineering, which are committed to the digital transformation, indeed enable the processes of all organizations, also thanks to the advent and application of cutting-edge technologies.

In the Digital Sustainability realm, Engineering deploys its specialized skills in developing solutions for public and private customers that promote operational efficiency, respect for the environment and the quality of life of citizens, and which often represent the key for facing a range of important social and environmental challenges. The goal for the coming years is to define a strategy that makes it possible to orient and maximize the ESG contribution of business projects and enable the Group to take advantage of new market opportunities linked to global sustainability challenges across all sectors.

As regards sustainability in company management, Engineering has defined concrete targets that are reflected in a path that aims to place the company amongst sector leaders in significant areas such as the fight against climate change, the gender gap, leadership and diversity, green procurement, respect for ESG criteria in the supply chain and sustainability governance.

Sustainability Ratings

ECOVADIS

Engineering has been awarded the Gold medal for the first time by EcoVadis, one of the most accredited ESG rating agencies. This recognition allows Engineering to qualify in the Top 5% of the more than 130,000 companies globally that have completed the EcoVadis assessment process and have demonstrated a robust management system that meets sustainability criteria.

CDP CLIMATE CHANGE

Engineering has achieved the improvement of its CDP Climate Change rating from a score of C to B, thus reaching the Management level of companies that address the environmental impacts of their activities and ensure good management. The main strengths that led to the improvement of the score are related to the setting of the Decarbonization Plan and its targets validated by the Science Based Targets initiative (SBTi), and the verification, by an independent third party of the information presented. In addition, CDP recognised an important strengthening of the governance of environmental issues.

SYNESGY

In 2024, Engineering confirmed the A-excellent score in the assessment of Synesgy, the global digital platform for the assessment of ESG sustainability, used by several customers, further raising the scores of the individual sections, compared to last year.

LEGALITY RATING

In 2024 was renewed the attribution of the Legality Rating for the Parent Company (result: **++) and for Municipia (result: ***) by AGCM-Autorità Garante della Concorrenza e del Mercato.

The technology that enables sustainability

Engineering has always been aware of its impact in the world and every day makes the best technologies available to serve the growth needs of companies and business opportunities.

This awareness is reflected in the Group's intention and commitment to elevate technology every day as a driver capable of generating concrete benefits for all. Specifically, the Company has identified four macro-areas, already subject to a number of services provided to customers, which represent global challenges for society:

- Healthcare
- Energy transition and efficiency, climate change
- Digital citizenship
- Responsible growth

Just a few examples are provided below of projects that give an idea of the central role that Engineering is playing for the Country's modernization and sustainability.

HEALTHCARE: National Telemedicine Platform

The National Telemedicine Platform (NTP) represents a fundamental initiative for the evolution of the Italian National Health Service, because it aims to ensure uniform and quality access to health services throughout the territory. This project, an integral part of Mission 6 Health of the National Recovery and Resilience Plan (NRRP), aims to bridge territorial disparities, improve clinical quality and facilitate the care of patients, both acute and chronic. The NTP is divided into a National Telemedicine Infrastructure managed by AGENAS and 21 Regional Telemedicine Infrastructures, thus ensuring interoperability among regional services and supporting the European strategy for the use of information technologies in the health sector.

Engineering, in partnership with Almaviva, has established the company NTP Italia, with a stake of 60% and 40% respectively, winning the ten-year concession from AGENAS for the design, construction and management of the NTP. By combining its technological expertise and in-depth knowledge of Italian healthcare, supporting its digitalization for over 20 years, Engineering has contributed to creating a platform based on Cloud Native architecture and cutting-edge technologies such as Artificial Intelligence, so as to allow centralized governance and effective monitoring of telemedicine processes implemented at regional level. Thanks to this advanced technological infrastructure, it is expected that by December 2025 at least 300,000 patients will be assisted through telemedicine tools, with an expected increase to about 790,000 patients, as established by the Ministerial Decree of 28 September 2023.

CLIMATE CHANGE: Prevention of hydrogeological risk

Nowadays, climate change is drastically increasing the number of environmental disasters, with a consequent impact on the condition of infrastructure as well. To prevent accidents due to outdated or damaged technology infrastructure, utilities companies must rely on detailed information on hydrogeological factors.

With advanced technologies, it is possible to put these players in a position to manage multiple risk infrastructures and map risks in real time, so as to assess the impact of events on infrastructures, reducing the costs of insurance coverage and improving the service to citizens. Thanks to technological and domain expertise, Engineering is able to identify hydrogeological risk assets and classify them according to the type of risk.

Then provide relevant information to plan asset investigation activities and assess the security status, also counting on integration with IoT devices that provides real-time updates on changes in the status of places or assets. The solutions enable innovative integration of geological, hazard and network technology data, enabling comprehensive risk analysis and monitoring, as well as investigation planning and supervision. The risk and hazard classifications are standardized.

The solution allows you to identify risky assets based on risky areas/networks interactions.

DIGITAL CITIZENSHIP: Padovanet - New institutional portal of the Municipality of Padua

The Municipality of Padua has recently launched the new institutional portal with the aim of improving the accessibility and efficiency of the services offered to citizens. Created in collaboration with Municipia S.p.A., the Engineering Group's company specialising in the digital transformation of local public administrations, the website was developed following the "Website Model for Municipalities" defined by AgID (Agency for Digital Italy), thus ensuring compliance with national standards in terms of usability, multi-device accessibility, security and privacy.

An innovative aspect of the project was the migration of content from the old to the new portal, facilitated using Artificial Intelligence. The technology platform, hosted in a cloud environment, has been designed with a modular architecture that allows the addition of new features and the management of growing workloads without compromising performance. Thanks to this collaboration with Engineering, the Municipality of Padua can now proactively respond to citizens' needs, making decision-making more transparent and results-oriented. The new portal therefore represents a significant step towards a more digital and efficient public administration, in line with the modern needs of citizens.

RESPONSIBLE GROWTH: TITAN: Fighting Misinformation with Smart Coaching

The European TITAN project is an innovative initiative to counter disinformation and help citizens distinguish reliable news from fake news. Funded by the European Union, the project is based on an advanced "Citizen Coaching" system, which provides AI-based tools to support users in the critical analysis of online information. The goal is to create a society that is more aware and resilient in the face of media manipulation. In TITAN Engineering, which invests about 30 million euros in Research and Innovation every year, it coordinates the work of an international consortium of partners from Italy, Belgium, Greece, Poland, Finland, Denmark, Bulgaria and the United Kingdom.

Thanks to TITAN, citizens will be able to benefit from smart digital tools that will help them verify the reliability of sources, reducing the risk of unintentional spread of fake news. The project promotes more transparent and secure information, helping to strengthen trust in digital and improve the quality of public debate.

> In this historical phase, it is becoming increasingly essential to create partnerships between different production subjects with the aim of supporting the economic and sustainable development of the country through the great potential of digital. Engineering actively participates in these initiatives, reinforcing its commitment to promoting responsible practices in the digital sector.

Below are some examples.

Digital Alliance for Italy: Engineering, together with Lutech, created the 'Digital Alliance for Italy' on 21 May 2024, a partnership open to other operators that acts as an enabler between Italian companies capable of speeding up the country's digital transformation using NRRP resources. The initiative also provides for the development of collaborations with research institutions and innovative start-ups registered in the national register, specialized SMEs and technological partners. The Alliance's activities focus on wide-ranging thematic areas that represent fundamental priorities for Italy: Water, Energy, Infrastructure, Productivity and Artificial Intelligence and Security.

Engineering is currently working on the proposal for a National Digital Platform of the Water System, which provides for the centralization of data collection, aggregation, orientation and analysis, and a design of process flows that aim to share information between all the players in the system, process automation and decision support systems of central competence and local authorities. The aim of the project is to pool the enormous amount of data (public and private) generated by the bodies and structures that manage the water sector.

AI Pact: With the entry into force of the AI Act in August 2024, certain requirements related to high-risk AI systems, as well as other provisions, will only become applicable at the end of a transitional period. In this context, the European Commission has promoted the AI Pact, which Engineering joined in December 2024, which encourages and supports companies in planning the implementation of the measures envisaged by the AI Act. The signing confirms Engineering's role as a key player in the development of Artificial Intelligence and its commitment to operate as a national champion soon. In this context, Engineering has activated a constant communication channel with the AI Office, the office that supports the Commission in the regulation of AI, actively contributing to the dialogue on key issues for the regulation and development of Artificial Intelligence in Europe. Clear and harmonized regulation at European level is indeed crucial to ensure that AI models, in particular large language models, can be developed and trained effectively on a continental scale. At the same time, it is essential to strike a balance between protecting individual and collective rights and driving innovation. To achieve this goal, a constant dialogue between institutions, industry and civil society is necessary, so that Artificial Intelligence can establish itself as a tool for progress, guaranteeing well-being and competitiveness without compromising fundamental values.

Prevention and combating of cybercrime: In May 2024, the State Police and the Engineering Group signed an agreement in Rome aimed at protecting networks and information systems that support the company's institutional functions. This agreement is part of Engineering's initiatives aimed at promoting social sustainability and good governance, contributing to the construction of a secure and reliable digital environment for all stakeholders. The collaboration with law enforcement aims, in fact, to ensure cybersecurity, a crucial element for the protection of data and digital services offered to the community.

AI hub for sustainable development: Engineering is part of the AI Hub for Africa which aims to be a multi-stakeholders platform for the coordination of shared initiatives aimed at strengthening local AI ecosystems in developing countries, and on the African continent, acting as a catalyst at the local level, national and cross-border sectors.

The initiative has three main objectives:

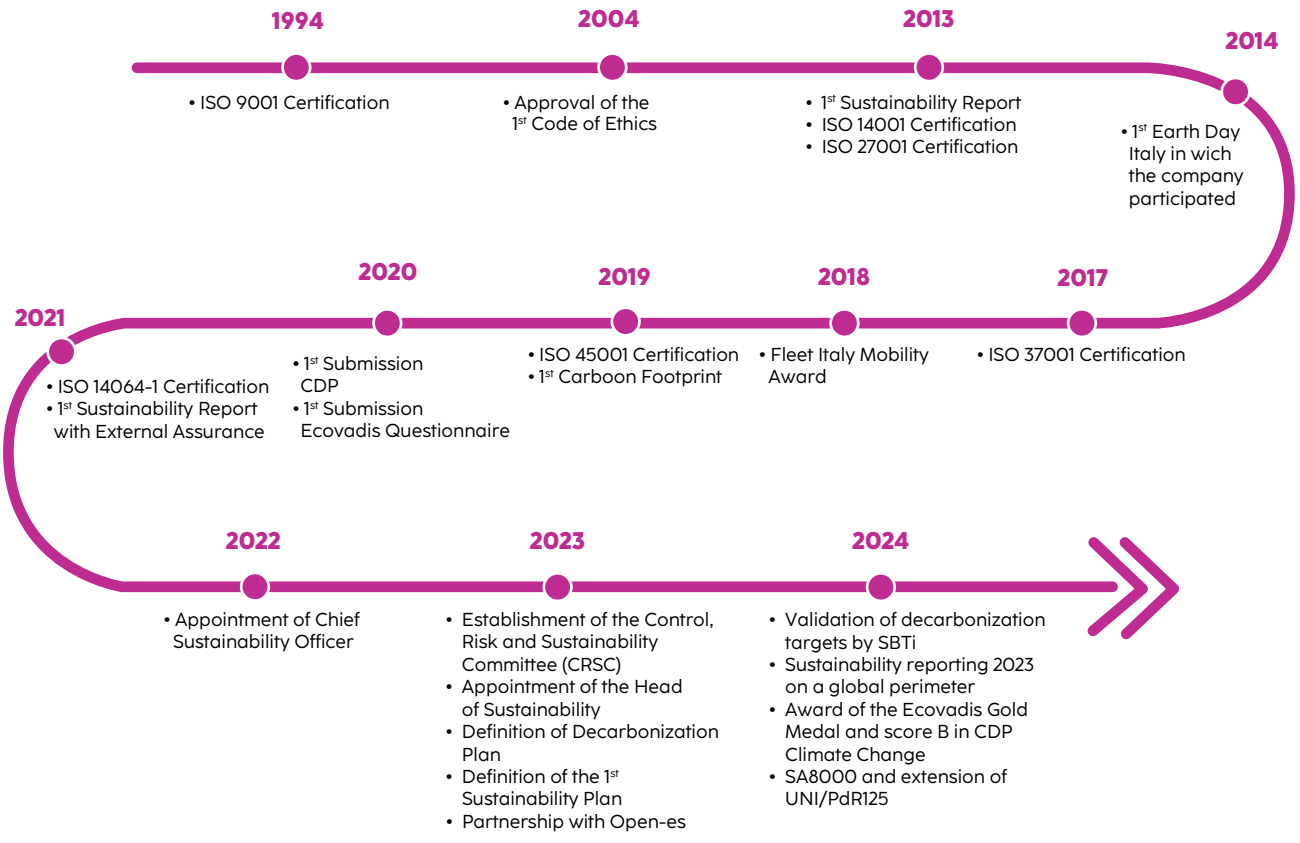
- guarantee African startups access to large computing infrastructures (computers);
- facilitate the training of large language models with local idioms (data);
- create training courses (talent).

Engineering considers the Hub a fundamental tool for addressing socio-economic challenges in Africa, in the logic of the Mattei Plan, and for this reason it also supports the initiative from an infrastructural point of view and by presenting projects in the health and water sectors. Thanks to the use of digital technology and Artificial Intelligence, the Group contributes to the implementation of the Mattei Plan, creating positive impacts on the economic and social fabric of African countries, with a view to "growing together" and mutual benefits. Three objectives are shared with the institutions: to increase healthcare efficiency thanks to telemedicine solutions and advanced diagnostics; improve water management with IoT technologies and digital twins; support the training of the younger generations to make them protagonists of digital transformation.

Engineering's sustainability journey

Embarking upon a path towards sustainability requires vision, investments, corporate culture and dedicated structuring at organizational level.

Starting in the early 1990s, Engineering took its first steps, achieving significant goals: from obtaining internationally recognized certifications, to voluntary, ten-year sustainability reporting, until defining governance dedicated to overseeing significant ESG topics.



Over time, the Group has obtained certifications in the main areas deemed relevant for its operations and business.

TRASVERSAL CERTIFICATIONS

Certification	Scope	% employees
ISO 9001:2015	Quality management	61%
ISO 14001:2015	Environmental management	30%
ISO 14064-1:2018	Greenhouse gas emission management	63%
ISO 37001:2016	Anti-corruption	57%
ISO 45001:2018	Occupational health and safety	57%
UNI/PdR 125:2022	Gender equality	72%
SA8000: 2014	Social Responsibility	72%

SPECIFIC CERTIFICATIONS FOR THE DATA CENTERS

Certification	Scope	% data center
ISO/IEC 20000-1:2018	IT service management	100%
ISO 22301:2019	Business continuity management	100%
ISO/IEC 27001:2022	Information security	100%

Engineering's stakeholders

GRI 2-29

The table below illustrates Engineering's main stakeholders 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	Methods of interaction, listening and engagement
Employees	More than 13,800 professionals distributed across offices in Italy, Albania, Argentina, Austria, Belgium, Brazil, France, Germany, Great Britain, India, Luxembourg, Mexico, Poland, the Czech Republic, Romania, Serbia, Spain, Switzerland, Ukraine, Hungary and the USA	• Internal communication tools (Intranet, mailings, blogs) • Internal and external events dedicated to employees • MyVoice climate survey
Customers	More than 3,000 national and international customers (including subsidiaries) 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	• Annual satisfaction surveys • Continuous relations with our staff of consultants • Events dedicated to customers In 2024, the Customer Satisfaction survey was administered again, to a total of 277 customers, with 97% of responses in the positive assessment area (in particular, 34% were satisfied and 63% very satisfied)

Main categories of stakeholders	Engineering Map	Methods of interaction, listening and engagement
Suppliers	Suppliers concentrated in the following sectors: - IT consulting - Hardware/software for internal use and to be supplied to customers - Company vehicle leases - Management and maintenance of Engineering's real estate	• Recurring relationships with the Purchasing Department and with company functions of the activities provided • Dialog with the main supplier representation associations • PAGE supplier portal (Engineering Group's Procurement Portal) page.eng.it and, from the second half 2024, a pilot on Time Flow • Partnership with Open-es
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 committees • Presence in the "Environment" and "Digital Technologies and Sustainability" Working Groups of the main industry associations
Financial institutions	National and international banks and Credit institutions that finance the Group's main investments	• Meetings with the company's top management
Non-profit world	Associations for the promotion of the environment and cooperatives/non-profit organizations	• Sponsorships, charitable contributions, projects in partnership, training and internships in the company
Trade unions	Metalworking industry trade unions	• In September 2023, the Engineering Group joined the Federmeccanica negotiation delegation for the renewal of the National Collective Labor Agreement ("CCNL") in the Metalworking industry • Collective and regional bargaining • Meetings between workers' and company representatives • Joint commissions
Universities and research institutions	National and European universities and research institutes	• Development of projects in partnership, economic support for research, training and support for research and development of products
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

Initiatives in favor of the community

The company's support for the achievement of the 2030 Agenda goals is also expressed in its aid for social projects via charitable contributions and sponsorships.

BLOOD DONATION

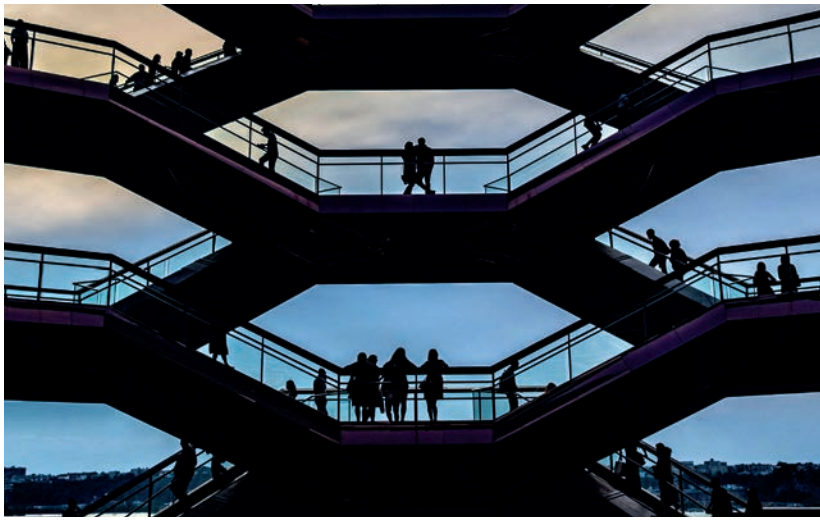
In collaboration with "ABO +/- Donatori Sangue & Emocomponenti - Regione Lazio", "AVIS Milano" and "AVIS Torino", in 2024 the number of Engineering colleagues who chose to donate blood has grown. The days dedicated to collection have increased and, in addition to the Rome office, colleagues in Milan and Turin have also been able to make a concrete contribution to one of the main critical issues of the national health system.

This initiative has also made it possible to access specialist visits and dedicated screenings, differentiated according to gender and age. Thanks to active participation, there were numerous donors: 98 eligible in Rome during 6 days, 40 eligible in Milan during 2 days and 19 eligible in Turin during one day.

For 2025, it is planned to further extend the project to other locations, continuing to promote the importance of donation and health prevention..

DIGITAL TRAINING AND INCLUSION: THE ACADEMY PROJECT FOR THE BOYS AND GIRLS OF SAN PATRIGNANO

The training activity for the girls and boys of the Community of San Patrignano continued in 2024 as a continuation of the initiative launched in September 2023. Within the Community founded by Vincenzo Muccioli, the training delivered focused on IT and digital. The lessons, curated by the teachers of the IT & Management Academy of Engineering "Enrico Della Valle", distributed in two editions of 24 hours each, focused on the acquisition and improvement of digital skills, to support their approach to the professions of the IT world and facilitate their entry into the job market. The course, organized in different modules and divided by level of computer skills, ranges from the use and operation of PCs and smartphones to the use



of the most popular digital tools, from the recognition and management of the dangers of web browsing to the new sharing platforms now central to working in Smart Working.

CHRISTMAS DONATION FOR THE DIGITAL TRANSFORMATION AND THE ECOLOGICAL TRANSITION

Also in 2024, Engineering supported an association during Christmas that has chosen to use digital solutions to improve people's lives. The donation was made through TechSoup Italia, a social enterprise that has been helping NGOs embark on their digital transformation path for ten years.

With the donation, Engineering supported Il Faro, a Social Cooperative Society committed to offering hospitality, listening and care to children, young people, families, people with disabilities, women victims of violence and the elderly, with welfare, health and educational services. The donation will make it possible to make multi-tenant the application used for monitoring the therapies carried out in favor of autistic children by the operators of the Orizzonte Center, specialized in this type of disorder, to extend its use to other similar centers.

The impacts and material topics for Engineering

GRI 3-1; GRI 3-2; GRI 3-3

THE PROCESS OF DOUBLE MATERIALITY

The identification of material topics most representative of the Group resulted from a structured process divided into several phases, allowing for the integration of various stakeholders' opinions. The results and recommendations of this process will guide Engineering in achieving sustainability goals and addressing industry challenges and opportunities.

Whenever possible, the double materiality process followed the guidelines outlined in the European Sustainability Reporting Standard (ESRS 2), with simultaneous reconciliation with the GRI where possible. In this document, material topics are reported according to one of the two perspectives of double materiality, i.e. impact materiality. The main phases of the analysis are as follows, each with different levels of stakeholders involvement:

Step 1: Value chain mapping and identification of relevant stakeholders

In the first phase, Engineering's value chain was mapped to clearly define the scope of analysis and identify key stakeholders. To this end, the information contained in the 2023 Sustainability Report was used, in line with GRI standards 2-6 and 2-28, which were then updated for the current year. Additionally, key suppliers and customers were categorized based on spending and turnover to enhance understanding. Based on this assessment, the top vendor categories are Consulting & Professional Services and IT & Software, while the top customer categories are Finance, Government & Municipalities, Healthcare, Industry & Services, Telco & Media, Energy & Utilities.

Step 2: Preliminary selection of sustainability topics

The second phase aimed to develop a shortlist of sustainability topics from the comprehensive list provided by the Regulation (ESRS 1, AR16). This was achieved using internal (Sustainability Report 2023) and external sources (materiality reports and sector studies from reliable sources: the materiality maps of MSCI, S&P and SASB, as well as the sector guidelines of EcoVadis).

Based on the value chain mapping, all relevant stakeholders were considered in the assessment. A preliminary list was created identifying sustainability issues cited by more than three sources. However, recognizing that the sustainability report may not reflect the most recent developments and that some company-specific insights were missing from ESG maps, an additional "Top-Down" dimension was introduced. This dimension, derived from insights from the sustainability team, allowed validation of the topics already identified in the shortlist and add new sustainability topics where necessary. With these final refinements, a comprehensive list of sustainability topics has been established.

Step 3: Identification of Impacts, Risks and Opportunities (IROs) and definition of assessment scales

The identification of relevant IROs began with an analysis of the external sources mentioned above to identify the main impacts for IT companies. The IROs covered Engineering's entire value chain, given the relatively linear nature of Engineering. This provided a solid foundation, which was then refined to create a custom list for Engineering.

Impact classification and related rating scales

All sustainability impacts were classified as positive or negative, and current or potential. For each impact identified, the specific stage of the value chain where it occurs, as well as the estimated time horizon for its effects, was determined.

These time horizons have been divided into three groups: short-term (within the reporting period of the financial statement), medium-term (up to 5 years) and long-term (over 5 years). In some cases, to simplify the analysis, similar sustainability sub-themes have been grouped together by applying the impacts identified to the entire group.
In accordance with the ESRS guidelines, the severity of the actual impacts was assessed using three key parameters: scale, scope and irreparability. For the scale, it was assessed the extent of the impact on the environment or people. For the scope, it was considered how widespread the impact is, considering factors such as the percentage of sites or employees involved. Finally, for irreparability, it was examined the difficulty of reversing the impact in terms of the cost and time required to remedy it. Regarding potential impacts, probability has been incorporated into the assessment process.

To maintain both the adaptability and comparability of the IROs, each parameter was assessed on a context-specific scale. The results were then standardized and reported using a Likert scale from 1 to 5.

Classification of risks and opportunities and related assessment scales

Also for financial risks and opportunities, the value chain level and time horizons were identified. The assessment of risks and opportunities was based on two key parameters: magnitude and probability. Magnitude refers to the potential financial impact, considering factors such as EBITDA, CapEx, and OpEx. Both risks and opportunities were assessed using a Likert scale of 1 to 5 to ensure consistency.

Step 4: IRO Assessment

To assess IROs, interviews were conducted with different internal stakeholders from various business functions. Each function was assigned different IROs to be evaluated, based on their area of expertise and their involvement in the value chain. The inclusion of multiple functions was intended to provide a market-oriented perspective rather than a purely corporate vision.

Stakeholders were asked, where possible, to assign a quantitative score to each IRO. When this was not feasible, qualitative feedback was provided, which was later translated into the corresponding Likert scale ratings.

Step 5: Aggregation of scores and development of the Preliminary Double Materiality Matrix

To maintain consistency between all calculations, in the aggregation of the various scores to obtain a unique value for each IRO, each parameter was assigned the same weight, resulting in a simple average. Once the individual IRO scores were established, they were further aggregated along two dimensions: the sustainability theme of reference and their materiality aspect (impact/ financial).

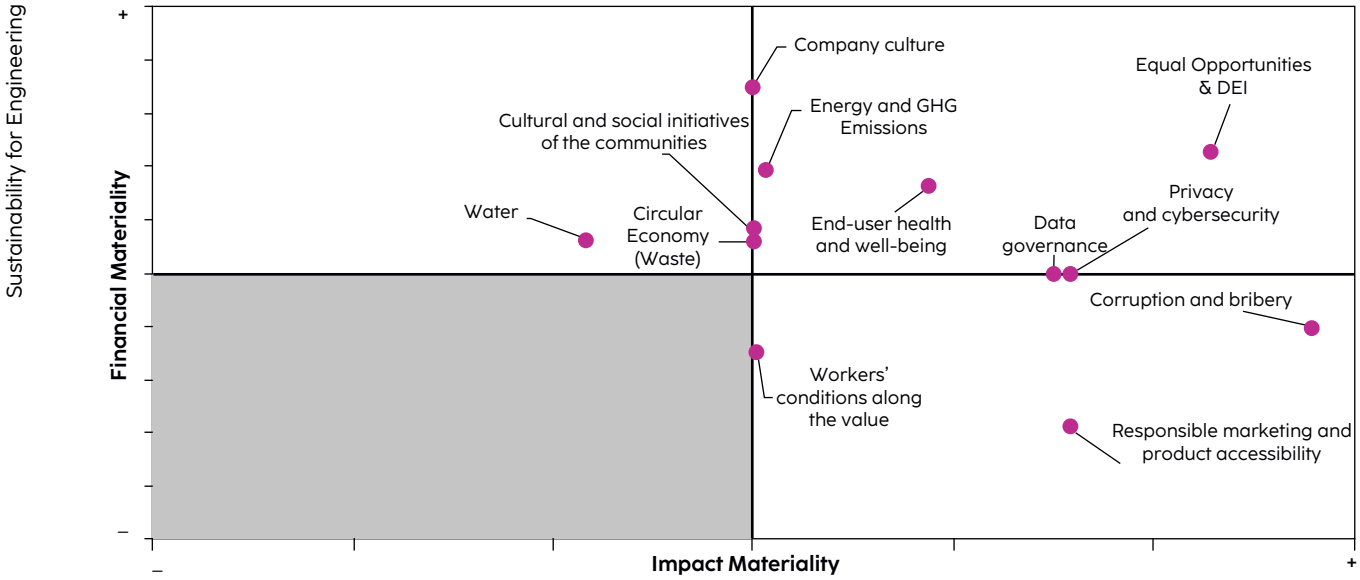
Subsequently, materiality thresholds were defined. Both the materiality, impact and financial thresholds were established at the median of the respective distributions of sustainability issues. A sustainability issue was considered material if its impact and/or its financial score exceeded the respective defined threshold.

Step 6: Validation of the Final Double Materiality Matrix by the CEO and CFO

Finally, the double materiality matrix was validated through meetings with the CEO and CFO, during which there was a detailed review of the thematic standards and selected sustainability themes. The review and integration of the feedback received led to the finalization of Engineering's double materiality matrix, as shown below.

MATERIAL ISSUES AND MATERIAL IROS

Materiality Matrix



Water has become a material topic as a result of the integration of financial aspects into the materiality analysis, unlike last year, when the analysis considered only the impact dimension. For the purposes of reporting on material issues, reference is made exclusively to the impact materiality as required by the GRI standards adopted for the preparation of this document.

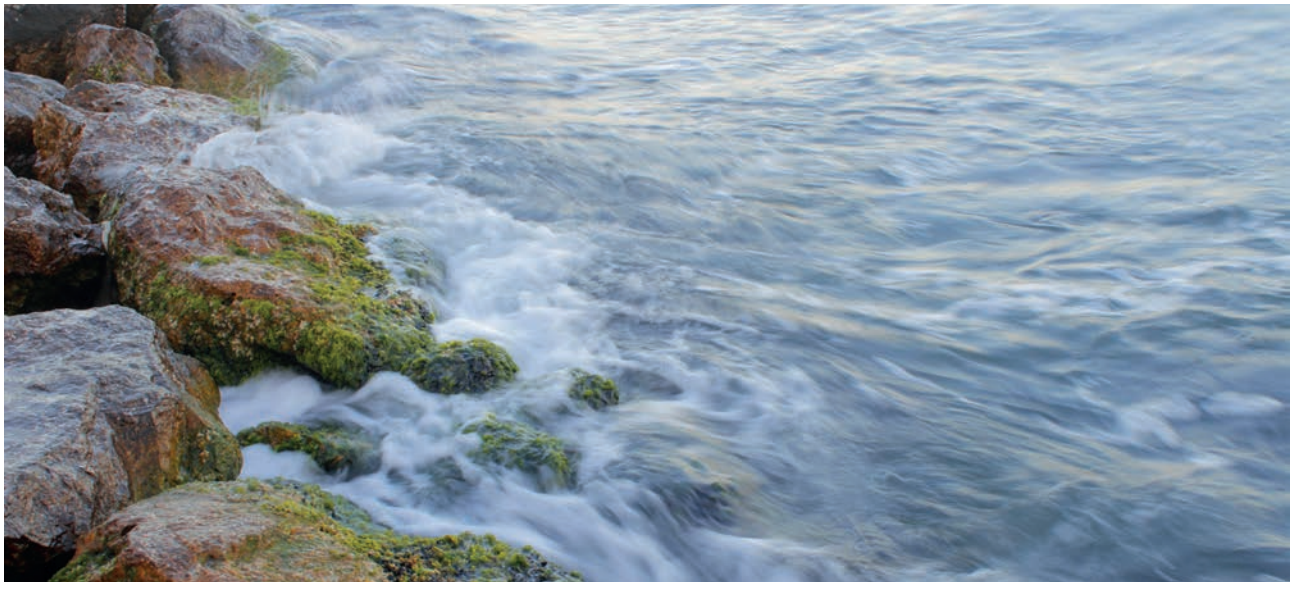
The topic of workers' conditions along the value chain has become material following the upcoming regulations for sustainability reporting to which Engineering will be subject in the near future (e.g. CSRD and CSDDD). At the date of this publication, il will be likely to have simplifications of the reporting obligations introduced by the First Omnibus Package On Sustainability (so-called Omnibus).

Material IROs

	Type	Material theme	IRO	Value chain	Time horizon	GRI
1	+ Impact	Energy and GHG Emissions	Impact of Engineering's products on reducing greenhouse gases (GHGs) and energy consumption	Downstream	Current	302 - 1 305-1, 305-2, 305-3
2	- Impact	Energy and GHG Emissions	Increased Scope 3 emissions	Engineering	Current	
3	+ Opportunities	Energy and GHG Emissions	Growing demand for Engineering's products that reduce GHG emissions and energy consumption	Engineering and downstream	Short-term	
4	+ Opportunities	Energy and GHG Emissions	Reduction of energy supply thanks to efficiency measures	Upstream and Engineering	Medium-term	
5	+ Opportunities	Energy and GHG Emissions	Revenue increase from green coding trend	Engineering and downstream	Medium/long-term	
6	+ Opportunities	Water	Reduction of water costs through the adoption of alternative cooling technologies	Engineering	Medium-term	_
7	+ Opportunities	Circular Economy (Waste)	Optimization of WEEE management	Engineering and downstream	Medium-term	306-1, 306-2, 306-3
8	+ Impact	Workforce Conditions	Engineering initiatives to promote better working conditions	Engineering and downstream	Current	401-1 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7,
9	+ Opportunities	Workforce Conditions	Enhanced performance and Engineering's image derived from optimal working conditions	Engineering	Medium/long-term	
10	- Impact & Risk	Workforce Conditions	Potential moral/physical harm and financial repercussions resulting from episodes of overwork or employee burnout	Engineering	Medium/long-term	403-8, 403-9 404-1, 404-2
11	+Impact	Equal Opportunities & DEI	Engineering initiatives to promote diversity, inclusion and career development (including training)	Engineering	Current	405-1, 405-2, 406-1
12	+ Opportunities	Equal Opportunities & DEI	Targeted selection of professionals, promoting innovation, performance, competitiveness and inclusion of different profiles, with a personalized approach	Engineering	Medium/long-term	405-1, 405-2, 406-1

	Type	Material theme	IRO	Value chain	Time horizon	GRI
13	- Impact & Risk	Equal Opportunities & DEI	Potential harassment or discrimination, causing moral and physical repercussions to the workforce and financial repercussions (reputation and fines)	Engineering	Medium/long-term	
14	+ Impact	Privacy and cybersecurity	Positive impact on employee privacy achieved through robust initiatives and well-defined policies	Engineering	Current	418-1
15	- Risk	Privacy and cybersecurity	Reputational damage and penalties resulting from privacy-related episodes	Engineering and downstream	Medium-term	
16	+ Impact	Cultural and social initiatives of the communities	Impact of Engineering's products on communities (cultural and social initiatives) and improvement of the overall well-being of cities through digitalization	Engineering and downstream	Current	-
17	+ Opportunities	Cultural and social initiatives of the communities	Growing demand for Engineering's products aimed at improving communities	Engineering and downstream	Medium-term	
18	+ Impact	Privacy and cybersecurity	Responsible management of customer and end-user data	Engineering and downstream	Current	418-1
19	+ Impact	Privacy and cybersecurity	Engineering's products and services improve the privacy of customers and users	The entire value chain	Current	
20	+ Impact	End-user health and well-being	Products and services offered by Engineering that improve the health and well-being of end users	Engineering and downstream	Current	-
21	+ Opportunities	End-user health and well-being	Margin for improvement and growth in sales of products related to the health and well-being of end users	Engineering and downstream	Medium/long-term	-
22	+ Impact	Responsible marketing and product accessibility	Positive impact on society with products that improve accessibility to customers' products and services	Engineering and downstream	Current	-
23	+ Impact	Responsible marketing and product accessibility	Services presented with transparent information avoiding misleading marketing practices	Engineering and downstream	Current	-

	Type	Material theme	IRO	Value chain	Time horizon	GRI
24	+ Opportunities	Company culture	A strong company culture impacts Engineering performance, potentially increasing retention rates	Engineering	Long-term	-
25	+ Impact	Corruption and bribery	Engineering's products contribute positively to society by promoting ethical practices and preventing corruption and bribery	Engineering and downstream	Current	-
26	+ Opportunities	Corruption and bribery	Growing demand for Engineering's products that promote the prevention of corruption and bribery	Engineering and downstream	Long-term	205-3
27	+ Impact	Data governance	Improved anomaly detection and quality of performance indicators (KPIs) derived from improved data governance, benefiting both the workforce and environmental metrics	Engineering	Medium-term	-



1. Engineering's products and platforms promote sustainable production and consumption models, contributing to the reduction of GHG emissions and incentivizing investments in environmentally responsible companies. This impact is achieved through customers, who adopt these digital solutions to drive sustainability.

2. Engineering's Scope 3 emissions are highly dependent on the trend of spending on its suppliers, which is increasing, at Italian and foreign entities, with a shared impact along the entire value chain. Through the timely collection of suppliers' emissions and the progressive improvement of the inventory, it will be possible to manage the impact.

3. Engineering's service offering includes platforms and solutions for an Augmented City, such as energy management, Smart Energy & Utilities and applications for the Digital Industry, such as plant simulation and optimization. These services focus on sustainability and energy efficiency, creating value for both Engineering's revenue growth and the customers who implement these solutions.

4. Improving energy efficiency in buildings (e.g. the Rome site) and data centers leads to significant energy savings and, consequently, a reduction in energy costs for Engineering. This impact is reflected directly in Engineering's internal operations through the reduction of energy consumption.

5. Exploring the concept of Green Coding and the chance to become a pioneer in this emerging market offers a financial opportunity from increasing market-wide revenues. This impact stems from Engineering's innovation efforts and growing customer demand for more efficient and sustainable software solutions.

6. The elimination of water consumption through a Free Cooling system (e.g., implemented in the Vicenza data center) allows Engineering to reduce the costs associated with water use and increase energy efficiency. This impact is limited to Engineering's internal operations, reducing water-related expenses.

7. Engineering's approach to the management of WEEE provides for the limitation of waste production, but above all the reintegration of within a production cycle through the regeneration of the material or the recovery of components or raw materials. This creates an opportunity to reduce disposal costs.

8. Engineering improves working conditions through company-specific collective agreements and, where possible, flexible hours, welfare services, and remote work options, continuously monitoring employee engagement to identify areas for improvement. This commitment improves the work capacity and well-being of employees, materializing at the company level through the promotion of job satisfaction and commitment.

9. Improved employee work capacity, satisfaction, and engagement reinforces Engineering's image as an employer and overall performance, potentially reducing turnover costs and increasing revenues. This positive impact is also reflected at the company level.

10. However, Engineering faces risks related to its consulting business model, where episodes of work overload could cause moral/physical damage to employees and reputational damage to the company, increase costs to address inappropriate behavior, and negatively affect employee retention.

11. Engineering's commitment to equality in treatment, pay and recruitment fosters well-being, lifelong learning and professional development, with a strong focus on training and upskilling. This positive impact occurs at the company level.

12. Selecting the right professionals for key roles improves Engineering's image as an employer, stimulating innovation, improving performance and strengthening competitiveness. This opportunity materializes at the company level.

13. There is a risk of moral/physical harm resulting from incidents of harassment or discrimination in the workplace, as well as reputational damage, which could also lead to penalties and undermine employee trust and brand integrity.

14. Robust privacy measures protect employee data through a comprehensive privacy policy at Workday, secure resume management, anonymized reporting systems, a secure channel for reporting, and security frameworks such as bring-your-own-device (BYOD) and limited access controls. This positive impact is reflected at the company level by improving data protection and employee trust.

15. There is a risk of reputational damage resulting from personal data breaches or improper handling, which could lead to potential penalties, remediation costs, and compromise trust and regulatory compliance.

16. By considering the needs of local and stakeholders communities in decision-making and operational development, Engineering supports inclusive growth. In addition, it uses its experience and expertise to contribute to the modernization of the country, promoting initiatives to raise awareness of digitization. This impact is reflected at the level of the entire value chain, fostering sustainable development and digital awareness.

17. Engineering's platforms and solutions for Augmented City initiatives, including Big Data, community platforms, and cultural heritage management, promote sustainability and respond to community needs while generating revenue. This impact is reflected both within Engineering's operations and downstream, through customers adopting these solutions to improve urban development and cultural preservation.

18. Engineering ensures the protection of sensitive information through robust management of customer and end-user data privacy. This impact is realized downstream, protecting the Company by strengthening data security and building trust in digital interactions.

19. Engineering facilitates the safe development of the business by promoting training, ethics and a strong digital culture, while ensuring the privacy of end users. This impact is realized downstream, as companies adopt these products to improve security and responsible digital practices.

20. Engineering expands access to healthcare to prevention with innovative solutions such as its telemedicine platform. This impact is realized downstream, improving health services and the well-being of end users.

21. Engineering's service offering for Augmented City initiatives includes urban security management, Smart Transportation with traffic monitoring and public transport management, Smart Industry with factory automation and E-Health solutions. By prioritizing sustainability and end-user health and well-being, these services generate revenue while driving innovation and efficiency. This opportunity is realized both at company level, through revenue generation, and downstream, with the adoption of more secure and intelligent infrastructures.

22. Engineering's accessibility-focused solutions ensure that customers' digital offerings meet accessibility standards, fostering an inclusive environment. By emphasizing sustainability and improved accessibility, these solutions help improve the quality of life of people with disabilities. This impact is reflected downstream, enabling barrier-free access to information and services.

23. Engineering maintains transparency in its intangible service offerings by providing clear information and adhering to internal guidelines. This impact is realized downstream, promoting accurate and reliable communication and raising awareness among public information teams.

24. Employees' and other stakeholders' perception of Engineering as an ethical and trustworthy company enhances its reputation, leading to increased employee retention and talent attraction. This opportunity materializes at company level, contributing to long-term organizational success and stability.

25. Through its products, Engineering enables safe business development by promoting ethical practices and cultivating a strong digital culture, helping to prevent corruption and bribery. This impact is realized downstream, ensuring ethical and safe business operations for end users.

26. Engineering's service offering includes platforms and solutions for Digital Finance and Smart Public Administration. By focusing on sustainability and fighting corruption, these areas enable Engineering to attract customers, build trust, and generate revenue. This opportunity is realized both at the enterprise level and downstream through the adoption of these reliable solutions by customers.

27. Better data governance allows for more efficient detection of anomalies in key performance indicator trends, with a positive impact on both people (e.g. employee turnover and workforce trends) and the environment (e.g. energy consumption indicators). This impact is realized at company level, improving operational efficiency and sustainability.

Sustainability strategy and goals

In 2023, Engineering defined its first short-term Sustainability Strategy, to complement an initial response driven approach to sustainability, which is useful to meet the improvement needs coming from the world of investors, customers and institutions. The Sustainability Plan is an integral part of the transformation process in which the Group is engaged, and which has generated considerable innovations in the organizational model as well as in business strategies.
This approach is based on a holistic view in which all company functions play a role and are involved through dedicated meetings, the monitoring of Key Performance Indicators (KPIs) and a series of targeted activities.

Engineering's Sustainability Strategy is developed across **five fundamental pillars:** I) Corporate culture and Leadership, II) ESG Governance and Communication, III) Climate Change, IV) ESG Aspects in the Supply Chain, and V) Gender Diversity. Each pillar is supported by specific operational levers that orient the concrete implementation of company policies.

As regards the **Corporate Culture and Leadership**, Engineering is concentrated on increasing and improving training programs for the company population, obtaining new professional certifications in key areas such as the Cloud, Cybersecurity and Data & Analytics and Agile, and the development of an action plan to drive employee engagement.

In the field of **ESG Governance and Communication**, the company aims to increase the number of Board meetings during which ESG topics are discussed. In 2024, 21% of Board meetings discussed also sustainability topics. Engineering aims also at increase both internal and external communication on these matters. Furthermore, it undertakes to develop specific projects to improve its score in the most accredited international sustainability ratings. In 2024, Engineering was awarded with the Gold Medal of EcoVadis and a B score in CDP Climate Change.

As far as **Climate Change** is concerned, through its decarbonization plan, Engineering is committed to decreasing its impact with initiatives linked to sustainable mobility and the use of electricity from renewable sources. As far as sustainable mobility is concerned, in 2024 the pooled company cars were entirely replaced with electric cars. In addition, the car list of benefit cars has been updated: in particular, 54% of the cars on the car list have emissions < 60gCO2/km, exceeding the year's target. Initiatives related to sustainable mobility will continue in 2025 with the aim of having 60% of cars on the car list with emissions < 60gCO2/km, while maintaining a range of cars at cheaper rates to ensure adequate access to the car fleet for the company population concerned. As far as renewable energy is concerned, in 2024 100% of the electricity consumed in Italy came from renewable sources thanks to the purchase of Guarantees of Origin.

As regards **ESG Aspects in the Supply Chain**, the company intensifies its control over the supply chain and measures the environmental and social impacts of its upstream operations, also focusing on purchasing goods and services with a lower environmental impact. In 2024, almost 50% of Top Suppliers were mapped into Open-es platform.

Lastly, in the **Gender Diversity** pillar, Engineering undertakes to reduce the gender pay gap and to increase the percentage of women in leadership positions. In 2024, the gender pay gap decreased and we had over 20% of women in leadership roles in Italy.

Focus	Performance indicator	Scope	2022	2023	2024	Target	Target year
Environmental							
Sustainable mobility	% electric company vehicles	Italy	2%	2%	100%	100%	2024
	% electric or hybrid mixed-use vehicles (with emissions < 160 gCO/ km) on the car list		30%	n.a.[7]	98%	75%	2024
	% electric or hybrid mixed-use vehicles (with emissions < 60 gCO2/ km) on the car list		30%	n.a.	54%	60%[8]	2025
	tCO2e of Scope 3 emissions deriving from business trips, employee commuting and activities linked to fuels and energy	Group	18,507 tCO2e	19,544 tCO2e	20,731 tCO2e	-25% vs baseline 2022	2030
Emission reduction	% electricity from renewable sources / total electricity	Italy	89% (escl. Be Group)	78%	100%	100%	2030
	tCO2e of Scope 1 and 2 emissions[9]	Group	10,412 tCO2e	8,016 tCO2e	6,164 tCO2e	-42% vs baseline 2022	2030
Supply Chain	% of Top Suppliers[10] responding to the Open-es questionnaire	Italy	0%	40%	48%	25%	2024
						80%[11]	2026
	% of suppliers (on the basis of GHG emissions relating to goods and services purchased) with emission reduction objectives aligned with the SBTi framework	Italy	11.7%	12.4%	16.1%	62%	2029

[7] In 2023, a car list was not available for mixed-use vehicles for employees, as it was being updated, which was finalized in early 2024.
[8] The target has been redefined to ensure cars at lower fees.
[9] The target boundary includes land-related emissions and removals from bioenergy feedstocks.
[10] Suppliers with expenses >€500,000, which represent roughly 70% of 2024 spending. The spending threshold has been increased as most of the spending is concentrated on a few suppliers.
[11] The target has been increased compared to what was envisaged in the 2023 Sustainability Report.

Focus	Performance indicator	Scope	2022	2023	2024	Target	Target year
Social							
Gender Pay Gap	% pay gap (on base salary)[12]	Italy	Figure calculated from 2023	-1,8%	-1,5%	Close the gender pay gap	2026
		Group	n.a.	n.a.	n.a.	Extension of KPI calculation at Group level	2026[13]
Female Leadership	% of women in leadership roles (D and higher brackets)	Italy	17%	18%	20%	19%	2024
						22%	2026
Leadership Learning	% coverage of the company population (D or higher brackets) for training activities regarding Leadership	Italy (excl. Be Group, Atlantic Technologies S.p.A and Extra Red S.r.l.)	Figure calculated from 2023	2%	8%	25%	2024
						60%[14]	2025
		Group	n.a.	0%	0%	20%	2024[15]
						20%	2025
Professional development	# new professional certifications obtained annually	Italy	1,240	1,756	1,670	+5% vs baseline 2023	2024
						+5% vs baseline 2024[16]	2025
	# new professional certifications obtained annually: Technologies and Strategic Vendors - Cloud, D&A, Platforms, Cybersecurity, Agile	Italy	Figure calculated from 2023	983[17]	1,174	+5% vs baseline 2023	2024
						+5% vs baseline 2024[18]	2025

[12] The value is calculated with the linear regression model and represents the gap between the estimated salary of men and woman with other factors remaining the same such as contractual level, grade and level of education, with gender being the only difference. This result means that, with all other conditions being equal, men have a salary that is 1.5% higher than that of women.
[13] The target was postponed of one year.
[14] The target has been increased.
[15] The target was postponed of one year, due to the roll-out of the learning platform at the end of 2024.
[16] The target has been redefined considering the coverage of certifications.
[17] The figure does not include Agile.
[18] The target has been redefined considering the coverage of certifications.

Focus	Performance indicator	Scope	2022	2023	2024	Target	Target year
Social							
Employee engagement	Engagement Score	Group	n.a. Survey conducted since 2023	7.0/10.0	6.9/10.0	Reduction of gap with sector benchmark	2024
						+0.3 points vs baseline 2024[19]	2025
						Alignment with sector benchmark	2026
Governance							
Diverse Board	% of less represented gender on the Parent Company's Board	Parent Company	0%	23%	23%	40%	2026
Board Independence	% independent members on the Parent Company's Board	Parent Company	0%	31%	31%	33%	2026
Committees	# Board-level committees	Parent Company	0	2	2	3[20]	2026
ESG awareness in the Board of Directors	% Board of Directors meetings per year with discussion of ESG matters	Parent Company	0%	5%	21%	20%	2024-2026
Internal ESG communication	Internal ESG communication channels	Group	-	-	-	Creation of an ESG section in the intranet	2025[21]
External ESG communication	External ESG communication sinitiatives	Group	CSR page on website, some posts on LinkedIn	-	-	Structuring and implementation of an annual sustainability communication plan, also through digital communication models	2025[22]

[19] The target has been redefined considering the Engagement Score.
[20] 1) Sustainability Committee, 2) Control and Risk Committee, 3) Committee of independent directors for related party transactions.
[21] The target was postponed of one year.
[22] The target was postponed of one year.

The decarbonization plan

In the Group's strategic sustainability plan, one of the key objectives is the commitment to reducing its impact on climate change. In 2023, a project was launched to formalize the Commitment to the Science-Based Targets initiative (SBTi) for the reduction of the Group's greenhouse gas emissions by 2030, with a goal in line with the objectives of the Paris Agreement.

To define the Group's Carbon Footprint reduction targets, Engineering has identified 2022 as the base year and recalculated the baseline in accordance with SBTi requirements, or in line with the criteria of the GHG Protocol for the estimation of Scope 1, Scope 2 and Scope 3 emissions. Below the targets validated in 2024 by SBTi:

- Reduction of absolute Scope 1 & 2 emissions (market-based) of 42% by 2030 compared to 2022[23];
- Reduction of absolute Scope 3 emissions associated with business travel, employee commuting and activities linked to fuels and energy of 25% by 2030 compared to 2022;
- Coverage of 62% of Scope 3 emissions associated with the purchase of goods and services with suppliers that have defined reduction targets for their emissions in alignment with the SBTi goal by 2029.

The achievement of targets for 2030 is supported at Group level by a decarbonization roadmap aimed at defining concrete actions for reducing emissions for material emission sources. This roadmap includes the three-year mobility plan (2024-2026), which defines several targets aiming to influence direct Scope 1 emissions linked to the vehicle fleet and indirect Scope 3 emissions linked to commuting and business trips. In 2024, the pooled company vehicles were converted into 100% electrically powered cars and the car list of benefit cars in Italy was updated to include vehicles with lower emissions. Further actions may include the introduction of incentives for employees to facilitate the use of public transport on the way to work and the stipulation of ad hoc agreements with third-party car or bike sharing providers for business trips, especially in large cities. In 2024, coverage of all electricity consumption in Italy (data centers and offices) was covered with Guarantee of Origin certificates and two photovoltaic plants were activated in Rome and Milan.

Lastly, a process has been initiated of engaging Engineering's main suppliers, selected based on their contribution in terms of upstream Scope 3 emissions, to share the Group's strategic sustainability objective for the supply chain. The collection of primary and performance data regarding supply chain sustainability is carried out and monitored using the Open-es platform.

[23] The scope of the target includes soil-related emissions and removals from bioenergy feedstocks

Sustainability governance

GRI 2-9; 2-13; 2-14; 2-16; 2-25

The integration of sustainability within company activities is closely linked to the leadership exercising influence, guidance and strong control over economic, social and environmental trends within the framework of business models that need to be integrated and modified to allow for a significant change and impact.

In this direction, the management of ESG topics sees the management playing a significant role, with direct involvement in activities such as the validation of strategy guidelines and the approval of the materiality analysis, and therefore the relevant topics on which Engineering is focused.

In terms of Governance, in 2024 Engineering continued the project for the evolution of its Control and Risk Management System, to also include ESG risks and allow for interfacing with the Quality Management System, with the other management systems and the relative policies. This expansion reinforces the company's risk management, making the work of developing the Corporate Risk Profile even more structured.

Top management oversight over ESG topics will also increasingly grow thanks to the establishment of the Control, Risks and Sustainability Committee. This Committee has proposal and advisory functions with regard to the BoD, with a view to providing support in assessments and decisions relating to the internal control and risk management system and sustainability topics. Amongst its other duties, the Committee analyzes the Sustainability Report drafted annually by the Engineering Group, provides opinions on sustainability goals on an annual and multi-year basis, and monitors national and international initiatives and best practices on sustainability, reporting to the BoD on the results of its assessments.

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 Officer) 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. Furthermore, the role of the Group Talent, Change and DEI (Diversity, Equity & Inclusion) Director was created in the Human Resources Department, who is assigned a team specifically dedicated to policies and programs in this area. Starting from 2025, some ESG targets will be included in the Employee Performance Review (EPR) of people manager. Communications on impacts from the Chief Sustainability Officer to the Board of Directors are not sent regularly but are transmitted when deemed necessary or following Control, Risks and Sustainability Committee meetings. The BoD approves the Sustainability Report, before the issue of the independent auditors' report and publication on the company website.

In the course of 2023, no reports were received concerning significant problems relating to the impacts of operations on Group's sustainability.

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. Through a Letter of Commitment to the Global Compact sent to UN Secretary General António Guterres, the 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.

Engineering is also a signatory of the "Companies for people and society" manifesto. 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.

MEMBERSHIP OF THE UNITED NATIONS GLOBAL DIGITAL COMPACT

In April 2025, Engineering signed the United Nations Global Digital Compact, an initiative aimed at promoting a fair, inclusive and secure digital ecosystem on a global scale.

With this membership, Engineering reinforces its commitment to promoting responsible practices in the digital sector, contributing to the definition of global standards for technology governance. In particular, the company is committed to: supporting the development of solutions aimed at bridging the digital divide and accelerating progress towards the Sustainable Development Goals, expanding the inclusion and benefits of the digital economy for all, promoting responsible, equitable and interoperable data management approaches, improving the governance of artificial intelligence, so that it is secure and bias-free.

The Global Digital Compact is an international effort that brings together governments, businesses and civil society organizations from 193 countries around the world with the aim of ensuring that digital technologies are used for the common good, protecting human rights, cybersecurity and equitable access to digital resources. The initiative is structured around five pillars, including the protection of personal data, the promotion of ethical artificial intelligence, the fight against online disinformation and the creation of globally accessible digital infrastructures.

Sustainable procurement

SUPPLIER ESG QUALIFICATION AND MONITORING PROCEDURES

Engineering's business involves the provision of consulting services and implementation of IT and digital solutions, on different economic sectors and on various types of domains; among others, solutions are developed that provide for the processing, management and storage of customer data at the Group's data centers. The Group's supply chain is predominantly composed of companies that provide personnel specialized in professional services in the IT field. The Group's purchases include the supply of products and services (i) for internal use (e.g. strategic and administrative consultancy, various services to people, hardware and software, connectivity, corporate travel, rental cars, office buildings), (ii) for the provision of outsourced services (e.g. IT consultancy) and (iii) for the resale of technological solutions to customers (e.g. hardware/software and databases and cloud solutions).

With the aim of guaranteeing high quality standards in the services offered to customers, the supplier qualification procedure has been formalised for Group's companies in Italy, which defines the ways in which the company manages the accreditation and qualification of new suppliers in compliance with company procedures and policies on purchasing and current legislation.

In 2024, some significant innovations were introduced in the qualification process, such as the introduction of a new nomenclature (suppliers are distinguished between "occasional", "accredited" and "qualified" as well as "preferred") and the involvement of buyers in the accreditation of suppliers belonging to different product categories. In 2024, a new tool (TimeFlow) was also introduced to manage the entire Supplier Register as well as Accreditation and Qualification processes. Suppliers can use their TimeFlow account to complete the Accreditation Questionnaire. Suppliers who want to be accredited to the Register must:

- accept all the rules and provisions contained in the Regulations of the Register;
- accept the Code of Ethics and the Organizational Model adopted in compliance with Legislative Decree no. 231/2001 published on TimeFlow with simultaneous full and unconditional acceptance of the principles and rules established therein. As a result, 100% of suppliers accredited through TimeFlow declare that they have read the Code of Ethics;
- accept the Privacy Policy of the Engineering Group;
- complete the Accreditation and any Qualification questionnaires of their specific professional category.

When a new contractual relationship is initiated, each supplier proceeds with the registration of specific technical, economic and financial information required by law, also concerning the scope of corporate social responsibility, such as: valid Certificate of Social Security Compliance ("DURC"); valid Tax Compliance Certificate ("DURF"); Chamber of Commerce certificate (optional); Budget. In addition, in the context of all work contracts, contractors are required to provide all the documents necessary for the preliminary verification of technical-professional compliance using our internal procedures and legislative compliance on health and safety according to the requirements of the Consolidated Law on Safety (Legislative Decree 81/08), providing information on the type of collective agreement applied and the name of the health & safety manager.

The Accreditation Questionnaire also asks for the supplier of a Code of Ethics and the gender equality certification (UNI/PdR 125:2022). The response contributes to the overall rating of the supplier.

To avoid behaviours that are not in line with Engineering's values, which may compromise the relationship of trust between the parties, business partners are required to sign specific contractual clauses aimed at:

- ensure that the company has never been investigated or convicted of violating the law and has no ongoing legal proceedings;
- declare whether the corporate structure is owned by a politically exposed person as defined by Legislative Decree 231/2007 amended by Legislative Decree 90/2017, Article 1, paragraph 2;
- declare that it has implemented a formal reporting system that allows workers to report illegal conduct, violations and fraud while protecting the confidentiality of the identity of the reporting party;
- declare whether the company operates in one of the countries on the latest Black List published by the Revenue Agency;
- share the Engineering Group's commitment to sustainability and social responsibility, reporting on it through the ESG questionnaire on ethics and integrity of the organization, prevention of corruption, equal opportunities, diversity and inclusion, social reporting, health and safety and the environment.

The Accreditation Questionnaire also requires a series of information, some of which is mandatory, including: self-certification of professional suitability requirements; professional services; software supplies (licenses); Quality, Environment, Health and Safety, ICT Safety and Corporate Social Responsibility Management Systems; Provision of Services; hardware supplies; Compliance; Privacy and Data Protection; ICT Goods, Systems and Services authorized by the National Assessment and Certification.

The company is undergoing a profound transformation to tune the supplier base to the new, multidisciplinary, compliance requirements. The supplier is "qualified" according to the specific product category used to collect and evaluate the relevant information. For IT Consulting suppliers (the company's core business), the qualification questionnaire covers questions on:

- IT security (business continuity and cybersecurity);
- safety at work;
- financial solidity and reputation control through consultation of Anticrime Cribis report lists;
- sustainability, through a specific questionnaire created with the Open-es platform.

Once the documentation has been examined, the supplier office manager may suspend the supplier's qualification if the documentation transmitted is not suitable or complete, report any anomalies to the supplier or validate the procedure and include the supplier in the Register. If it is necessary to resort to a supplier who is not already qualified, the Procurement department is involved to evaluate the specific supply and the possibility of using already qualified suppliers, or to introduce the new supplier into the qualification process.

The transformation will lead to the completion of the qualification of suppliers who carry out business activities relevant to Engineering and its customers in 2025. The Engineering Group, through the Group Procurement team, at its sole discretion, may at any time remove a supplier from the Register of Qualified Suppliers or from the list of Accredited Suppliers. Some of the reasons that cause the removal from the Register are:

- loss of any of the requirements required for registration in the Register of Suppliers;
- failure to submit/update the required documentation on time;
- cessation of business activity;
- non-compliance in the execution of supplies, services and/or works or failure to comply with the service levels indicated in the documentation of the individual award procedures;
- more than 12 months have elapsed since the date of last access to TimeFlow.

Any cancellation from the list of Accredited Suppliers or from the Register of Qualified Suppliers shall be promptly notified to the interested party.

Partnership with Open-es for the assessment of supply chain sustainability

Since 2021, Engineering has used 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 becoming, Engineering, Value Chain Leader. Therefore, in this context the Company is the lead company of its own supply chain, involving it not only in responding to the ESG questionnaire, but also in progressive and increasing awareness-raising on sustainability performance. 2024 continued in the direction of an ever-increasing engagement of the supplier base towards the Open-es platform, thus being able to count on a continuous measurement and monitoring system.

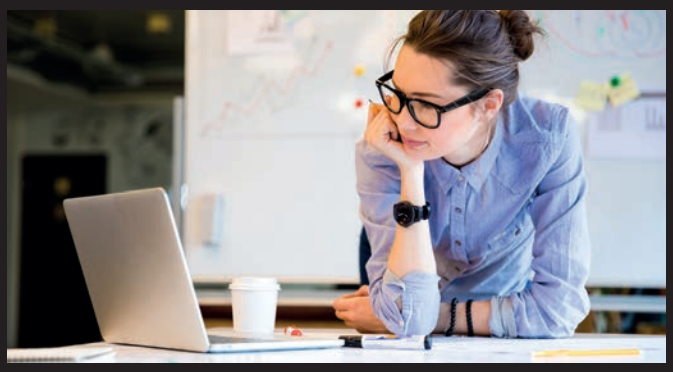
The Open-es platform was created to build a system and connect organizations and businesses, outline a shared sustainability measurement, improvement and growth process and favor collaboration on these topics. It is a community open to all companies committed to the challenge of the energy transition, with the participation of more than 30,000 companies in nearly 110 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 sustainability questionnaire (and the consequent assessment) is developed with respect to:

1) SOCIAL
- dignity and equality
- human rights
- good health and well-being
- skills for the future
- employee well-being
- employment
- product innovation and better services
- wealth generation

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

3) GOVERNANCE
- governance objectives
- governance body
- stakeholders engagement
- risks and opportunities
- ethical conduct
- value chain management.



GOUP PROCUREMENT'S SUSTAINABILITY OBJECTIVES AND SUPPLIER ENGAGEMENT

With the introduction of Open-es, suppliers are involved specifically on sustainability issues, with a particular focus on Top Suppliers. The Open-es questionnaire covers all relevant aspects of sustainability, including environmental and social aspects (e.g. human rights, diversity, working conditions).

In 2024, 48% of the Top Suppliers have been mapped, exceeding the target of the year, and aiming to map 80% by 2026. In addition, in line with the SBTi decarbonization plan, the monitoring of suppliers with emission reduction targets aligned with the SBTi framework continues with the aim of achieving 62% coverage of the category's emissions by 2029.

To support our suppliers on their sustainability journey, capacity building activities on strategic suppliers on issues such as Artificial Intelligence and ESG (e.g., the role of AI, ESG best practices and impacts on suppliers' business strategies) are planned.

In 2025, 2 webinars and meetings with selected suppliers are planned.
To allow the Group Procurement team to be continuously updated, in 2024 77% of buyers participated in sustainability training sessions, including a specialist training course provided by Open-es.

THE INTEGRATION OF ESG ASPECTS INTO PURCHASE DECISIONS

Starting from 2021, both in contracts and in supply tenders, Engineering has introduced environmental sustainability requirements in purchasing, which today represent a weighty element in the supplier selection process. In addition, since 2022 a new version of our "General Conditions of Purchase" has been made available containing an "ESG clause" with which the Group wants to establish a pact with its suppliers based on social values and ethical principles such as

environmental protection, the promotion of work and the well-being of employees to safeguard non-economic interests that are part of the life of the company. The supplier must share the Group's commitment to sustainability and social responsibility, reporting on ESG issues in the areas of ethics and integrity, prevention of corruption, equal opportunities, Diversity & Inclusion, social reporting, health and safety, and the environment.

In 2021, a major tender was launched for the selection of company PCs, which assigned a significant score to the environmental sustainability of products. This led to the signing of an agreement for the gradual replacement of the more than 12,000 Personal Computers with new laptops that are 91% recyclable. In addition, in the tender procedures for the procurement of data center hardware, the Group prefers the latest generation devices with energy-efficient components. Supplier partners also provide data on the energy consumption of the supplied components, allowing for an in-depth analysis that considers the declared energy consumption. Evaluation criteria focused on environmental sustainability and the use of eco-friendly products have also been introduced in the specifications for the management of facilities, such as cleaning, maintenance and security services.

In 2024, the integration of ESG criteria in supply choices was applied in the following cases:

- 3 tenders in the areas of Cleaning, maintenance of electrical and mechanical systems, Surveillance in which a higher score was given to suppliers who guaranteed compliance to SA8000 and HSE and who were in line with Engineering's sustainability commitments;
- tender for the purchase of PCs in which vendors are invited to propose machines that meet high standards of sustainability. In particular, the paragraph "Sustainability requirements" of the Tender Specifications requires:
  - that the proposed machines must be certified for low energy consumption such as the Energy Star or equivalent;
  - that the proposed machines must incorporate recycled materials and provide a design that facilitates recycling;
  - to provide for a collection or end-of-life management program of machines in line with current regulations;
  - that machines must comply with international environmental standards such as RoHS and WEEE.

The use of the train for business trips has also been encouraged by taking care of its communication through the periodic "Travel" newsletter.

> By joining 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.

03 Engineering's people

Highlights

Total Employees
13,884
(including 4,509 women)

Employees hired
1,388
(including 466 women)

Employees who have joined the smart working agreement[24]
98%

Hours of training per capita[25]
16
hours/employee

OUR 2022-2025 STRATEGY FOR PEOPLE MANAGEMENT

Our growth path is based on the ability to face and overcome complex challenges. In recent years, we have embarked on a major evolution of our HR strategies and practices, a commitment that has led us to achieve concrete results in 2024:

- We have achieved the objectives of the 2022-2025 plan a year ahead of schedule, the result of three years of work dedicated to the evolution of the operating model, organization, processes, systems, skills and culture.
- We completed the implementation of the new HR management platform (Workday), aligned with the best market standards, achieving full adoption of the tool in 2 months thanks to a new employee experience and attention to change management.
- We have accompanied the company in a profound transformation of the approach to people management, which has been aligned with our ambition to become the most relevant Italian technology company and an agent of change, with the skills and knowledge necessary to support the sustainable development of the country.

In recognition of this path and the results achieved, we have obtained the Top Employer Italia 2025 certification.
The 2022-2025 People Strategy continued to support the strategic business plan, representing the set of our ambitions, priority objectives and initiatives to achieve our Purpose. It is based on three key pillars, with the following objectives renewed in early 2025:

- Organization & Performance: To foster the strategic development of future-proof skills and simplify our organization, while complementing the matrix organizational model.
- Great People: Attract and grow a highly engaged and competent population, empowering every manager and accelerating future leadership development.
- Winning Culture: Integrating our distinctive identity and offering a unique and people-centric work environment, to become an increasingly attractive and engaging company.

[24] The figure refers to the following companies in Italy: Engineering Ingegneria Informatica S.p.A., Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Livebox S.r.l., Municipia S.p.A., Napoli Obiettivo Valore S.r.l, Nexen S.p.A., Nexera S.p.A., Pragma Management System S.r.l.
[25] The figure refers to the scope of the Engineering Italia Group, excluding Be Management Consulting S.p.A., Crispy Bacon s.r.l., Industries Excellence S.p.A., Synapsy S.r.l., Quantum Leap S.r.l., Parma Valore Comune S.c.a.r.l., Extra Red S.r.l., C Consulting S.p.A., Atlantic Technologies S.p.A..

As part of the first pillar "Organization & Performance", in 2024 we continued the path of organizational evolution and placed a strong focus on investment in skills, a strategic element for our sustainable growth and long-term competitiveness. In particular, the development of technical and methodological skills has been at the heart of our initiatives, with the aim of strengthening people's skills in facing market challenges.

This was ensured by our in-house Learning Academy, which delivered over 400 training courses during the year, for a total of over 22,000 days of training. Our training counted more than 14,000 presences in the web sessions, while over 1,600 professional certifications were issued, contributing significantly to the growth and development of Engineering's people.

In the context of the "Great People" pillar, Engineering worked in 2024 on the redefinition of career paths, reward policies, differentiated training and development that ensure the accelerated growth of talent. The new Career Framework has been introduced to provide clarity on career options and support the development and growth of people through guidelines and practical tools. By the first half of 2025, the design of the various career paths will be completed; People will then be able to explore the many opportunities for growth and access learning paths and certifications to develop their aspirations. In addition, accelerated development programs are delivered annually to nurture and grow the best talent, providing them with the skills and expertise they need to excel in an ever-changing technological environment. Finally, succession tables for high-impact business roles were built in 2024 to ensure the company's sustainability in the future.

The last pillar "Winning Culture" saw in 2024 the strengthening of Diversity, Equity and Inclusion policies, Employer Branding and the progressive dissemination of the Strategic Narrative. Targets have been set to increase the presence of women in leadership positions and reduce the gender pay gap. An important result in this area was the achievement of the Gender Equality Certification (UNI/PdR 125:2022) for three new Group's companies (Engineering D.HUB S.p.A., Cybertech S.r.l., and Municipia S.p.A.) and the renewal of the same for the Parent Company, already achieved in 2023. During 2024, the same four companies achieved SA8000:2014, a recognition for their commitment to respecting and protecting human rights in all areas of activity, to maintain an ethical, safe and fair working environment.

Within this same pillar, the path of dissemination of our Strategic Narrative continued, with the aim of consolidating it and encouraging its internalization by all employees. Through a targeted initiative, we have actively involved the company population, strengthening the awareness of the Purpose that guides our way of working. The Strategic Narrative thus continues to represent the cultural foundation of our Strategic Plan and future HR initiatives. Finally, we continued to actively monitor the different listening channels, both digital (e.g. through surveys) and in-person (e.g. "conversations with the CEO"), to offer each person the opportunity to express their feedback in different ways, including the possibility of doing so anonymously. This approach allows us to continuously improve engagement and satisfaction with the work experience, strengthening dialogue and active participation.

To build an increasingly inclusive work environment, in which every person feels valued, our attention to well-being at 360 degrees is growing. 2024 set the stage for this evolution and, in early 2025, we launched an integrated approach that aims to improve mental, physical, financial and social health, reinforcing our commitment to concrete and sustainable wellbeing.

The group's transformation process

Starting in 2022, Engineering embarked on a crucial organizational transformation path, with the aim of effectively adapting to the needs of a rapidly evolving market and strengthening its competitiveness. This transformative phase has led to the transition during 2023 from a divisional organizational structure, based on self-consistent business units, to a matrix organizational model, which promotes greater intersection and collaboration between the market divisions, which deal with delivery.

In 2024, we continued the Group's transformation by introducing Workday, the new HR management platform, which replaced the various tools previously used. The launch, extended to the entire Group[26], involved the Core HCM, Talent & Performance, Recruiting and Compensation processes, bringing significant benefits: a better experience for all employees, greater harmonization of processes and faster and more effective access to data and decisions shared between HR and Business throughout the work lifecycle. To support this evolution, we have revised the HR operating model, creating specific support and communication channels for each process, to ensure faster, more timely and effective assistance to people. This change has also fostered a greater rapprochement between HR and people, improving the overall work experience. Thanks to a solid Change Management approach, integrated from the early stages of the project, the full operation of the system was achieved in just two months from launch.

Enhancement, inclusion and attraction of people

Investing in people translates into concrete activities, including:

- the adoption of a performance evaluation system oriented towards the growth of each team member and in line with specific and shared objectives;
- the offer of training courses for all employees, with the aim of developing technical skills and specific soft skills;
- constant communication through events and meetings of management with employees at all levels.

Engagement

Engineering fosters a corporate culture based on listening, inclusion, and diversity to create a motivating and respectful environment. We are constantly working to align people's perception with the company culture, ensuring that the Purpose is perceived as authentic and deeply rooted in behaviours.

To promote greater involvement of our people, an internal challenge on Strategic Narrative was launched in 2024. The initiative, on a voluntary basis, was designed to deepen the company's Purpose and the meaning of the words that define it, offering each employee the opportunity to contribute creative ideas. Through this challenge, an open and participatory discussion was stimulated, strengthening the sense of belonging and awareness of the values that guide our way of working.

The Group offers everyone the opportunity to express their feedback in various ways, digital and face-to-face, with options that are also anonymous, to improve engagement and satisfaction with the work experience. This approach allows

[26] The Legal Entities that have access to Workday are: Engineering Ingegneria Informatica S.p.A., Atlantic, Be Digitech Solutions S.p.A., Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Engineering Sardegna (merged into Engineering Ingegneria Informatica S.p.A.), Livebox S.r.l., Industries Excellence S.p.A., Municipia S.p.A., Pragma Management System S.r.l., Nexera S.p.A., Nexen S.p.A., Napoli Obiettivo Valore S.r.l., Engineering International Belgium S.A, Engineering Ingegneria Informatica Spain S.L., Engineering Do Brasil S.A, Engi Da Argentina S.A., Eng Mexico Informatica S. de R.L., Engineering Software Lab D.o.o., Engineering Albania Shpk, Engineering IndX Germany, Engineering IndX USA, Industries Excellence Bv, Industries eXcellence LLP, Industries Excellence Ltd, Industries Excellence Sasu, EngX S.r.l..

to understand people's needs and points of view, ensuring coordinated response and follow-up actions. Examples of listening channels include the annual Global People Survey "My Voice", conversations with the CEO in person, DEI Communities and the Suggestion Box on our intranet.

The Global People Survey "MyVoice" was introduced for the first time in 2023 and re-proposed in 2024 to the entire Group[27], with two editions: the Pulse Survey in May and the Global People Survey in October. The Pulse Survey is a shorter version, with the aim of collecting feedback on Engagement and Transformation issues, while the Global People Survey is a more comprehensive and in-depth survey. Both offer all Engineering people a private space to share thoughts, ideas and feedback on various aspects of company life.

The goal is to help the organization analyse and act on the results, to create a more engaging and fulfilling work environment, establishing a respectful and transparent flow of communication between managers and teams and creating a work environment in which everyone's voice is heard to allow each person to contribute to the success of the organization.

The following are the main results of the last round held in October 2024:

Global People Survey 2024

Engineering Group
Perimeter

+ 10.800
Respondents

82%
Participation rate

+71.600
Comments

Engaging people from the start, listening to them, and sharing progress is essential to turning any resistance into collaboration and maximizing engagement. For this reason, recurring Global Town Halls of about an hour have been organized, during which all Engineering people connect online to listen to the results and news directly from the CEO. Afterwards, each Business Unit Leader conducts All Hands meetings to reinforce key messages and deepen the topics covered.

To ensure clear and engaging communication at all levels of the organization, managers have been trained on cascading communication, so that each person feels informed and an active part of the transformation. In addition, to ensure accurate transmission and prevent distortions, several networks of Ambassadors have been created. They act as points of conjunction between the company population and management, encouraging dialogue and continuous alignment on company news.

To ensure alignment on the company's objectives, direct meetings were also organized during 2024 between the CEO, CHRO and employees in various Italian offices, called "Conversation with the CEO", for a total of 10 editions and about 10,000 employees invited. These meetings fostered an open and direct dialogue, improving understanding and adherence to the company's strategy and a common vision. The success of these events was confirmed by the positive feedback received, with a high rate of satisfaction and understanding expressed by the participants within the satisfaction survey shared at the end of each meeting.

[27] The scope of this initiative includes the following Legal Entities in Italy: Engineering Ingegneria Informatica S.p.A., Atlantic, Be Digitech Solutions S.p.A., Be Management Consulting, Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Engineering Sardegna, Livebox S.r.l., Industires eXcellence, Municipia S.p.A, Napoli Obiettivo Valore S.r.l., Pragma Management System S.r.l., Nexera S.p.A., Nexen S.p.A., WebResults, Quantum Leap, Iquii S.r.l., Synapsy, and the Countries: Engineering Albania Shpk, Engineering International Belgium S.A, Engineering Software Lab D.o.o., Engineering Ingegneria Informatica Spain S.L Engineering Do Brasil S.A, Engi Da Argentina S.A., Eng Mexico Informatica S. de R.L., Engineering IndX Germany, Engineering IndX USA, Industries Excellence S.p.A., Industries Excellence Bv, Industries eXcellence LLP, Industries eXcellence Ltd, Industries Excellence Sasu, Movilitas.Cloud BV, Movilitas Cloud Kft.

Valuing diversity and including

GRI 401-1, 405-1, 406-1

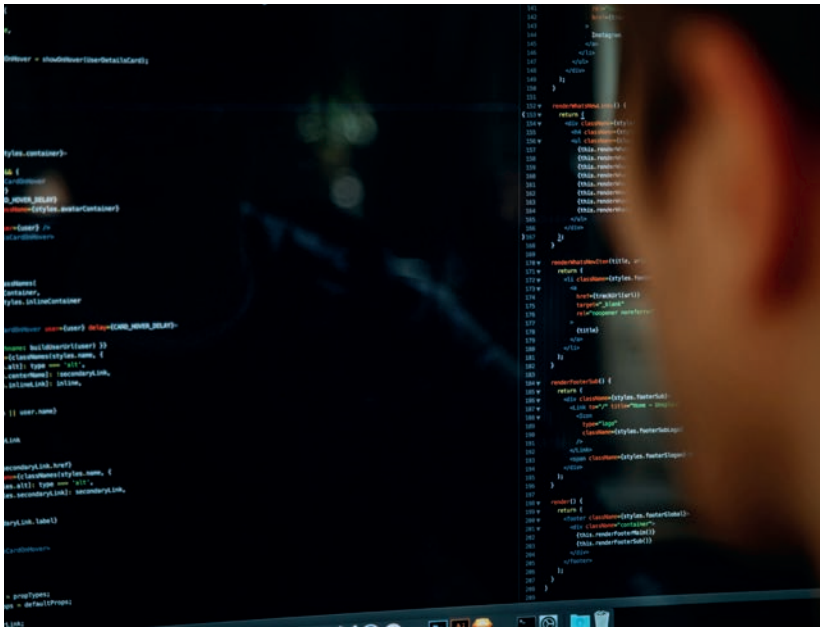
The importance attributed to Diversity, Equity and Inclusion (DEI) by the Group has increasingly established itself as a distinctive feature of the corporate culture, considering these values indispensable for the company's policy model. The Group believes that a variety of perspectives, cultural backgrounds, experiences and approaches are an asset to its business and work environment. In 2024, we solidified our engagement with the Global DEI Committee, chaired by the CEO, which continues to guide strategies and monitor progress on a quarterly basis.

The DEI team continued its activities, through the definition of a strategic plan with two priorities: developing an inclusive mindset and creating a diverse workforce. This strategic plan leverages 3 fundamental pillars that link the DEI actions undertaken in recent years: strengthening DEI Governance, enabling actions through data, developing a DEI communication strategy.

In 2024, in line with our DEI commitment, we introduced two new policies aimed at strengthening the inclusion and protection of equal opportunities within our organization and preventing all forms of violence and harassment in the workplace.

The first Policy relates to the Engineering Group's commitment to Diversity, Equity and Inclusion through the adoption of corporate, organizational and management mechanisms. In particular, the aim is to overcome cultural stereotypes and remove factors that hinder labour inclusion. The Company undertakes to operate impartially and not to tolerate any form of direct or indirect discrimination in relation to gender, age, sexual orientation, disability, state of health, ethnic origin, nationality, public opinion, social category and religious belief. We promote the protection of psychophysical, moral and cultural integrity through working conditions that respect individual dignity and behavioural rules.

We apply this policy to all our HR processes, including selection and hiring, professional development, training, performance evaluation, parenting and care support, work-life balance, as well as compensation policies. Engineering guarantees the concrete application of the DEI policy through



a system of monitoring indicators, considering that the latter guide in the definition of objectives and targets that, from year to year, are pursued by the company.

This policy, in compliance with the founding principles of the Code of Ethics, is communicated to all employees, also through specific training sessions according to their areas of operation, roles and responsibilities, and is made available on the company intranet and on the institutional website to all stakeholders, including collaborators, suppliers and partners. so that there is full awareness and further impetus for the promotion of human rights as an integral part of the Group's value system. The company is committed to actively respecting and disseminating the principles set out in current legislation and international standards, including: the 2030 Agenda for Sustainable Development, the Sustainable Development Goals (SDGs), the principles of the Global Compact and the United Nations Women's Empowerment Principles, the Universal Declaration of Human Rights and the United Nations Conventions on Women's Rights, the elimination of all forms of racial discrimination, the rights of children and people with disabilities. The Company also undertakes to follow the ILO Convention No. 190 of 2019 on violence and harassment.

A new Anti-Discrimination and Anti-Harassment Policy in the workplace has also been introduced, which defines, in line with the provisions of the Code of Ethics and the Human Rights Policy, the general and essential principles of reference and the conduct to ensure a work environment free from violence and harassment of any form or type.

The policy considers the indications contained in the following references and sources external to Engineering:

- International Labour Organization Convention No. 190 on the Elimination of Violence and Harassment in the World of Work, adopted in Geneva on 21 June 2019;
- Recommendation No. 207 on the elimination of violence and harassment in the world of work;
- Law No. 4 of 15 January 2021 ratifying and implementing the International Labour Organization Convention No. 190 on the Elimination of Violence and Harassment in the Workplace;
- Legislative Decree 196/2003 and subsequent amendments, and Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons about the processing of personal data and on the free movement of such data and repealing Directive 95/46/EC (General Data Protection Regulation or GDPR) Legislative Decree 198/2006 and subsequent amendments (Equal Opportunities Code);
- Legislative Decree no. 81/2008 and subsequent amendments (Consolidated Health and Safety Act);
- INAIL Guidelines – "Recognizing to prevent the phenomena of harassment and violence in the workplace" (2021);
- UN Global Compact and UN Women, Women's Empowerment Principles (and Gender-Based Violenze and Harassment at Work Policy Template).

To promote greater awareness on the issue, within the Global People Survey we investigated some aspects related to the issue of equal opportunities and discrimination in the workplace through the inclusion of two new questions compared to 2023.
It has also been shared a document of guidelines to promote gender language that is inclusive and respectful, with the aim of promoting fairer and more conscious communication within the company. The document provides practical guidance on how to avoid stereotypes, use neutral or inclusive terms, and adopt language that values diversity, thus helping to create a more welcoming and respectful work environment for all people. The Company undertakes to apply these guidelines within the documents produced and in corporate communications.

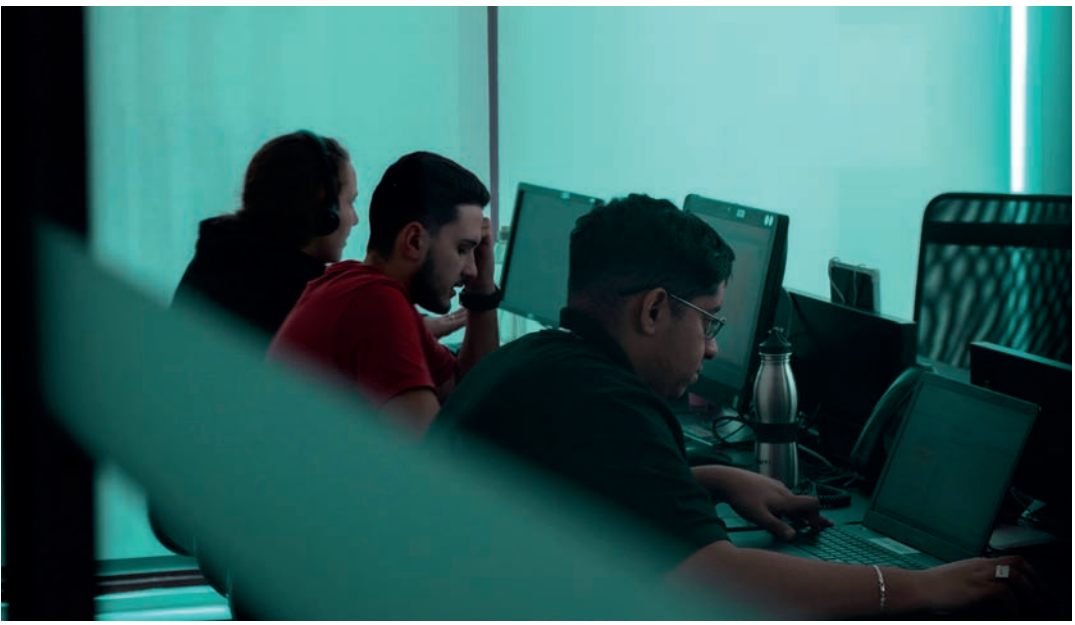
In 2024 we launched a mandatory training course consisting of 5 modules, related to Diversity, Equity & Inclusion topics, designed to provide all Engineering people with the necessary tools to increase awareness of DEI issues in the corporate environment and develop an inclusive mindset[28].

For people belonging to Senior Leadership, dedicated training sessions were organized, with a focus on the management of inclusive leadership and with the aim of strengthening the skills necessary to promote a fair and respectful work environment, capable of enhancing diversity and inclusion at all levels of the organization. About 120 people took part in this route.

The company has also defined specific KPIs in 2024 related to the presence of women within the organization and has introduced a dashboard developed for the new Workday HR system, which allows the constant monitoring of metrics on the diversity of the workforce by gender, age and disability (where declared). At the end of 2024, in Italy it has been reached 33.2% of women, an increase of 0.7 p.p. compared to the end of 2023.

[28] The training course involved the following companies: Engineering Ingegneria Informatica S.p.A., Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Engineering Sardegna (merged into Engineering Ingegneria Informatica S.p.A.), FDL Servizi (merged into Engineering Ingegneria Informatica), Livebox S.r.l., Municipia S.p.A., Napoli Obiettivo Valore S.r.l., Nexen S.p.A., Nexera S.p.A., Pragma Management System S.r.l., Webresults (merged into Engineering Ingegneria Informatica S.p.A.).

Another key aspect of our commitment is the increase in the presence of women in leadership roles: in 2024, we reached 20%, an increase compared to 2023. Our commitment continues with the goal of reaching 22% by the end of 2026. Engineering's commitment to gender equality is also evidenced by the achievement of UNI/dR125:2022 Certification for 4 Group's companies. We also support the reintegration of long-term unemployed women into the workforce: we actively participate in the "Include to Grow" Project of the ELIS Consortium, aimed at supporting the return to the world of work of mothers with employment difficulties.



In terms of the inclusion of people with disabilities belonging to protected categories, Engineering has developed recruitment and insertion programs that promote their integration and professional growth, at the same time encouraging opportunities for exchange with other team members and offering tools, services and working methods that allow them to carry out activities in full autonomy.

Compared to the past, Engineering has adopted a new approach to hiring people belonging to protected categories, increasingly favouring their inclusion in business roles rather than in those of staff and support. This commitment materialized in 2024, the year in which out of a total of 20 people hired belonging to protected categories, 95% were placed in business roles.

During the two-year period 2023-2024, the Company worked on a project to make our Academies more accessible, thus ensuring a valuable experience also for people with disabilities who participated in courses and were then successfully included. In 2024, 8 people belonging to protected categories from our Academies were hired.

Engineering strongly focuses on the inclusion of young talents to enhance age diversity and promote exchange between generations. In 2024, more than 750 people under the age of 30 were hired in the Group (approx. 55% of total hirings), reaching more than 2,400 employees in this age group.

This important result was also made possible thanks to the launch of training and placement courses dedicated to young talents, called Academy Programs, designed to provide the key skills necessary for an effective entry into the world of work. In 2024, 15 editions were activated, involving more than 200 participants.

The Academy Programs highlight the company's commitment to offering free training opportunities that lead to job placement, with a post-academy hiring rate of 78%.

All apprentices follow a compulsory and transversal training course, which includes courses on various topics to enrich technical and behavioural skills.

Research on Generation Zeta has also been launched, involving all the people under 30 of Engineering, to understand their expectations, better integrate this generation into the world of work and allow intergenerational collaboration.

In 2024, a journey was launched with our Employee Resource Groups (DEI Communities), voluntary groups of dependent people who promote positive change through sharing

experiences and building relationships on issues such as gender equality, people with disabilities, LGBTQIA+ representation, multigeneration, multiethnicity and multiculturalism. Participation in these Communities increased to a total of more than 250 people, reflecting a strong commitment to creating a more equitable and inclusive work environment. The Communities have been actively involved in communication, awareness-raising and experience gathering activities.

In 2024, six awareness-raising webinars were also organized on significant days, addressing topics proposed by our DEI Communities. These meetings actively involved our people with the participation of about 600 colleagues, offering a space for reflection and discussion on fundamental issues for the construction of an inclusive, safe and discrimination-free work environment.

The webinars covered topics such as gender equality and the fight against discrimination, on International Women's Day and the International Day for the Elimination of Gender-Based Violence, the recognition and support of the LGBTQIA+ community during Pride Month and the value of multiculturalism, celebrated with the opening of our new office in Albania.
In the three-year period 2022-2024, there were no cases of discrimination in the company population.

Attracting talent to face new challenges

GRI 404-2

Engineering focuses on the constant search for the best talents on the market because what it makes available to its customers is first and foremost its wealth of skills and experience of its people. Recruiting, selection and placement are also crucial activities to align skills and availability with the Group's growth and development ambitions.

In this context, Engineering has launched a series of initiatives aimed at strengthening its presence and attractiveness in the labour market, with a significant increase in employer branding events. During 2024, the activities dedicated to communicating and promoting the corporate image mainly involved social platforms such as LinkedIn, Instagram, X, Facebook and YouTube. Social profiles have been further differentiated in 2024: the corporate Instagram profile @ LifeAtEngineering is, for example, focused on the story of corporate life of Engineering people and the events in which the Group participates and has more than 6,000 followers, of which 51.1% are between the ages of 18 and 34. In 2024, Engineering invested heavily in strengthening brand awareness through initiatives on the target of recent high school graduates and recent graduates, initiatives aimed at professionals and DEI initiatives.

During 2024, the analysis of events was refined through the data-driven approach adopted in 2022 and 2023, which contributed to the optimization of Employer Branding activities in the target universities. The improvement of analytical skills has made it possible to intensify activities on a smaller number of on-campus events, maintaining the same number of contacts, and to activate some new universities to support recruitment for some Academies planned during the year. A crucial support in these initiatives continues to be that of young specialists, former students, who are now part of the Engineering team. These people (39 in 2024) supported recruiters at events, recounting their entry experiences and their daily work at Engineering, helping to contact more than 1,100 candidates throughout the country.

As part of the Group's initiatives aimed at inclusion and support of differences as factors of innovation, creativity and development, the 14 DE&I events were focused both on women's careers in IT professions and on the inclusion of people with disabilities.

Valore D: together to shape a better future

Engineering has confirmed its membership of Valore D, the first association of companies in Italy committed for over a decade to combating gender inequality and spreading a culture of inclusion in organizations and on a national scale. The Group has long been committed to ensuring an inclusive environment for all its employees, also promoting work-life balance initiatives as a catalyst for equal opportunities. Joining Valore D implies participation in proposed activities, such as training courses, research on DEI issues and moments of discussion between companies, with the aim of increasing awareness on these issues and building an increasingly inclusive work environment.

In the first group, it is worth mentioning the participation, among others, in:

- **Empower Next Gen:** training project dedicated to over 100 female students from 7 high schools (in Brescia, Rome, Rovigo, Cosenza, Benevento, Bologna and Vicenza). The initiative was conducted with the collaboration of Codemotion and saw the active participation of 6 young Data Scientist colleagues as tutors who, during the 8 weeks of interactive workshops, initiated the students into programming in the field of Artificial Intelligence with a practical and creative approach. The project was accompanied by a massive communication campaign both on social media and in national newspapers;
- **Stem Women Congress:** an initiative aimed at encouraging constant meeting, dialogue and discussion between women to support and develop careers in the scientific and technological sectors;
- **Womenhack**, informal networking opportunities during which IT professionals of all ages and seniority can meet recruiters from companies in the sector;
- **hackher_ Catania e hackher_ Bari**: also in 2024 Engineering participated in this review of 20 events in Italy and Europe dedicated to non-STEM high school girls, stimulated to actively approach the IT and technological world both through a team hackathon and through inspirational testimonies of some role models who, thanks to their skills and tenacity, have overcome the gender gap and become leaders in their companies.

In the field of disability, it is worth mentioning the participation in 7 in-person and online events, which have both expanded the knowledge of Engineering by wider groups of candidates and candidates with disabilities and generated new hires.

The professional sector has seen the collaboration with Codemotion, the internationally active developer community that every year organizes the Codemotion Milan Conference, a fundamental event for Engineering in terms of specific content and updates on trends affecting this category of IT professionals.

Transparent performance evaluation

For Engineering, the management and enhancement of human capital are fundamental aspects. In 2024, the Talent & Career Management Policy relating to career management was issued, through the adoption of organizational and management methods based on the principles of equal opportunities for professional development. The policy describes the tools and processes that Engineering has adopted to achieve its commitment to promoting the growth and development of people in the professional role and to supporting their career path.

In this context, performance management processes play a central role. The Employee Performance Review (EPR) is one of the main processes of Engineering's People Strategy, focused on the link between performance objectives (WHAT), behaviours (HOW) and our Strategic Narrative.

As stated in the Talent & Career Management Policy, the Employee Performance Review is an important process because:

- supports the development of skills through performance monitoring and continuous feedback;
- values individual contribution and recognises the results achieved through the adoption of an objective approach and homogeneous evaluation criteria towards people with diversity, to ensure that all people feel accepted, valued and able to reach their full potential;
- aligns the behaviours acted by everyone with the company strategy to promote individual and team success, making each person the owner of his or her own contribution.

The performance evaluation cycle follows the calendar year, divided into three main phases:

- Goal Setting: at the beginning of the year, performance objectives are defined and assigned, paying particular attention to the "culture of goal setting" to ensure a clear and objective assessment of their achievement;
- Mid-Year Review: an update of the progress of the objectives is expected in the middle of the year. The person in charge and the employee meet to assess progress and agree on any support actions;
- Final Review: at the end of the year, the final evaluation is carried out, based on the estimate of the level of achievement of the performance objectives defined at the beginning of the year.

2024 was the first year of the launch of the process globally through the Workday system, which introduced important innovations: the assignment of People Management objectives to the People Manager population, the possibility for Managers to cascading goals by linking them to the Strategic Narrative to ensure greater strategic alignment, and the linking of development objectives to the 4 Engineering Behaviours.

The process maintained the Behavioural Rating, which accounts for 40% of the final rating, and the Performance Rating, which accounts for the remaining 60% and is determined by the results obtained.

To communicate the changes and support all people and managers for the first year of the process, a total of 5 online training meetings were conducted during 2024 with the managerial population on the creation of objectives and the management of the mid-year feedback session and 4 meetings on the return of final feedback and Final Year Review. Each series of meetings involved more than 900 responsible people for a total of 14 hours of training.

In 2024, more than 87%[29] of the entire Engineering Group was involved in the 2024 performance evaluation process.

[29] The figure refers to the following Legal Entities: Engineering Ingegneria Informatica S.p.A., Livebox S.r.l., Municipia S.p.A, Nexen S.p.A., Engineering D.HUB S.p.A., Cybertech S.r.l., WebResults, Digitelematica S.r.l., Pragma Management System S.r.l., Napoli Obiettivo Valore S.r.l., Nexera S.p.A., Engineering Sardegna, Atlantic, Be Digitech Solutions S.p.a., Engineering International Belgium S.A, Engineering Ingegneria Informatica Spain S.L., Engineering Do Brasil S.A, Engi Da Argentina S.A., Eng Mexico Informatica S. de R.L., Engineering Software Lab D.o.o., Engineering IndX Germany, Engineering IndX USA, Industries Excellence Bv, Industries eXcellence LLP, Industries Excellence Ltd, Industries Excellence Sasu, Movilitas.Cloud BV, Movilitas Cloud Kft.

People's remuneration

Engineering is committed to paying employees remuneration that complies with the National Collective Labor Agreement (CCNL) in Italy and to conducting evaluations to ensure that employees receive a level of remuneration that allows them to maintain an adequate standard of living, responding to their basic needs (so-called Living Wage). Minimum living wage calculations aligned with the IDH methodologies consider the most common family composition in the geographical area analyzed and are based on the cost of living for (I) a predefined basket of food deriving from the FAO database, which distinguishes 50 groups of foods with national food consumption models in units per capita, (II) housing and (III) transport, with a buffer for unexpected expenses. This analysis was conducted on almost all Italian companies involving over 10,500 employees, further extending the analysis carried out in 2023 and with the aim of covering the same perimeter in 2025. The cases identified, for a share of less than 0.2% of the population, were subject to targeted actions to adapt to the benchmarks applied.

The salary policy is merit-oriented, with periodic salary evaluations to ensure appropriate remuneration for employees and be competitive on the market in terms of talent attraction. For salary reviews, the company uses various tools to adjust salaries in a targeted manner and uses role-specific benchmarks as a reference. In addition, each employee has clear visibility into the components of their compensation package, including performance-related incentives and benefits awarded.

In addition to the benefits already provided by the CCNL, Engineering integrates the salary offer with an ever-expanding welfare package. Among the novelties, there are increases in performance bonuses and improvements in policies relating to medical check-ups, leaves and time-off, including optional ones. The renewal of the supplementary contract on 6 December 2023 marked an important step forward in this direction, introducing significant innovations in the welfare system and wage policies, including, for example, the opportunity to request the conversion of the company performance bonus into welfare goods and services, incentivized by a company-side increase bonus, thus ensuring a structured plan that guarantees considerable flexibility. To take advantage of the initiatives proposed by the plan, each person has a platform through which it is also possible to propose the stipulation of agreements with new businesses, bringing them to the attention of the provider.

As far as foreign subsidiaries are concerned, starting from 2023 the Group has begun to focus its attention on aspects such as Job Architecture and positioning benchmarks with respect to the remuneration package and benefits offered. These initiatives reflect Engineering's ambition to align its policies globally.

Balancing private and professional life

The company's commitment to meeting the needs of its employees is borne out not only in the value attributed to individual skills, but also through a work environment that favours a healthy work-life balance aimed at promoting people's well-being, motivation and productivity.

This also takes shape through various forms of flexible work, including:

- Telecommuting, which allows people with disabilities to work five days a week from home;
- Flexible working, or the possibility of doing some work outside the office, to improve work-life balance.

As for flexible work, Engineering has adopted a policy of openness towards smart working, renewing the existing directives and allowing remote working for at least 144 days a year[30], with the possibility of extensions at the request of the worker falling within the parenting and caregiving category. The rate of adherence to this way of working is close to 98%, exceeding the coverage target of more than 95% declared in the previous Sustainability Report. Engineering is committed to maintaining the level of coverage above 95% for 2025 as well. The company has also invested in the renovation of office spaces, making them more welcoming and functional, with outdoor areas and areas designed to stimulate collaboration.

As for Italian companies, on 6 December 2023 there has been the renewal of the Engineering Group's Supplementary Agreement for the 2024-2026 three-year period, which takes steps forward in the system of trade union relations and especially trade union bargaining, making significant regulatory and salary improvements. The main points of the agreement regard (I) the scope of application of the agreement, (II) the Performance Bonus, (III) the introduction of various tools and institutions to support the family, parenting and care givers, (IV) Commissions and (V) ongoing training.

As for the Performance Bonus, a one-off payment was paid in January 2024 that can be used in welfare goods and services, while the Performance Bonus will be paid in July 2025 through a single solution. The possibility of converting the Performance Bonus into welfare goods and services is confirmed, with an additional incentive of 15% recognized by the Company on the converted amount, and the possibility of converting the Performance Bonus into "vacation time" is introduced. The remuneration for optional parental leave is supplemented up to 80% for the duration of one month in addition to what is provided for by current regulations, while compulsory paternity leave is extended by a further 5 days in addition to what is provided for by current regulations (total 15 days) in Italy. Paid leave for sick leave is introduced, equal to 8 hours per year for children up to 14 years of age, extending the possibility of using these leaves also by so-called affective parents. Paid leave for therapies, diagnostics and specialist medical examinations at private facilities has been increased to 24 hours, extending the possibility of using these leaves also for medical examinations of children up to 18 years of age and parents over seventy-five years of age. Also in this case, the permits were also recognized to the so-called affective parents.

New commissions composed of trade union and company representatives are established and the existing commissions are strengthened. In detail, there are the joint commissions on equal opportunities, inclusion and diversity, classification, professional training and the participation advisory committee.

Lastly, the right to training is strengthened, with the addition of 8 hours per person beyond the 24 established by the National Collective Labor Agreement in force, reaching a total of 32 hours.

[30] The figure refers to the following companies of the Engineering Group in Italy: Engineering Ingegneria Informatica S.p.A., Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Livebox S.r.l., Municipia S.p.A., Napoli Obiettivo Valore S.r.l, Nexen S.p.A., Nexera S.p.A., Pragma Management System S.r.l.

Social and cultural promotion of employees and their families

Education has a fundamental social importance for the Group, an important value to be shared with the entire company population. For this reason, for years Engineering has been focusing on the social and cultural promotion of employees and their families, allocating specific resources to the most deserving individuals to support and incentivize second-level school training and university education, according to principles of solidarity and respect for the income situation of the family unit.

For the 2021/2022 school year, 75 scholarships for employees' children (from 500 to 3,000 euros each) have been awarded through a special call, for a total of 105,000 euros. Specifically, in 2023, the following were disbursed: 25 scholarships for high school diplomas; 25 scholarships for three-year degrees; 20 scholarships for master's degrees; n. 5 scholarships for innovative master's degrees. For the 2023/2024 academic year, with delivery in 2025, the same numbers are planned, in continuity with the previous academic year.

In 2024, employees and their families were able to access and use the services offered by the Go Fluent e-learning platform[31], specialized in distance language training, for the study and updating of foreign languages. Developed in collaboration with the IT & Management Academy "Enrico Della Valle" and in line with the activities carried out by the Joint Committee on Training, the initiative aims to promote basic knowledge of English and other foreign languages through over 13,000 educational resources (videos, articles, business how-to and web classrooms), proposed according to the user's level of competence.

IT & ManagementAcademy

GRI 404-1; 404-2

2024 was a year of strong transformation for Engineering training. Enabled by the introduction of the Workday platform in Italy for HR processes, during 2024 the entire training journey of Engineering Group has been totally innovated, moving towards a training model in which the person is at the centre of their continuous learning path: the main feature of the new training offer is the possibility, open to everyone, to build a personal learning path by freely accessing a very rich and always available training offer at any time. In this scenario, the new Learning Paths of the Engineering Academy present integrated and coherent training content in which classroom activities (virtual or face-to-face) are enriched by new formats such as papers, microlearning produced by teachers, podcasts, exam prep and the entire Linkedin Learning Catalog, one of the most prestigious on the world market, which provides tens of thousands of training courses on technologies, methodologies and soft skills. This important change, although activated during the year, has already had significant impacts in 2024 on the percentage of dissemination of training activities on the company population (approximately + 25% compared to the previous year) thanks to the removal of restrictions on access to training content.

But in 2024, great attention was also paid to vertical paths of specialization and acceleration of key technical, relational and leadership skills. In particular, alongside the Academy Programs, two new Acceleration Programs have been launched, aimed respectively at young talents 3 years after hiring and future managers of the Group.

These are selective and high-level training courses, characterized by a highly innovative and interactive teaching methodology thanks to the use of new immersive learning technologies such as virtual reality simulators and neurodevices, which accompany participants to develop their leadership and accountability, critical thinking, problem solving, networking and the main levers of

[31] With reference to the Italian companies with the exception ofthe Be Group. From mid-2025, it is also expected to be extended to the Group's foreign companies.

people management. Also in 2024, the result achieved on professional certifications should be underlined, in line with the previous year, which saw the acquisition of about 1,700 new certifications focused on the main technological innovation vendors on the market (AWS, Azure, SAP, Red Hat, Salesforce, etc.) and on the Governance standards of the most widely used projects internationally (Project & Service Management, IT Governance, Business Analysis, Agile Methodologies, etc...). Engineering also won first place, for the second year in a row, from the Engineering Academy as part of the Best HR Team 2024 Award, organized by HR Community.

In terms of numbers, over 8,000 different employees in Italy participated in training activities in 2024, for about 16 hours/person of training on a population perimeter that covers about 80% of the global company population[32].

As for posted and temporary workers, they are included in the training programs as part of the company's activities.

Occupational health and safety

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

Engineering is constantly committed to improve the processes and corporate culture aimed at ensuring occupational health and safety for its employees and suppliers, as part of its sustainability strategy.

In the field of legislative compliance, as far as Italy is concerned, Legislative Decree 81/08 covers 100% of both employees and non-employees[33].

In addition to what is required by law, the Group voluntary obtained and constantly updates the UNI ISO 45001:2018 certification of its Health and Safety Management System as further evidence of the desire to proactively guarantee and improve its performance with regard to accident prevention and to focus on every aspect of personnel protection. The ISO 45001 certification covers the offices of 5 Italian companies[34] of the Group, involving about 67% of workers in Italy. For the years 2025 and 2026, the certification is expected to be extended both horizontally, to at least 3 other locations per year, and vertically, to at least one other Group's company in Italy, increasing the number of employees covered by the certification by over 1,000 people.

As part of the application of the principles of prevention and protection of workers' health and safety, Engineering regularly carries out a risk assessment process, formalised in the Risk Assessment Document (DVR). The assessment is carried out by identifying the risk and hazard factors present in the work cycle that could harm the health or safety of workers. This is followed by an estimate of the risks and dangers identified with the aim of planning the interventions to be carried out. Subsequently, the preventive measures to be taken to eliminate and control risk factors and measures to protect against residual risks are identified.

[32] It should be noted that the average number of hours of training per year per employee refers exclusively to the Italian perimeter of the Engineering Group, excluding BSTF Management Consulting S.p.A., Parma Valore Comune S.c.a.r.l., Extra Red S.r.l., C Consulting S.p.A. In 2024 there will be a reduction in the average training hours/person, due to the introduction of learning paths with asynchronous training, which is developed to provide rapid and optimized learning, with the same content and training objectives offered; transition from the old to the new training systems (Workday, Linkedin learning) and development of the new training project, between May and July 2024, which led to a slowdown in the delivery of training
[33] Seconded and temporary workers falling within the scope of the company's activities are subjected to medical check-ups.
[34] The certification includes Webresults s.r.l. which was merged in 2024 into Engineering Ingegneria Informatica S.p.A.. The revision of the certification on 18 February 2025 includes 3 new locations (Osimo, Brescia, Mosciano).

The risk assessment process includes a periodic check and review of the assessment, as well as ensuring the collaboration of all the people involved in the assessment and drafting of the DVR, such as the Prevention and Protection Service Officers, the Company Physician, supporting technical consultants and Worker Safety Representatives.

The DVR was improved in 2023 to better distinguish the locations and the Legal Entities and is already set-up in terms of Uniform Risk Exposure Groups. During 2024, the HSE service mapped these groups by identifying 3 fundamental ones: video terminal operators, non-video terminal operators and transfer operators. In addition, the Company expects further DVR upgrades in 2025.

An additional initiative undertaken to improve occupational health and safety was the creation of technical working groups dedicated to discussing the specific risks of their office, including the risk deriving from the use of computer terminals and work-related stress.

Starting from the results obtained from specific risk assessments, the HSE structure in 2024 started the design and implementation of the ENG – CARE service (starting in the first quarter of 2025), for the support and psychological well-being of employees, through the partnership between San Diego Medical Service (provider of occupational medicine for Engineering) and UNOBRAVO s.r.l. Benefit Company.

In collaboration with the Physical Security structure and the Occupational Medicine provider, the Group has also activated a risk assessment system related to travel and the activation of the necessary and most appropriate preventive and protective measures. This involves the drafting of a detailed document on the risk of travel, which considers both the departure and arrival phases, and overtime situations. Thanks to this new approach, the employee is followed at every stage of his journey, thus ensuring greater protection and safety. Among the services made available, there are also GPS monitoring and the organization of emergency repatriation, constituting a key element of the Company's occupational health and safety strategy, therefore adding Business Travel Medicine among the mandatory services for the new occupational health provider.

The Occupational Health and Safety Management System is accessible through the company Intranet, offering the opportunity to consult the company objectives and the methods of implementation to prevent accidents. This system is closely linked to the Occupational Health and Safety Policy, which is reviewed annually by the Top Management during the strategic assessment to incorporate any changes or issues that have emerged over time.

In July 2024, it was published a new Integrated HSE Policy through which Top Management takes an active role in the promotion and guidance of all activities having an influence on the quality of products/services, through the dissemination of the concepts at all levels of the organization and the verification of the results obtained. In addition, it undertakes to:

- ensure the achievement of the expected results of the integrated management system for the Environment and Health & Safety;
- allocate adequate human and financial resources to the full implementation and dissemination of this policy and to the achievement of the objectives and programmes necessary to implement it;
- promote Organizational Knowledge and Awareness, through the involvement of collaborators in the risk assessment process and proposal of mitigation actions, in particular by raising their awareness of the influence everyone can have in the performance of their duties. The Governance is committed to create the conditions so that each resource can be proactive in the constant reporting of problems, in collaboration for their resolution, in the commitment to the search for improvement and in attention to prevention, also through the development of "Risk Based Thinking";
- ensure an adequate level of training for all functions of the organization.

More specifically, in the HS area, all the relevant aspects/ impacts/risks for health and safety related to the company's operating processes have been assessed, of which the main ones whose progress is monitored annually are:

- risks related to the ergonomics of workstations;
- work-related stress;
- risks associated with one's own work environments / at the customer-clients' premises.

With reference to these aspects, and more generally for the protection of the health and safety of workers, the Governance of the Engineering Group undertakes to:

- achieve the "0 deviation" objective regarding injuries, accidents and near misses through the adoption of accident/near miss analysis tools, in order to identify their causes and prevent their recurrence;
- maintain safety aspects in constant continuous improvement, always aiming not only at-risk reduction, but at the concepts of Risk Assessment and prevention, considering safety and related results as an integral part of company management;
- improve the involvement and consultation of workers, including through their safety representatives, each according to their own duties and competences;
- improve working conditions, not only in terms of hygiene and safety, but also in organizational terms to minimize any work-related stress situations;
- continue, in a continuous process and expansion of the representative sample, the assessment of the risk of Work-Related Stress, launched during 2023 and 1Q 2024 through a preliminary assessment for each company in the group of the so-called "sentinel events";
- continue, in a process of continuous improvement, the monitoring and remediation activities for the mitigation plans relating to the assessment of risks from video terminals, carried out during 2023 for each legal entity and corporate headquarters of the Group;
- assess the risks related to the health and safety of contractors and subcontractors;
- standardize the HSE Business Travel Management process;
- achieve coverage of 20% of the population in the perimeter trained on the issues of first aid and firefighting, also to better manage the hybrid working mode;
- implement the "listening and personal well-being desk" with technical providers of occupational medicine;
- carry out "home-made" training recorded directly by almost entirely internal staff in compliance with the State-Regions agreements but also relevant to the major business risks assessed.

The Company is currently working in collaboration with all internal stakeholders on a project for the implementation of a procedure that will allow for the adequate monitoring of "near misses", i.e. those events that, although not causing damage or injuries thanks to fortuitous interventions, could have done so.

Among the objectives for improvement, there is the replacement of the applications used to manage health, safety and environmental services. This transition to technologically advanced tools has produced significant benefits already in 2023, further increased in 2024. The adoption of new software, for example, for training courses has made it possible to simplify document management and track the necessary actions. This allows Engineering to always remain in compliance with regulations and to ensure timely and reliable management.

In 2023, Engineering also started the preliminary assessment of work-related stress, which was completed in 2024 and resulted in the ENG-Care project. This assessment was developed in three distinct phases and involved different company functions, including HR and employee representatives. Initially, a collection of the sentinel events envisaged by the INAIL checklist was conducted, followed by a technical table phase during which the specific problems of

the various working groups were explored. It emerged that the main risks are related to the management of open spaces and the management of conflict in the shared space, the management of generational differences between employees, smart working methods and the management of the risk of aggression for some categories of employees in relation to the specific activity carried out. The third phase, which ended in 2024, involved the analysis of the results and the implementation of the remediation and mitigation plan, with the support of the new occupational medicine provider, which was asked for a specific Psychophysical and Psychological Wellbeing Support activity. Following the application of the remediation plan (through the ENG-Care project), risk assessment will be carried out in 2025 through focus groups, on those company areas found to be most sensitive and "at -", as well as the global re-evaluation of Work-related stress in 2026.

A dynamic work environment can be stimulating, but also challenging, which is why the Company wanted to offer concrete and easily accessible support to its employees. For Engineering, the well-being of workers is a priority and as of February 2025, the "ENG-Care" listening centers were born. This new psychological support service was created thanks to the collaboration between SanDiego Medical Service and Unobravo, a medical center that offers online psychology service. The goal is to offer a safe and confidential space where each employee can discuss with a qualified professional and, for those who wish, start an individual in-depth study in a flexible and economical way.

Individual online path

Thanks to the collaboration with SanDiego Medical Service and Unobravo, employees have access to a free support meeting and two additional free sessions on the Unobravo online platform, where a professional is selected according to individual preferences and needs. This approach aims to ensure targeted and continuous support with the psychologist or psychotherapist who will best accompany employees in a structured and in-depth path of the issues most dear, through individual sessions of about 50 minutes.

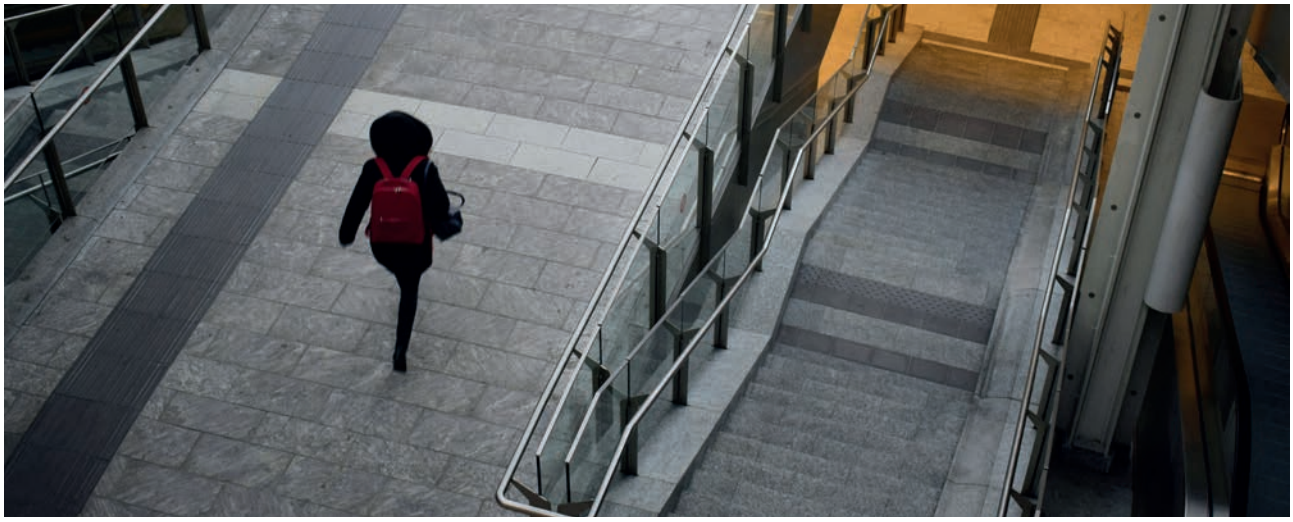
Engineering is committed to ensuring that each of its workers is aware of the company's policies regarding health and safety at work and prepared to perform their job functions adequately. In accordance with Legislative Decree 81/08 and the State-Regions agreement 07/07/2016, all workers in Italy participate in programs related to these areas. In the context of the Occupational Health and Safety Management System, training programs are offered annually concerning each worker regarding general and specific training, including related updates, and managers, appointees, emergency workers, Prevention and Protection Service Officers (ASPP), Prevention and Protection Service Managers (RSPP), Workers' Safety Representatives (RLS) for specific thematic training. During 2024, new training courses on the various areas of health and safety were developed and recorded, which were then made available on a specific platform to all Group employees in Italy in on-demand mode.

The 2024 annual training plan provided basic training courses for new hires and refresher courses for other workers, training for managers and supervisors, basic training and refresher courses for RLS, training for emergency workers, first aid training course, training on low/medium/high risk fire prevention. By 2025, Engineering has set the goal of training over 20% employees in Italy in the field of firefighting first aid.

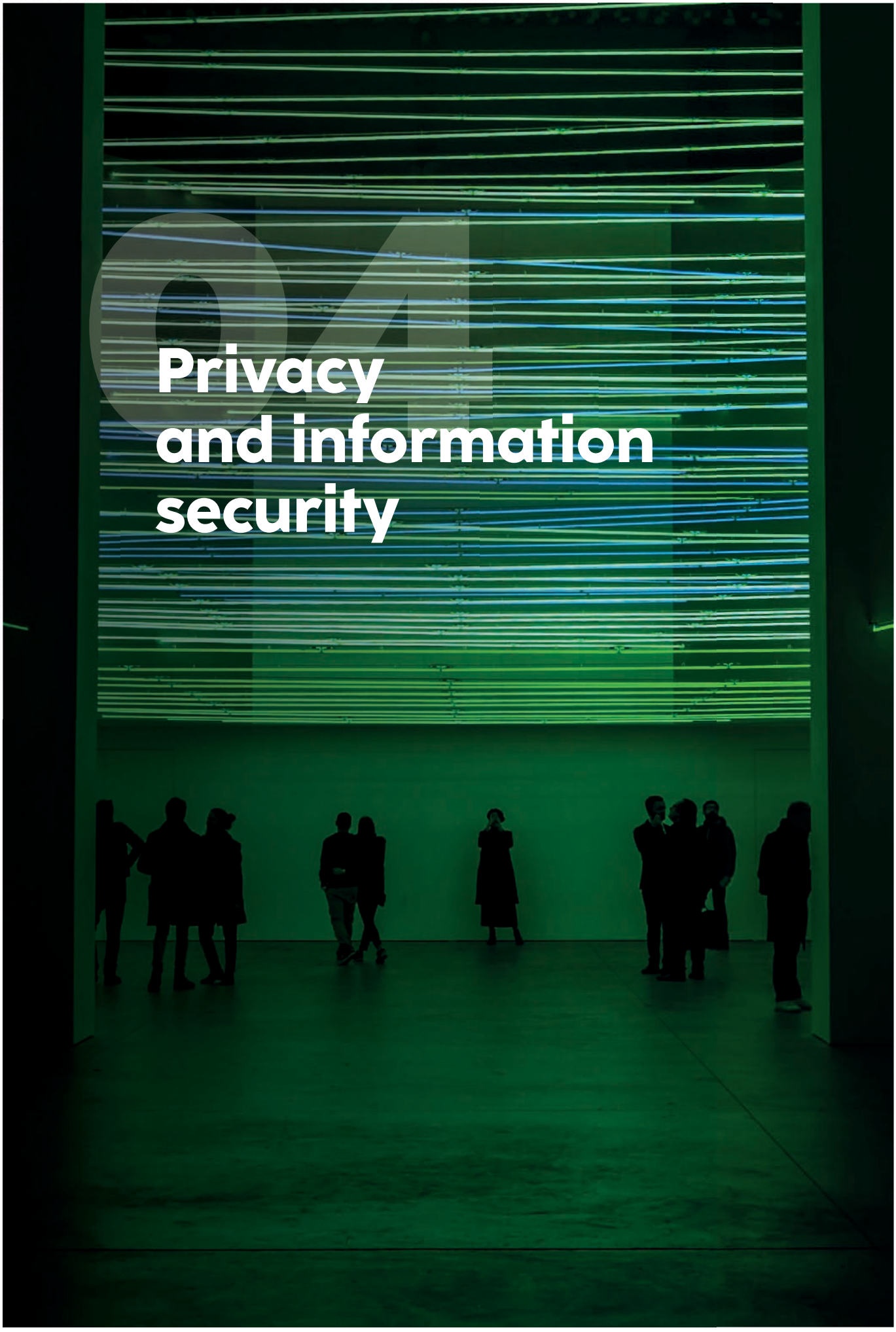
In 2024, more than 35,800 hours[35] of health and safety training were provided globally, equivalent to 2.6 hours of average annual training per employee.

At Engineering, ensuring health and safety at work also translates into the ability to listen to its employees. To this end, both direct and indirect contact methods are offered to allow employees to express doubts or report situations that may be relevant to the safety of colleagues or on the management of procedures to protect it.

Listening methods include communication through workers' safety representatives and the Trade Union Representation, who act as intermediaries and are responsible for reporting requests to the Health and Safety function. These representatives, presented to workers during courses for new hires, actively participate in management and various institutional events, such as inspections by competent doctors at the premises, audits, renovations of company buildings or initiatives that can modify the risks of the DVR. Employees can easily communicate with their representatives through a Community Wall on the company intranet.



[35] The figure excludes C. Consulting S.p.A., Industries Excellence S.p.A. and Nexera S.p.A



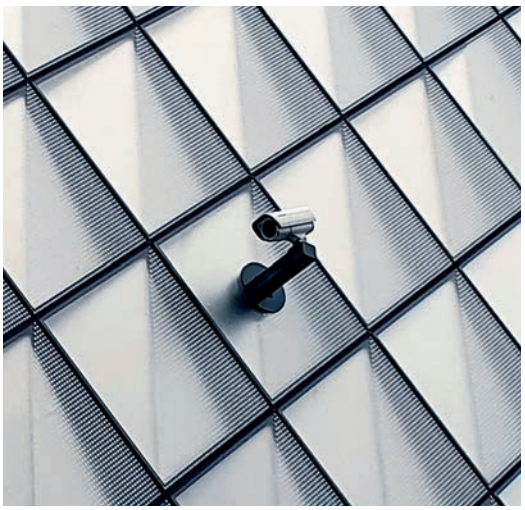
04 Privacy and information security

The privacy organizational model ("POM")

GRI 418-1

In 2024, Engineering consolidated its posture in the privacy field also through the monitoring of the roles and responsibilities assigned through its Privacy Organizational Model (POM). In addition, during 2024, Engineering updated some company procedures and policies on data protection to align with the most recent guidelines and carried out training activities aimed at promoting a conscious and proactive corporate culture on data protection. These actions reflect the Company's holistic approach to sustainable privacy that responds to business operations.

By way of example, the "Direct Marketing and Soft Spam Operating Instructions"[36] have been published, which aim to illustrate the main aspects of compliance as well as provide operational indications for the correct implementation of the provisions of privacy legislation with reference to direct marketing and soft spam activities.



In addition, the "Privacy by Design & by Default Procedure, rules for keeping the Register of Processing Operations and Privacy Impact Assessments on Processing, on products and technological solutions"[37] has been published, which describes the steps to for the implementation of the principles of privacy by design and by default, for keeping the register of processing operations and for carrying out privacy impact assessments on processing, products and technological solutions for third parties and/or placed on the market. Day-by-day monitoring activities and a privacy audit were carried out in HR[38] to assess the management of personal data and activities with privacy impacts within the HR[38] function, with a focus on the following areas: Trade Union Relations; Payroll; People Experience; Recruitment; Talent, Change and DEI. The competent functions were also supported in carrying out assessments on the balancing of interests and in impact assessments on the processing operations considered to be of greater risk to the rights and freedoms of the data subjects.

The DPO function, together with Legal Affairs and GISO "Group Information Security Officer" and with the support of a team of external consultants, was the promoter of the project to adapt to Directive 2022/2555 ("NIS2 Directive"). The NIS2 Directive aims to strengthen, within the EU, the resilience of strategic cybersecurity infrastructures of certain categories of subjects, including digital service providers, which may also include organizations such as Engineering. The DPO's function has been the leader of the project to adapt to the NIS2

[36] Applicable to Engineering Ingegneria Informatica S.p.A. and to Engineering controlled companies in Italy.
[37] Applicable to Engineering Ingegneria Informatica S.p.A. and to Engineering controlled companies in EU / European Economic Area and to the controlled companies outside Europe which must comply with GDPR.
[38] Engineering Ingegneria Informatica S.p.A., Engineering D.HUB S.p.A., Municipia S.p.A., Cybertech S.r.l..

Directive, considering that it aims to elevate, in certain critical sectors, cybersecurity measures, a tool to support and protect personal data that are processed daily and involving also Engineering.

In 2024, Engineering confirmed its commitment to education and awareness on privacy issues. The initiatives to translate company policies into English, to develop projects to comply with GDPR-related regulations such as NIS2 and DORA to all the Group's Legal Entities, including those recently acquired, as well as the application of the POM at Group level, underline Engineering's holistic approach to privacy management and data protection, both in Italy and internationally.

During 2024, several training workshop were delivered involving the business lines of the Parent Company and its subsidiaries with particular reference to:

- contents of the POM;
- management of the Register of Processing Operations;
- contracting of suppliers and correct signing of DPAs;
- management of marketing activities in accordance with privacy legislation;
- knowledge sharing and awareness through in-depth pills published on Engage.

The training activity on the main privacy issues also involved Engineering's foreign subsidiaries based in Serbia, Poland, Germany, Austria and Albania.

In addition, a new "Privacy & Data Protection" training course was delivered to all employees and "Induction" sessions were held aimed at presenting to all new hires the behaviours to be implemented in the performance of their work to ensure compliance with privacy legislation.

All Engineering Group's employees are required to follow training sessions related to the Privacy Code and, at the end of 2024, 64% of employees in Italy had benefited from training sessions in privacy. The training also considered the lesson learnt from a minor sanction[39], received by the Parent Company as subcontractor, relating to a slight vulnerability of a regional health record of the Molise Region.

In addition to the above-mentioned procedure, C Consulting S.p.A. suffered a ransomware attack in 2024, managed with the support of a multidisciplinary work team to minimize its impacts, with respect to which no requests for information have been received from the Authority to date. Overall, the actions taken by Engineering in 2024 reflect a strong commitment to integrating sustainable and compliant privacy practices, reinforcing the confidence of customers, partners, and employees in its ability to handle personal data with the utmost care and attention.

[39] The measure resulted in a fine of €10,000, which was reduced to €5,000 as the Company made the payment within the deadline provided for by art. 10, paragraph 3, of Legislative Decree 150/2011

Corporate cybersecurity

Engineering recognizes the crucial importance of IT security in the Digital Transformation and is aware that safeguarding IT systems is fundamental to guarantee the full operation of public institutions and businesses, as well as their business continuity. The Cyber strategy constantly monitors the evolution of sector regulations in order to guarantee alignment with regulations in coordination with the competent company structures.

Thanks to the most modern infrastructure and the most advanced technologies, the integrated network of three data centers guarantees the highest security, reliability and efficiency standards for the customers that trust us with their data. Data centers store and manage, as agreed with customers, a large volume of sensitive and critical data thanks to managed housing, colocation, hosting services up to the complete outsourcing of the customer's IT infrastructure, while offering Private Cloud services for hybrid and scalable IT management.

All of the data centers feature fiber connections and offer Business Continuity solutions between Pont Saint-Martin, Vicenza and Turin. The scope of services offered includes the management of roughly 22,000 servers, more than 1,200 lines of Wide Area Network, 18.000 devices, disk space of more than 10 peta-bytes, desktop management services for 250,000 workstations with over 2 million tickets per year (service requests from users).

Engineering guarantees centralized management of IT environments thanks to a hybrid and multi-cloud platform for operations on the main hyperscalers and private cloud platforms. To ensure the security of the Group's data centers, advanced cybersecurity solutions and practices have been implemented, such as the Security Operation Center (SOC) service, which allows Engineering to offer its customers advanced detection and response services to cyber threats, as well as real-time monitoring of any incidents and their management. The main cybersecurity functions and operational activities are assigned to the Group Information Security Office (GISO), which guides and supervises its operational processes. The modernization plan of the IT Engineering structure, which began in 2022, continues and continued during 2024.

In 2024, the Vicenza data center continued with its commitment to excellence in environmental performance and reliability standards. After the initiation in 2022 of the re-certification process according to the ANSI/TIA-942-B standard[40], in July 2023 Engineering obtained Rating 4 certification for the system in all four areas considered by the standard: mechanical, electrical, physical security and telecommunications. Aside from this certification, which

[40] The ANSI/TIA 942 standard establishes requirements for data centers considering their constituent elements (including network architecture, electricity system, storage, system redundancy, network security, DH, protection against physical risks, energy management, etc.) and describes four rating levels to evaluate data center reliability. TIA (Telecommunications Industry Association) is the main association representing the ICT industry and handles the development of sector standards. It is also accredited by the ANSI (American National Standards Institute) as a Standards Developing Organization (SDO). The ANSI / TIA-942 standard defines four levels at which data centers can be classified:

- Rated-1/Tier-1 Basic Site Infrastructure: A data center with individual components and a single distribution path serving the IT devices. It has limited protection against physical events.
- Rated-2/Tier-2 Redundant Capacity Component Site Infrastructure: A data center with redundant components and a single distribution path serving the IT devices. It has higher protection from events than the previous level.
- Rated-3/Tier-3 Concurrently Maintainable Site Infrastructure: A data center with redundant components and multiple independent distribution paths serving the IT devices. In general, only one distribution path serves the computer device at any moment. The site can be maintained without interrupting its operations, which means that every individual capacity component, including elements that are part of the distribution path, may be removed/replaced/inspected on a planned basis without disrupting ICT capabilities for the end user. It has protection against the majority of physical events.
- Rated-4/Tier-4 Fault Tolerant Site Infrastructure: A data center with redundant capacity components and multiple independent distribution paths serving the IT devices. The data center allows for simultaneous maintenance and a failure in any part of the installation without causing any downtime. It has protection against nearly all physical events. (source: Data Center – ANSI TIA 942 - RINA Italy certification).

will remain valid until 2026, in previous reporting years Engineering also 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. This highlights how Engineering meets the highest Data Center reliability standards.

During 2024, the implementation of the Cyber Security Strategy continued, which, aligned with the Business Strategy and the new cybersecurity regulations, consists of 4 pillars:

1. Continuous strengthening of the foundations of Cyber Security;

2. Cyber Security as a business enabler;

3. Alignment with regulations;

4. Be prepared to face "unexpected" and adverse events.

To make the Cyber strategy functional to coordinate the adoption of policies among the Group's companies, the cybersecurity governance oversight has been strengthened with the designation of sector Information Security Managers for business units and for Group's companies. These professionals are chosen for their knowledge of business processes, security expertise, compliance and familiarity with the operations of the relevant organizational area. Cybersecurity governance works to achieve objectives in line with specific KRIs and KPIs, including security ratings developed by BitSight and SecurityScorecard. In 2024, Engineering further expanded its cybersecurity team, with a net increase in staff of 7%, further reflecting its proactivity in responding to growing cyber threats.

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

- the Data Security Management Systems are compliant with the standards of the ISO 27001:2013 (Information security management systems) certification, which have been extended to the ISO 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 Infrastructure-as-a-Service (IaaS), Platform-as-a-Service (PaaS) and Software-as-a-Service (SaaS) mode or are Cloud Service Providers to guarantee their customers greater protection of the data processed. 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.

In terms of the continuous reinforcement of cyber security, projects have been initiated and expanded to strengthen the company's IT security. These activities are guided by the 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.

A program is being defined for the evaluation of the security posture and the effectiveness of the actions taken through the collection and synthesis of data on security processes, ongoing projects and their progress/adoption status.

The strategy adopted included a dual-level approach to security, particularly in higher risk areas, requiring a considerable company investment to strengthen both the technologies in use and awareness of them. This made it possible to proactively block threats, also thanks to the contribution of advanced intelligence services. The constant

focus on cyber risk, monitored through relevant sources, represents a critical business capability, for both Engineering and its customers.

To guarantee IT system security and support the business, highlighting the brand's reliability, the Engineering Group has adopted a series of procedures and technologies to reduce the attack surface while also eliminating IT system vulnerabilities, in particular:

- Attack Surface Reduction: these are regular and essential activities to identify our "digital footprint". Currently, the relative scores demonstrate the excellence of our security levels;

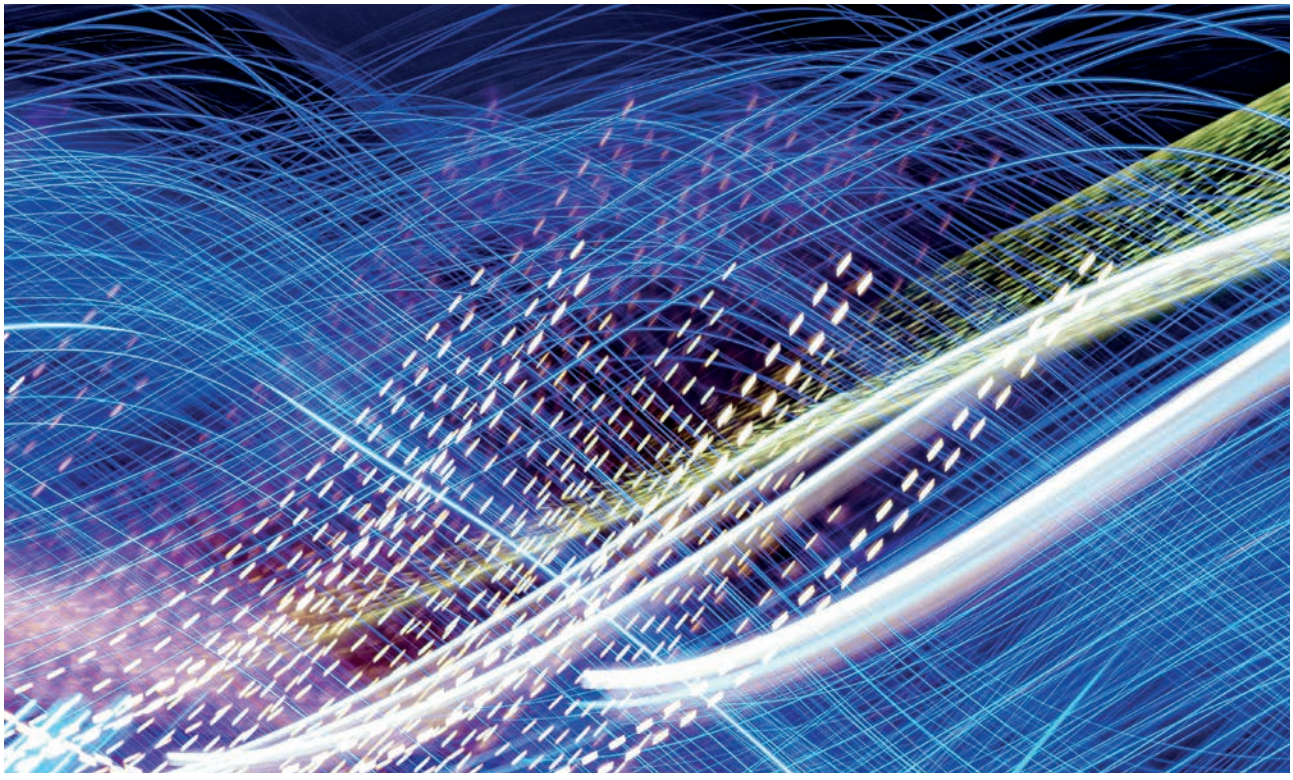
- Continuous Vulnerability Assessment: the Group has extended the integration of vulnerability assessment tools with business processes, to automatically identify and remove vulnerabilities on the perimeter. The information that the Group receives from public-private partnerships and from the analyses of leading companies in the Cyber Intelligence sector contributes to the process;

- Extension of the Penetration Test (Red Team) program on infrastructure assets and applications to identify any vulnerabilities and implement a "remediation plan". Red Team's activities are carried out using the skills of the Cybertech S.r.l. center of excellence and leading third parties in the sector;

- Cyber monitoring of third parties: extension of the monitoring process of critical third parties through Third Party Risk Assessment and Cyber Intelligence services.

Further implementation activities of the cybersecurity strategy included interventions on data and access protection, infrastructure and communications protection and a further strengthening of Cybersecurity Governance and Business Continuity.

The evaluation of the effectiveness of these activities is a factor for further refinements of the plan of continuous technological and organizational updating for the improvement of the level of security of IT systems.
In 2024, Engineering further substantiated its commitment to strengthening IT security measures, through the issuance and revision of policies and guidelines aimed at ensuring a more secure and resilient environment against cyber threats, with



interventions in areas such as incident management, workstation protection, vulnerability management and mobile device protection. In particular, a new policy (ISM07 - Patch and Vulnerability Management)[41] was issued in 2024 which defines the security objectives within the operating processes of systems and services. This policy addresses vulnerability management and patch management through the definition of periodicity, methods, constraints and responsibilities of the vulnerability detection and software update phases.

The Security Baseline for Mobile Device Management has also been published, as an annex to the [ISM04 Group IT Infrastructure Security Policy], with the aim of defining an adequate level of protection of Company Information processed through Mobile Devices. In particular, the Security Baseline for Mobile Devices considers the growing need of personnel to access Company Information on the move even using their own terminals (so-called Bring Your Own Device, in short "BYOD").

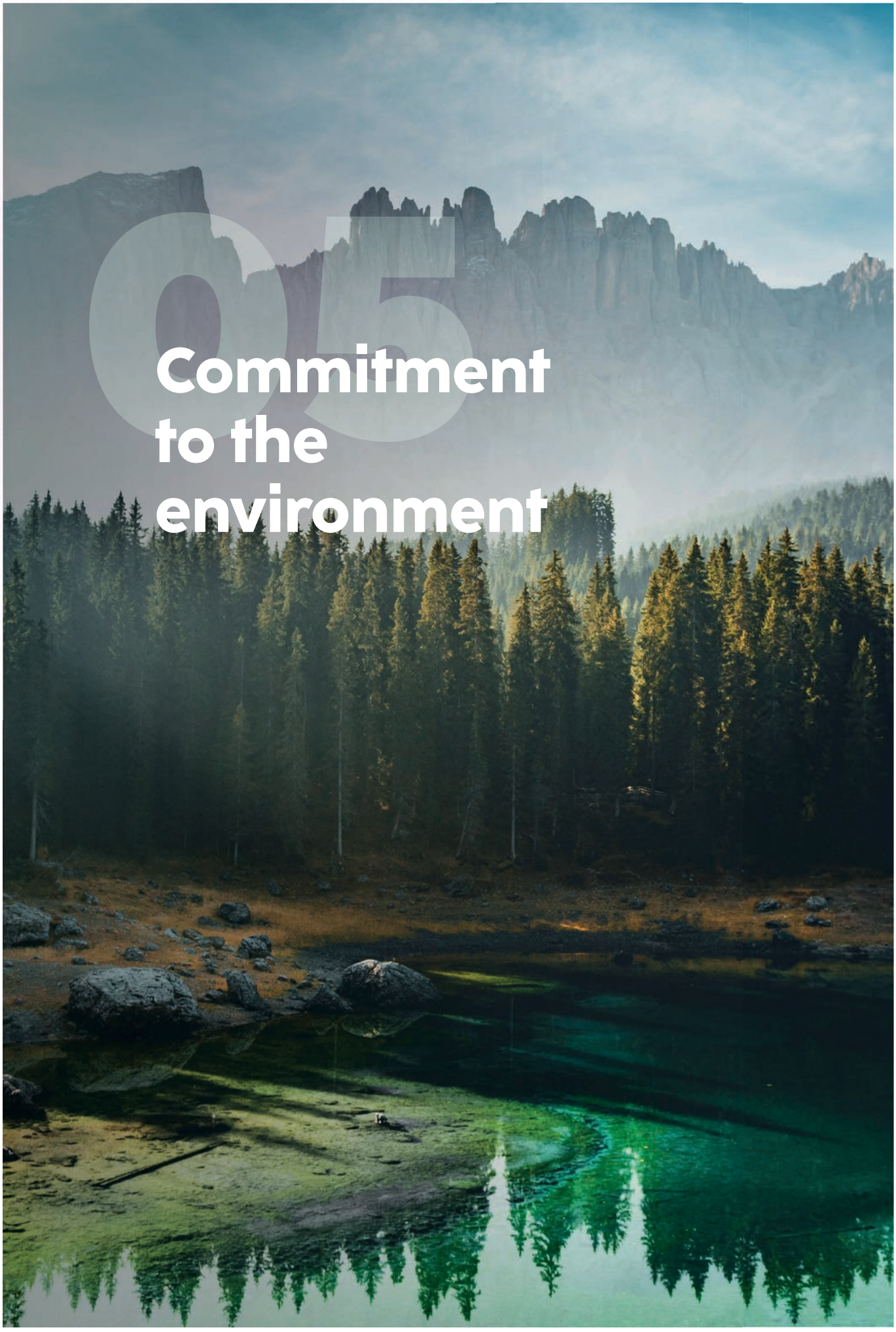
Finally, in 2024 Engineering conducted a training plan including:

- Engineering's Business Continuity Management System, delivered to all staff after hiring;
- a mandatory CyberSecurity course for all staff after hiring;
- specific cybersecurity courses delivered during onboarding sessions for new hires;
- continuous training activities carried out through periodic assignment of short courses based on cybersecurity scenarios and phishing exercises, followed by reinforcement courses for those who fail the exercises;
- continued information and awareness-raising activities, through regular releases on emerging threats and best practices for maintaining a safe workplace.

At the end of 2024, 92% of employees in Italy benefited from cybersecurity training sessions, a sharp increase compared to 2023, due to a massive awareness campaign.

In addition, in 2024, 51,262 alerts and 924 user reports were collected and analyzed, of which 2,683 were considered malicious and investigated by issuing 15,424 tickets.

[41] Applicable to all the activities managed by the Group directly or through third parties, on own infrastructures, on private or public clouds also in the behalf of clients.



05 Commitment to the environment

Highlights

Total energy consumption
143,607 GJ
(-10% compared to 2023)

Greenhouse gas emissions (Scope 1 + Scope 2 Market-Based)
5,847 tCO2e
(-27% compared to 2023)

Data center PUE
1.47 Pont Saint-Martin; 1.50 Vicenza; 2.49 Turin

kWh total consumption of electricity from renewable sources
97%[42]

Emissions Monitoring Certification
ISO 14064-1:2018
(renewed in october 2024)

Environmental Targets
The Pont-Saint-Martin Data Center electricity consumption reduction target was reached
(target verified by third party)

In the current context, in which the protection of the environment represents one of the most complex global challenges, an overall redesign of operating strategies in every sector of the economy, including that in which Engineering operates, becomes a top priority. The intervention strategies adopted by the company with respect to material topics include reducing energy consumption at the data centers and in offices, improving the company vehicle fleet and managing waste responsibly.

In this scenario, the Group is committed to allocating adequate human and financial resources to the full implementation and disclosure of its environmental policy, as well as the achievement of the targets and programs necessary to apply it. This policy lists the activities that may have the greatest impact on the environment, which are continuously monitored to identify possible improvement actions. 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 rapidly on the basis of the assigned degree of significance.

In order to structure policies and procedures and assign roles and responsibilities, for some time now an environmental management system has been implemented, which is certified in accordance with the ISO 14001 international standard and covers our Italian offices in Rome, Pont-Saint-Martin, Vicenza, Naples and Palermo and all the companies operating there[43].

This standard aims to promote and continuously improve environmental aspects in the company and encourages legislative compliance, environmental communication and the engagement of the parties concerned, making a making a significant contribution to environmental sustainability.

[42] The percentage refers to the global perimeter. In Italy, 100% of electricity consumption comes from renewable sources thanks to the purchase of Guarantees of Origin.
[43] Engineering Ingegneria Informatica S.p.A, Municipia S.p.A., Engineering D.HUB S.p.A., Nexen S.p.A., Livebox S.r.l., Cybertech S.r.l..

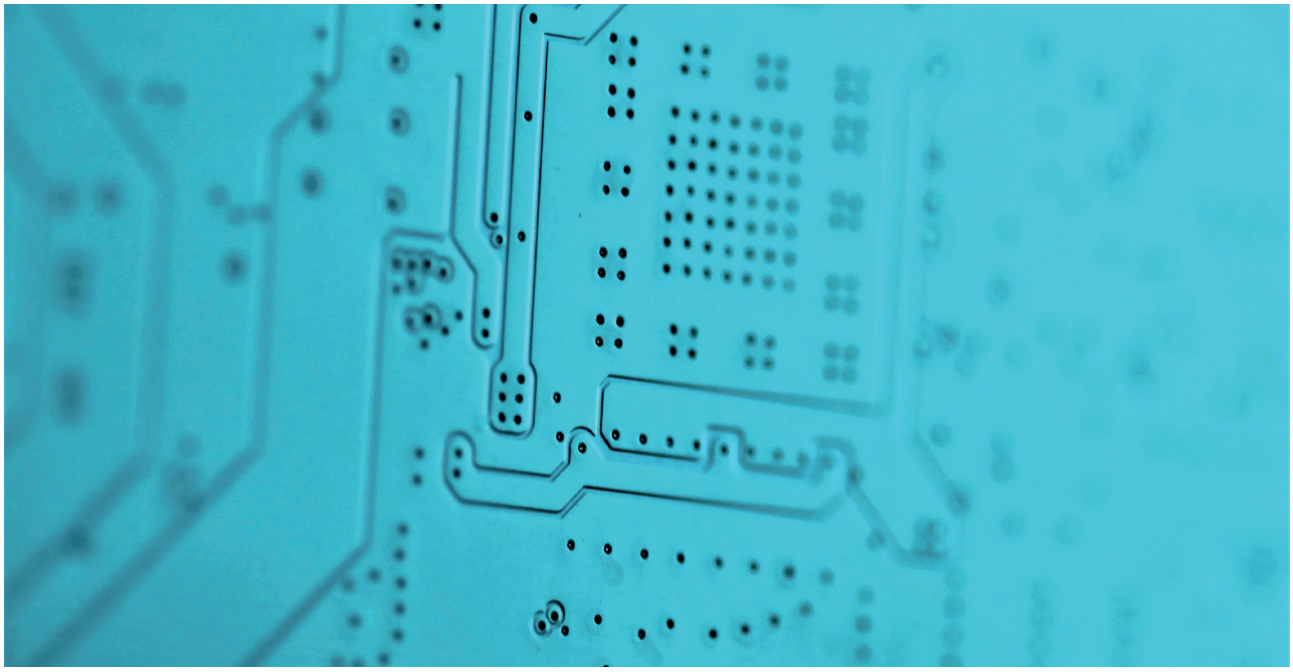
Energy consumption efficiency

GRI 302-1

Given the nature of Engineering's services, the company's environmental impact is primarily due to the activities of the data center (Pont-Saint-Martin, Turin and Vicenza) and the more than 80 Group's offices. Therefore, this impact derives from urban utilities, which result in electricity consumption for lighting and cooling and natural gas consumption for heating offices, in addition to electricity consumption for the management and storage of a huge quantity of data at the Group's data center and the charging of electric and plug-in cars.

Particularly regarding consumption at its offices, Engineering has decisively embarked upon a path towards energy efficiency for its offices, based on a careful energy optimization strategy. One of the main measures adopted as of July 2023 called for the closure of all offices in Italy every Friday (while still guaranteeing access to limited sections of the buildings for operational needs) alongside the application of specific rules surrounding the use of lighting systems. These rules will continue to be applied and, where the systems allow it (presence of building automation systems), a punctual setting and control of the environmental set points will be implemented, in terms of temperature and relative humidity, aimed at minimizing energy consumption, always in compliance with regulatory requirements.

A significant initiative undertaken at the Palermo office, as a result of collaboration with the EsCo company of MUNICIPIA. During 2023 a re-lamping action was carried out to replace internal lighting with LED technology. This pilot project brought significant results in terms of reducing energy consumption, confirmed by documentation that shows a schematized comparison between consumption prior to and after the activation of the initiative. The company is evaluating additional collaborations with the Municipia EsCo, to extend similar interventions to other offices as well.



Amongst the initiatives intended to boost energy efficiency, the Group has also decided to launch an energy monitoring system that directly checks meters. The planning and study activity was conducted in 2023 and in 2024 started the roll-out at the offices in Rome, Turin and Pont-Saint-Martin, guaranteeing accurate energy consumption monitoring.

The Rome office, which hosts roughly 20% of the Group's employees, has obtained the LEED certification developed by the U.S. Green Building Council (USGBC), which is awarded to buildings that offer 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. In 2022 this certification was also obtained at Gold level for the Milan office.

The Company started the feasibility study for the installation of photovoltaic systems, to reduce electricity procurement from the grid while also boosting the share of electricity deriving from renewable sources. In May and October 2024, the photovoltaic systems at the offices of Rome and Milan have been activated. When fully operational, they will allow for self-production of about 95 MWh/year, with a consequent reduction in electricity consumption of the two sites estimated at between 2 and 3% per year.

In July 2024, the new integrated HSE policy was issued. All the direct and indirect environmental aspects related to the company's operating processes were assessed, of which the main direct aspects/impacts whose significance is monitored annually are: (i) GHG emissions, (ii) emissions into the atmosphere other than greenhouse gases, (iii) waste production and (iv) consumption of non-renewable resources.

With reference to these aspects, and more generally to environmental protection, the Governance of Engineering Group undertakes to:

- limit polluting emissions into the atmosphere by systematically monitoring all possible contamination of gaseous or otherwise climate-altering substances through the implementation of certified management systems and commitments relating to the sustainability mobility, in accordance with the provisions of the Sustainability Plan;
- reduce and optimize the consumption of renewable and non-renewable resources, including through Sustainable Procurement processes, in accordance with the provisions of the Sustainability Plan;
- reduce the production of waste (especially WEEE) and increase recycling activities: design, produce, store, transport, use and send for proper disposal waste deriving from production activities to protect the environment as well as the health and safety of people;
- adopt technological processes that offer lower environmental impacts, or increase environmental sustainability by paying attention to environmental elements through the inclusion of the product life cycle analysis already in the design phase (LCA);
- manage water resources in a rational way through a conscious use of urban consumption and full attention to all the constraints that protect natural water resources;
- devote the utmost attention to the ordinary preventive maintenance of all plants / machinery / equipment, thus allowing them to be kept at maximum efficiency, and optimize extraordinary maintenance interventions by reducing their impact on the ecosystem.

Data center, energy sustainability models

The Group's data centers manage essential information technology infrastructure so that all offices can carry out their activities remotely, thus guaranteeing the quality of the services offered to customers. The priorities in the careful and responsible management of the environmental impact of the data center are the disposal of electronic waste and efficiency gains in the consumption of energy used to run IT devices, cooling equipment and ventilation and electricity distribution systems. This attention is demonstrated by the constant commitment and direct investments to achieve levels of 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 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. Confirming the excellent level of efficiency, over the following two years the Pont-Saint-Martin Data Center further reduced its PUE (Power Usage Effectiveness, the parameter that measures energy sustainability), with a continuous and progressive downward compared to 2022 and confirming at 1,47 in 2024, following the completion of the hydronic project.

Furthermore, in 2023 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 is the recovery of part of the heat present in the water in the return circuit, which is used for heating the offices. Indeed, this led to the complete shutdown of the gas heating system, thus eliminating methane consumption during the year.

Considering its commitment to sustainability, the Group already started linking its financial strategy to ESG performance also through cutting-edge financial instruments structured together with leading financial institutions.

In particular, the project energy efficiency project at the Pont-Saint-Martin is subject to annual assessment by an independent third party to verify the achievement of a target of a 5% average annual reduction in energy consumption over the 2021-2024 period. Achievement of the target entails access to more advantageous economic conditions for Engineering advantageous economic conditions under these financial instruments.

Vicenza: The Free Cooling System

Also in 2024, the Vicenza data center maintained a high level of energy efficiency thanks to the efficiency boosting activities initiated in the previous reporting year relating to the electricity, cooling and network circuits, recording a PUE of 1.50. At the same time, it retained significant system reliability, thanks to low environmental impact solutions and structural adaptations, such as the separation of interior rooms from the outside 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.

Continuing with the efficiency boosting strategy in 2023, a significant replacement of air-water refrigeration units with a high efficiency Free Cooling system was completed. This initiative fully eliminated water consumption and significantly reduced electricity consumption compared to the water-based systems used previously. The completion of this project is a considerable achievement for the data center's environmental sustainability. Although the project has been completed, Engineering will continue to monitor electricity consumption to specifically establish the extent of the energy efficiency improvement provided by the new cooling system. This will make it possible to consolidate the commitment to reducing the environmental impact and optimizing resources, offering customers increasingly sustainable solutions.

Combating climate change in processes

Climate change represents a serious threat for human beings, ecosystems and biodiversity. A slow global response could have considerable negative consequences for companies, consumers, and the general public. In this context, companies can play a significant role, as they are called upon to rapidly establish decarbonization plans or intensify them, while also adopting climate change adaptation measures.

In this regard, for the third consecutive year the Group obtained ISO 14064-1:2018 certification relating to its monitoring of greenhouse gas emissions for the group's Italian companies[44]. Aside from providing international guidelines for quantifying the greenhouse gas emissions of businesses, this certification is useful for verifying the approaches used to report on them and calculation methods.

Engineering has also decided to embark upon a sustainability process aimed at mitigating its environmental impacts, with a specific focus on the fight against climate change. During 2024, the company promoted projects and initiatives, continuing with the long-term commitment to sustainability that characterizes the Group's activities and objectives.

[44] Engineering Ingegneria Informatica S.p.A., Municipia S.p.A, Engineering D.HUB S.p.A., Nexen S.p.A., Livebox S.r.l., Cybertech.

Alignment of the carbon footprint calculation methodology with the SBTi framework

In 2023, the Group's emissions calculation methodology was updated in order to align the inventory with the requirements of the GHG Protocol and the SBTi, to define the proper baseline to set 2030 reduction targets. In this update, the Group's carbon footprint calculation was extended, by:

- including the entire global scope of the Group's companies and the offices in which it operates. To guarantee comprehensive data, accurate consumption data were considered, when available, and estimates were performed for the companies and offices where the utilities are not in the name of Engineering and therefore the specific figure was unavailable. These estimates were based on proxies, such as consumption by headcount;
- including all Scope 3 categories applicable to the Group, so categories 1. Purchase of goods and services, 3. Activities linked to fuels and energy, 4. Upstream transport, 5. Waste production, 6. Business trips and 7. Employee commuting.

The first calculation using this methodology was carried out with reference to 2022, which was selected as the base year for the definition of the 2030 emission reduction targets submitted to SBTi and for the decarbonization plan approved at Group level. Especially as regards the scope of emissions linked to the value chain, the Engineering Group undertakes to constantly refine the coverage, granularity and consistency of the data collected, which is reflected in a constantly improving emission profile.

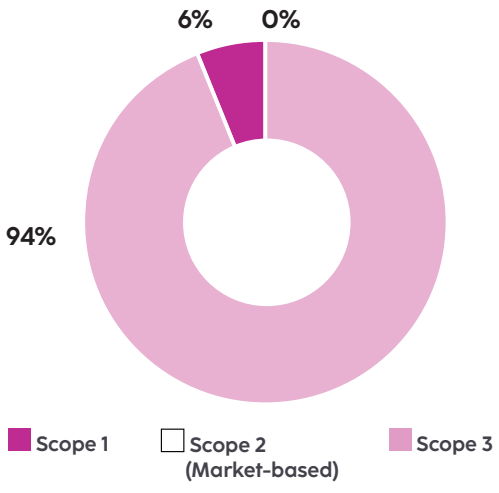
Carbon footprint results

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

Greenhouse gas (GHG) emissions are generated by the Group directly from its operating processes (Scope 1) and indirectly through the procurement of electricity from third parties (Scope 2) and throughout the value chain (Scope 3).

Scope 1 emissions consider all direct emission sources of the Engineering Group and include primarily emissions deriving from the use of company vehicles by employees, the methane gas emissions associated with office heating, emissions of diesel fuel used for emergency generators in data centres and emissions deriving from leaks of refrigerant gases for cooling data centers. Scope 2 emissions reflect the impact of procuring electricity for the offices and data centers and are quantified using both location-based and market-based methodologies: the definition of the group's reduction targets and the decarbonization strategy take market-based emissions as a reference, as they track Engineering's efforts to increase the share of energy procured from renewable sources. For the Engineering Group, Scope 3 emissions represent over 90% of total emissions making them the most material emission source: in particular, the most significant Scope 3 category is the purchase of goods and services, followed by commuting and business trips.

Total Group's GHG emissions



Scope 1 emissions decreased in 2024 compared to 2023 (-7%), following a decline in fuel consumption of the car fleet due to the decrease in cars and the increase in electric/hybrid cars.

Market-based Scope 2 emissions sharply decreased in 2024 compared to 2023 (approx. -80%) thanks to the purchase of Guarantees of Origin for all energy consumption in Italy. Scope 2 emissions according to the location-based methodology are almost constant compared to 2023, although there has been a 10% decrease in electricity consumption. This is attributable to the increase in the Italian location-based emission factor, which increased by 11% compared to 2023.

Scope 3 emissions are up slightly compared to 2023. The emission category linked to the purchase of goods and services accounts for 78% of Scope 3 emissions and increased compared to 2023 due to an increase in expenses to suppliers. Business travel and upstream transport categories have seen a reduction in emissions due to a decrease in travel kilometres and, on the other hand, lower requirements for upstream transport. At the same time, there was an increase in commuting-related emissions since more employees declared to use their cars for commuting compared to the previous year.

The car fleet: more hybrid and more electric

Engineering continues with its improvements in sustainable mobility with initiatives aimed at managing an increasingly lower emission car fleet. In 2024, the replacement of conventional fuel vehicles for business use with electric vehicles took place. In parallel, 9 electric charging stations have been installed at Rome and Milan offices. It is also planned a gradual installation of 52 additional charging stations, starting from the larger offices then moving on to the smaller ones.

Furthermore, the policy governing vehicle use and the types of vehicles available (car list) began being updated and reviewed in 2023. In 2024, the 54% of cars in car list has low emissions (< 60gCO2/km). The new policy provides also, inter alia, an incentive for employees who select electric vehicles. The path to sustainable mobility will continue with the inclusion in the car list of cars with even lower emissions, while ensuring a range of cars with cheaper rates.

Thanks to the target relating to car fleet reduction of consumption and conversion to electric vehicles, NOx and SO2 emissions are also expected to fall by 15% by 2030.

Waste management and circular economy initiative

GRI 306-1; 306-2

Engineering is actively committed to managing waste responsibly, while aiming to reduce wastefulness and environmental impacts through its value chain. Through circular economy initiatives and informed choices, the Company promotes the reuse and recovery of materials, thus contributing to a more sustainable future.

Particularly regarding waste management, the Group is committed to limiting wastefulness and its negative impacts. To mitigate this impact, in its purchasing decisions the Group prioritizes goods and services with better characteristics in terms of materials, consumption and duration, to reduce impacts and promote a reuse approach. One example of this is the transition to a new personal computer supplier, which reduced the volume of packaging used by around 40%, therefore contributing towards decreasing waste production and the space needed for storage. This supplier committed to removing all single-use plastic packaging by the end of 2025, instead using only materials from certified forests, and by 2030 it aims to use fully recyclable packaging and recycled, renewable or responsibly obtained materials.

To reduce the environmental impact to a minimum, all the waste produced is sent to specialized and certified companies for proper material recovery. Through an industrial symbiosis process, represented in the company policy, this waste can be reused in other production sectors. In 2024, more than 110 tons of waste were disposed, of which more than 80% was recycled.

Furthermore, Engineering's commitment to promoting and effectively managing waste electrical and electronic equipment (WEEE) is of fundamental importance. At the center of the project is the proposal not only to limit waste production, but especially to convey waste back into a production cycle by regenerating the material or recovering components or raw materials.

Two operational modes of intervention have been studied and defined:

- the free transfer of obsolete computers to employees;
- the disassembly of WEEE, up to the extraction of the raw material.

In 2024, for example, around 350 laptops were given to employees. From the operational perspective, all company offices present in Italy are considered, and those with reusable hardware are selected. The offices are then categorized based on the types of interventions that may be feasible, and some devices are reconditioned while others are broken down to the raw material level.

For years now, the Technological Infrastructure Services office has been dedicated to repairing damaged computers by replacing components, showcasing how sustainability can translate into tangible financial benefits and circular economy initiatives. Periodic checks were also performed on WEEE systems in the various offices to monitor the effectiveness of the work done. The project is constantly monitored, and new initiatives are always ongoing for improving the efficiency and impact of WEEE management policies.

In collaboration with a company specializing in the disposal and recovery of raw materials, a process of emptying Engineering's warehouses of electrical and electronic equipment is underway. The activity is expected to be completed in 2025, having already planned the disposal of waste in the offices of Rome, Vicenza, Turin, Pont Saint-Martin, Milan, Brescia, Osimo, Padua and Bologna.

Water management

Engineering recognizes that global water scarcity can have significant impacts on socioeconomic systems and, for this reason, considers water a resource to be safeguarded.

The predominant water withdrawal of the Group's data centers is related to the cooling operations of the Pont Saint-Martin data center. Water extracted from the aquifer and accounts for 100% of the groundwater extraction. Groundwater extraction has increased by 45% compared to 2023 following the opening of two new wells. The geothermal cooling system utilizes the water present in the aquifer, characterized by a constant temperature of about 13 degrees, allowing the shutdown of the refrigeration units used to cool the water. A portion of the heat contained in the return water circuit is used for heating the offices, leading to the complete shutdown of the gas heating system. The water used for cooling is then recycled, allowing 100% of the withdrawn water to be made available again. The data center in Vicenza no longer consumes water thanks to the implementation of a Free Cooling system.

The offices consume water provided by third parties. In 2024, the setup for monitoring water consumption started, which will allow progressively more relevant information over time. Actual water data will be collected when accurate data can be obtained from the owners/managers of the buildings. Throughout 2024, actions have also begun to improve water consumption efficiency in the offices; for instance, a replacement program for restroom faucets was undertaken, installing devices equipped with photoelectric cells to minimize water consumption. This initiative will be implemented in all locations where feasible.

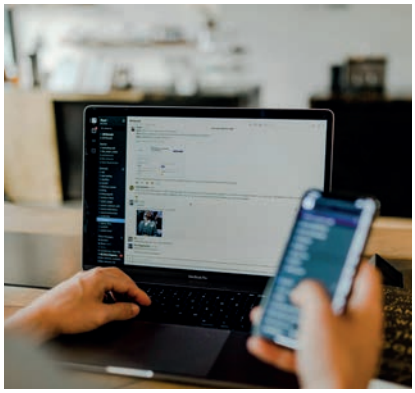
06 Reporting and data

Reporting approach

The 2024 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 2022-2024 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 describe the most significant environmental, social and economic aspects for Engineering's activities, 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 2025;
- Verifiability: Engineering collected and analyzed the data in a manner that ensures that the information can be examined to establish its truthfulness.



Performance tables

PERSONNEL DATA

GRI 2-7; 2-8; 2-30; GRI 401-1; GRI 404-1; GRI 405-1; 405-2

Number of employees by contract type and gender as of December 31	2024				2023				2022			
	Men	Women	Unav.*	Total	Men	Women	Unav.**	Total	Men	Women	Unav.***	Total
ITALY												
Permanent contract	7,928	3,931	0	11,859	8,378	4,013	-	12,391	7,334	3,440	-	10,774
Fixed-term contract	4	6	0	10	34	17	-	51	18	11	-	29
Italy total	**7,932**	**3,937**	**0**	**11,869**	**8,412**	**4,030**	**-**	**12,442**	**7,352**	**3,451**	**-**	**10,803**
ABROAD												
Permanent contract	1,395	553	22	1,970	1,383	518	16	1,917	1,014	354	0	1,368
Fixed-term contract	23	18	0	41	20	9	-	29	6	2	0	8
Unavailable	3	1	0	4	1	1	22	24	0	0	367	367
Abroad Total	**1,421**	**572**	**22**	**2,015**	**1,404**	**528**	**38**	**1,970**	**1,020**	**356**	**367**	**1,743**
GRAND TOTAL	**9,353**	**4,509**	**22**	**13,884**	**9,816**	**4,558**	**38**	**14,412**	**8,372**	**3,807**	**367**	**12,546**

* For 2024 for some employees of the companies Movilitas Cloud Bv, Movilitas Consulting Gmbh, IT-Soft USA Inc. it was not possible to reconstruct the details by gender. For some employees of Be Shaping the future Management Consulting Ltd it was not possible to reconstruct the details by type of contract.
** For 2023, for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu, it was not possible to reconstruct the detail by type and type of contract.
*** For 2022 for employees of the companies Engineering Software Lab D.o.o, Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Cloud Bv, Movilitas France SAS, it was not possible to reconstruct the details by type and type of contract.

Number of employees by type of employment and gender as of December 31	2024				2023				2022			
	Men	Women	Unav.*	Total	Men	Women	Unav.**	Total	Men	Women	Unav.***	Total
ITALY												
Full-time	7,877	3,505	0	11,382	8,347	3,559	-	11,906	7,279	2,988	-	10,267
Part-time	55	432	0	487	65	471	-	536	73	463	-	536
Italy total	**7,932**	**3,937**	**0**	**11,869**	**8,412**	**4,030**	**-**	**12,442**	**7,352**	**3,451**	**-**	**10,803**
ABROAD												
Full-time	1,394	539	22	1,955	1,379	497	16	1,892	994	324	-	1,318
Part-time	27	33	0	60	25	31	-	56	13	29	-	42
Unavailable	0	0	0	0	-	-	22	22	-	-	383	383
Abroad Total	**1,421**	**572**	**22**	**2,015**	**1,404**	**528**	**38**	**1,970**	**1,007**	**353**	**383**	**1,743**
GRAND TOTAL	**9,353**	**4,509**	**22**	**13,884**	**9,816**	**4,558**	**38**	**14,412**	**8,359**	**3,804**	**383**	**12,546**

* For 2024 for some employees of the companies Movilitas Belgium BV, Movilitas Consulting Gmbh, Movilitas Cloud BV, IT-Soft USA Inc. it was not possible to reconstruct details by gender.
** For 2023, it was not possible to reconstruct the details by gender and type of employment for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu.
For 2022 for the employees of the companies Engineering Software Lab D.o.o, Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS, it was not possible to reconstruct the details by gender and type of employment.

Information on other workers **Italy**	Unit of measurement	2024*	2023**	2022**
Workers as of December 31				
Total number of interns	n.	27	18	116
Total number of temporary workers	n.	237	224	228
Seconded workers from companies outside the Group, who work for a Group company	n.	151	145	163
TOTAL	**n.**	**415**	**387**	**507**

* The reporting perimeter includes all Italian companies, including the Be Italia Group.
** The reporting perimeter excludes the following companies: Be Group, Extra Red S.r.l., Industries Excellence., FDL Servizi, net of the number of trainees which also includes the companies Be Shaping the Future Management Consulting S.p.A., Be Shaping the Future Be Digitech Solutions S.p.A and Iquii S.r.l..

Employees covered by a national collective labor agreement**	Unit of measurement	2024	2023	2022*
Workers as of December 31				
Number of employees covered by a national collective labor agreement	n.	12,694	13,470	12,546
Total number of employees	n.	13,884	14,412	12,546
Percentage of employees covered by a national collective labor agreement	**%**	**91.4%**	**93.50%**	**100%**

* The reporting scope for 2022 and 2021 included the Engineering Italia Group, excluding foreign subsidiaries.
** The number and percentage of employees covered by a collective bargaining agreement coincides with the number and percentage of employees covered by formally elected workers' representatives. In particular, in Italy, collective bargaining deals with the following issues: (i) establishment, types, place of performance and changes to the employment relationship, (ii) classification of personnel and particular types of workers, (iii) working hours, (iv) remuneration, (v) health and safety, (vi) absences, permits and protections, (vii) termination of the employment relationship.

Total workforce as of December 31 by geographical area and gender	2024				2023				2022			
	Men	Women	Unav.*	Total	Men	Women	Unav.**	Total	Men	Women	Unav.***	Total
ITALY												
Northern Italy	3,500	1,781	0	5,281	3,800	1,865	-	5,665	3,149	1,547	-	4,696
Central Italy	3,017	1,572	0	4,589	3,194	1,584	-	4,778	2,894	1,419	-	4,313
Southern Italy and Islands	1,415	584	0	1,999	1,418	581	-	1,999	1,309	485	-	1,794
EUROPE												
Albania	77	71	0	148	-	-	18	18	-	-	-	-
Austria	15	7	0	22	31	10	-	41	-	-	-	-
Belgium	9	10	5	24	17	14	-	31	15	18	6	39
France	10	4	0	14	-	-	16	16	3	2	12	17
Germany	206	65	8	279	214	69	-	283	163	65	20	248
Great Britain	43	23	2	68	64	28	-	92	18	5	4	27
Luxembourg	0	0	0	0	-	-	-	-	-	-	-	-
Poland	6	20	0	26	14	19	-	33	-	-	-	-
Czech Republic	0	0	0	0	-	-	-	-	-	-	-	-
Romania	29	53	0	82	35	48	-	83	-	-	-	-
Serbia	198	79	0	277	187	74	-	261	-	-	273	273
Spain	11	4	0	15	13	3	3	19	15	5	-	20
Switzerland	11	4	0	15	30	5	1	36	9	1	-	10
Ukraine	17	10	0	27	12	10	-	22	-	-	-	-
Hungary	4	0	0	4	4	-	-	4	4	-	-	4
AMERICA												
Argentina	6	1	0	7	7	1	-	8	7	1	-	8
Brazil	594	172	0	766	591	198	-	789	645	225	-	870
Mexico	16	2	0	18	15	4	-	19	15	5	-	20
USA	130	25	7	162	132	25	-	157	121	25	11	157
ASIA												
India	39	22	0	61	38	20	-	58	5	4	41	50
Malaysia	0	0	0	0	-	-	-	-	-	-	-	-
GRAND TOTAL	**9,353**	**4,509**	**22**	**13,884**	**9,816**	**4,558**	**38**	**14,412**	**8,372**	**3,807**	**367**	**12,546**

* For 2024, it was not possible to reconstruct details by gender for some employees of the companies Movilitas Belgium BV, Movilitas Consulting Gmbh, Movilitas Cloud BV, IT-Soft USA Inc..
** For 2023, it was not possible to reconstruct the breakdown by gender for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu.
*** For 2022 for the employees of the companies Engineering Software Lab D.o.o, Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS it was not possible to reconstruct details by gender.

Number of employees by age group and gender as of December 31	2024				2023				2022			
	Men	Women	Unav.*	Total	Men	Women	Unav.**	Total	Men	Women	Unav.***	Total
Number of employees												
< 30 years of age	1,644	770	3	2,417	1,848	718	3	2,569	1,415	553	0	1,968
30 - 50 years of age	4,999	2,491	14	7,504	5,227	2,639	12	7,878	4,149	2,057	0	6,206
> 50 years of age	2,695	1,242	5	3,942	2,741	1,201	1	3,943	2,616	1,145	0	3,761
Age unavailable	15	6	0	21	0	0	22	22	0	0	611	611
Percentage of employees												
< 30 years of age	12%	6%	0%	17%	13%	5%	0%	18%	11%	4%	0%	16%
30 - 50 years of age	36%	18%	0%	54%	36%	18%	0%	55%	33%	16%	0%	49%
> 50 years of age	19%	9%	0%	28%	19%	8%	0%	27%	21%	9%	0%	30%
Age unavailable	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	5%
GRAND TOTAL	**67%**	**33%**	**0%**	**100%**	**68%**	**32%**	**0%**	**100%**	**65%**	**30%**	**5%**	**100%**

* For 2024 for some employees of the companies Movilitas Belgium BV, Movilitas Consulting Gmbh , Movilitas Cloud BV, IT-Soft USA Inc. it was not possible to reconstruct the detail by gender. For some employees of the companies Be Shaping The Future Performance, Transf., Digital Gmbh it was not possible to reconstruct details by age.
** For 2023, it was not possible to reconstruct the details by gender and age for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu.
*** For 2022 for employees of the companies Engineering Software Lab D.o.o, Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS, it was not possible to reconstruct details by gender and age.

Number of employees by employee category and gender as of December 31	2024				2023				2022			
	Men	Women	Unav.*	Total	Men	Women	Unav.**	Total	Men	Women	Unav.***	Total
Number of employees												
Executives	386	98	0	484	473	109	-	582	371	74	-	445
Middle managers	1,852	658	2	2,512	2,009	680	2	2,691	1,748	588	-	2,336
Professionals	7,111	3,752	20	10,883	7,311	3,762	14	11,087	6,055	3,093	-	9,148
Blue-collars	4	1	0	5	4	1	-	5	6	-	-	6
Employee category unavailable	0	0	0	0	19	6	22	47	-	-	611	611
Percentage of employees												
Executives	3%	1%	0%	3%	3%	1%	-	4%	3%	1%	-	4%
Middle managers	13%	5%	0%	18%	14%	5%	0%	19%	14%	5%	-	19%
Professionals	51%	27%	0%	78%	51%	26%	0%	77%	48%	25%	-	73%
Blue-collars	0%	0%	0%	0%	0%	0%	-	0%	0%	-	-	0%
Employee category unavailable	0%	0%	0%	0%	0%	0%	0%	0%	-	-	5%	5%
GRAND TOTAL	**67%**	**33%**	**0%**	**100%**	**68%**	**32%**	**0%***	**100%**	**65%**	**30%**	**5%****	**100%**

* For 2024, it was not possible to reconstruct the detail by gender for some employees of the companies Movilitas Belgium BV, Movilitas Consulting Gmbh, Movilitas Cloud BV, IT-Soft USA Inc. For some employees of the companies Be Shaping The Future Performance, Transf., Digital Gmbh it was not possible to reconstruct details by age.
** For 2023, for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu, it was not possible to reconstruct the detail by gender and classification.
*** For 2022 for employees of the companies Engineering Software Lab D.o.o, Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS, it was not possible to reconstruct details by gender and classification.

Number of employees by employee category and age group as of December 31	2024				2023				2022			
	< 30 years	30 – 50 years	> 50 years	Unav.*	< 30 years	30 – 50 years	> 50 years	Unav.**	< 30 years	30 – 50 years	> 50 years	Unav.**
Number of employees												
Executives	0	234	250	0	-	263	319	-	-	147	298	-
Middle managers	13	1,140	1,359	0	22	1,284	1,385	-	11	982	1,343	-
Professionals	2,404	6,129	2,329	21	2,541	6,314	2,232	-	1,957	5,076	2,115	-
Blue-collars	0	1	4	0	-	1	4	-	-	1	5	-
Employee category unavailable	0	0	0	0	6	16	3	22	-	-	-	611
Percentage of employees												
Executives	0%	2%	2%	0%	-	2%	2%	-	-	1%	2%	-
Middle managers	0%	8%	10%	0%	0%	9%	10%	-	0%	8%	11%	-
Professionals	17%	44%	17%	0%	18%	44%	15%	-	16%	40%	17%	-
Blue-collars	0%	0%	0%	0%	-	0%	0%	-	-	0%	0%	-
Employee category unavailable	0%	0%	0%	0%	0%	0%	0%	0%	-	-	-	5%
GRAND TOTAL	**17%**	**54%**	**29%**	**0%**	**18%**	**55%**	**27%**	**0%**	**16%**	**49%**	**30%**	**5%**

* For 2024, it was not possible to reconstruct detaisl by age for some employees of the companies Be Shaping The Future Performance, Transf., Digital Gmbh.
** For 2023, it was not possible to reconstruct the details by age and classification for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu.
***For 2022 for the employees of the companies Engineering Software Lab D.o.o., Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS, it was not possible to reconstruct the detail by age and classification.

Number of employees belonging to the protected categories by employee category and gender as of December 31	2024*	2023*	2022**
Number of employees			
Executives	10	9	n.a.
Middle managers	90	91	n.a.
Professionals	581	591	n.a.
Blue-collars	3	2	n.a.
Employee category unavailable	0	0	525
Total	**684**	**693**	**525**
Percentage of employees			
Executives	0%	0%	n.a.
Middle managers	1%	1%	n.a.
Professionals	4%	4%	n.a.
Blue-collars	0%	0%	n.a.
Employee category unavailable	0%	0%	4%
GRAND TOTAL	**5%**	**5%**	**4%**

* Please note that IT-Soft USA Inc. recognizes the following categories of employees as protected categories, in addition to disabled personnel: people of color, people ≥40 years of age, people of indigenous origin, women on maternity leave, people in immigration status and people with military history.
** For the year 2022, the data relating to employees belonging to protected categories in relation to the Group's foreign perimeter and the breakdown by professional category are not available.

Number of members of the Board of Directors of the Parent Company by age group and gender as of December 31	2024			2023			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number									
< 30 years of age	-	-	-	-	-	-	-	-	-
30 – 50 years of age	2	1	3	1	1	2	2	-	2
50 years of age	8	2	10	9	2	11	11	-	11
Total	**10**	**3**	**13**	**10**	**3**	**13**	**13**	**-**	**13**
Percentage									
< 30 years of age	-	-	-	-	-	-	-	-	-
30 – 50 years of age	15%	8%	23%	8%	8%	15%	15%	-	15%
50 years of age	62%	15%	77%	69%	15%	85%	85%	-	85%
TOTAL	**77%**	**23%**	**100%**	**77%**	**23%**	**100%**	**100%**	**-**	**100%**

Hirings	2024*				2023**				2022***			
	Men	Women	Unav.	Total	Men	Women	Unav.	Total	Men	Women	Unav.	Total
ITALY												
Number												
< 30 years of age	317	198	0	515	766	367	0	1,133	632	266	0	898
30 - 50 years of age	219	106	0	325	947	465	0	1,412	554	225	0	779
> 50 years of age	18	8	0	26	168	73	0	241	95	34	0	129
TOTAL	**554**	**312**	**0**	**866**	**1,881**	**905**	**0**	**2,786**	**1,281**	**525**	**0**	**1,806**
Rate												
< 30 years of age	3%	2%	0%	4%	6%	3%	0%	9%	6%	2%	0%	8%
30 - 50 years of age	2%	1%	0%	3%	8%	4%	0%	11%	5%	2%	0%	7%
> 50 years of age	0%	0%	0%	0%	1%	1%	0%	2%	1%	0%	0%	1%
TOTAL	**5%**	**3%**	**0%**	**7%**	**15%**	**7%**	**0%**	**22%**	**12%**	**5%**	**0%**	**17%**
ABROAD												
Number												
< 30 years of age	153	90	8	251	141	67	0	208	196	57	0	253
30 - 50 years of age	164	53	6	223	321	170	1	492	185	82	0	267
> 50 years of age	26	5	1	32	105	30	0	135	43	0	0	43
Unavailable	10	6	0	16	0	0	22	22	0	0	116	116
TOTAL	**353**	**154**	**15**	**522**	**567**	**267**	**23**	**857**	**424**	**139**	**116**	**679**
Rate												
< 30 years of age	8%	4%	0%	12%	7%	3%	0%	11%	11%	3%	0%	15%
30 - 50 years of age	8%	3%	0%	11%	16%	9%	0%	25%	11%	5%	0%	15%
> 50 years of age	1%	0%	0%	2%	5%	2%	0%	7%	2%	0%	0%	2%
Unavailable	0%	0%	0%	1%	0%	0%	1%	1%	0%	0%	7%	7%
TOTAL	**18%**	**8%**	**1%**	**26%**	**29%**	**14%**	**1%**	**44%**	**24%**	**8%**	**7%**	**39%**

* For 2024, employees of Engineering Software Lab D.o.o., BW are partially missing gender data, and Be Shaping The Future Performance, Transf., Digital Gmbh is partially missing age data.

** For 2023, for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu, it was only possible to reconstruct the overall figure relating to the total number of employees hired, but not the detailed figure with the specification of gender and age group to which they belong.

*** For 2022, for the employees of the companies Engineering Software Lab D.o.o., Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS, it was only possible to reconstruct the overall figure relating to the total number of employees hired, but not the detailed data with the specification of gender and age group.

Terminations	2024*				2023**				2022***			
	Men	Women	Unav.	Total	Men	Women	Unav.	Total	Men	Women	Unav.	Total
ITALY												
Number												
< 30 years of age	272	98	0	370	275	99	0	374	173	65	0	238
30 - 50 years of age	436	201	0	637	435	180	0	615	442	146	0	588
> 50 years of age	319	105	0	424	112	46	0	158	169	52	0	221
TOTAL	**1,027**	**404**	**0**	**1,431**	**822**	**325**	**0**	**1,147**	**784**	**263**	**0**	**1,047**
Rate												
< 30 years of age	2%	1%	0%	3%	2%	1%	0%	3%	2%	1%	0%	2%
30 - 50 years of age	4%	2%	0%	5%	3%	1%	0%	5%	4%	1%	0%	5%
> 50 years of age	3%	1%	0%	4%	1%	0%	0%	1%	2%	0%	0%	2%
TOTAL	**9%**	**3%**	**0%**	**12%**	**7%**	**3%**	**0%**	**9%**	**7%**	**2%**	**0%**	**10%**
ABROAD												
Number												
< 30 years of age	78	22	11	111	83	33	1	117	103	28	0	131
30 - 50 years of age	189	87	28	304	182	101	0	283	140	51	0	191
> 50 years of age	67	10	3	80	39	10	0	49	43	7	0	50
Unavailable	0	1	0	1	0	0	0	0	0	0	87	87
TOTAL	**334**	**120**	**42**	**496**	**304**	**144**	**1***	**449**	**286**	**86**	**87****	**459**
Rate												
< 30 years of age	4%	1%	1%	6%	4%	2%	0%	6%	6%	2%	0%	8%
30 - 50 years of age	9%	4%	1%	15%	9%	5%	0%	14%	8%	3%	0%	11%
> 50 years of age	3%	0%	0%	4%	2%	1%	0%	2%	2%	0%	0%	3%
Unavailable	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%	5%
TOTAL	**17%**	**6%**	**2%**	**25%**	**15%**	**7%**	**0%**	**23%**	**16%**	**5%**	**5%**	**26%**

* For 2024, for the employees of the companies Movilitas India LLP, Movilitas Consulting Gmbh, Movilitas France SAS, Movilitas Consulting Uk Ltd, IT-Soft USA Inc., Engineering Software Lab D.o.o., BW Digitronik A.g., it was possible to reconstruct the overall figure for the total number of terminated employees by age group, but not the detailed data by gender. For a termination in Be Shaping The Future Performance, Transf., Digital Gmbh, it was not possible to reconstruct details by age group.

** For 2023, for employees of the companies Crispy Bacon Shpk, Payments and Business Advisors S.L. (Paystrat), Be Shaping The Future A.g. and Industries Excellence Sasu, it was only possible to reconstruct the overall figure relating to the total number of terminated employees, but not the detailed data with the specification of gender and age group.

*** For 2022, for the employees of the companies Engineering Software Lab D.o.o., Engineering ITS AG, IT-Soft USA Inc., Industries Excellence India Llp, Industries Excellence Ltd, Movilitas Consulting Gmbh, Movilitas Belgium, Movilitas France SAS, it was only possible to reconstruct the overall figure relating to the total number of terminated employees, but not the detailed data with the specification of gender and age group to which they belong.

For the calculation of the rates, the denominator of the ratio was the total number of employees as at 31.12 of the respective years and geographical areas.

Average hours of training per year per capita	2024*	2023**	2022
By employee category			
Executives	6.2	9.1	n.a.
Middle managers	9.9	17.9	n.a.
Professionals	15.0	21.4	n.a.
Blue-collars	0	1	n.a.
Employee category***	n.a.	n.a.	n.a.
By gender			
Women	14.8	23.1	n.a.
Men	13.2	23.2	n.a.
Gender unavailable****	n.a.	n.a.	n.a.
TOTAL	**16.2**	**23.2**	**24.4**

The data are the result of the ratio between the total number of hours of training provided to employees and, depending on the reference KPI, the total number of employees, the total number of male and female employees, the total number of employees belonging to a specific professional category. For 2022, the breakdown by professional category and gender is not available.

* The data refer exclusively to the Italian perimeter, excluding Be Management Consulting S.p.A., Crispy Bacon S.r.l., Industries Excellence S.p.A., Synapsy S.r.l., Quantum Leap S.r.l., Parma Valore Comune S.c.a.r.l., Extra Red S.r.l., C Consulting S.p.A., Atlantic Technologies S.p.A..
** The data refer exclusively to the Italian perimeter of the Engineering Group, excluding the Be Group, Napoli Obiettivo Valore S.r.l., Parma Valore Comune S.c.a.r.l., Extra Red S.r.l., C Consulting S.p.A., Atlantic Technologies S.p.A..
*** For some training participants, it was not possible to associate the professional category, for a total of around 27,100 hours of training in 2024 and 33,000 hours of training in 2023.
For some training participants, gender could not be matched, totalling around 27,000 hours of training in 2024 and 500 hours of training in 2023

Ratio of base salary and remuneration of women compared to men*	2024*	2023**
Base salary		
Executives	95.1%	96.4%
Middle managers	95.2%	94.5%
Professionals	94,.5%	94.3%
Total remuneration		
Executives	89.4%	92.0%
Middle managers	94.8%	94.0%
Professionals	94.5%	94.4%

* Data concern the companies of the Engineering Italia group that fall within the scope of the internal systems currently in use and are as follows: Be Shaping The Future Management Consulting S.p.A., Be Shaping Digitech Solution, Iquii S.r.l., Quantum Leap S.r.l., Synapsy, Atlantic Technologies S.p.A, C Consulting S.p.A., Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Engineering Ingegneria Informatica S.p.A., Livebox S.r.l., Municipia S.p.A., Napoli Obiettivo Valore S.r.l., Nexen S.p.A., Nexera S.p.A., Pragma Management System S.r.l.. For the calculation of the average basic salary, only the RAL of employees was considered (for part-time workers in relation to the percentage of part-time), while for the calculation of the average total salary, the RAL and MBO were considered. For the category of blue-collar workers, it was not possible to calculate the ratio due to the absence of female employees in the perimeter.
** Tracking of these KPIs began in the year 2023, so the 2022 values are not available. The data entered concern the companies of the Engineering Italia group, excluding the Be Group, which fall within the scope of the internal systems currently in use and are as follows: C Consulting S.p.A., Cybertech S.r.l., Digitelematica S.r.l., Engineering D.HUB S.p.A., Engineering Ingegneria Informatica S.p.A., Engineering Sardegna, FDL Servizi, Livebox S.r.l., Municipia S.p.A., Napoli Obiettivo Valore S.r.l. Nexen S.p.A. , Nexera S.p.A., Pragma Management System S.r.l., WebResults. For the calculation of the average basic salary, only the RAL of employees was considered (for part-time workers in relation to the percentage of part-time), while for the calculation of the average total salary, the RAL and MBO were considered. For the category of blue-collar workers, it was not possible to calculate the ratio due to the absence of female employees in the perimeter.

HEALTH AND SAFETY

GRI 403-8; 403-9

Emloyees covered by an occupational health and safety management system*	Unit of measurement	2024	2023	2022
Number and percentage of all employees	n.	13,884	14,412	10,803
covered by such a system	%	100%	100%	100%
Number and percentage of all employees				
employees covered by such a system	n.	9,597	9,248	7,943
that has been internally audited	%	69.1%	64.2%	73.5%
Number and percentage of all employees				
covered by such a system that has been internally	n.	9,942	9,507	7,943
audited or certified by an external party	%	71.6%	66.0%	73.5%
Total number of employees	**n.**	**13,884**	**14,412**	**10,803**

* From 2023, data are collected at global Group level, therefore the values are not comparable with those of the previous two years. The 2022 figures refer to the Engineering Group in Italy.

With regard to employees covered by a system that has been audited or certified by independent third parties, it should be noted that in some foreign countries the public authority is obliged to carry out external health and safety audits, without the obligation of the audited company to carry out preliminary internal audits. Therefore, the value of employees covered by a system that has been audited or certified by an independent third party is higher than the value of employees covered by a system that has been internally audited.

Work-related injuries from January 1 to December 31	Unit of measurement	2024*	2023**	2022***
Hours worked	n.	22.594.871	22.911.319	16.773.042
Total number of recordable work-related				
injuries (including fatalities)	n.	7	12	3
Total number of high-consequence				
work-related injuries	n.	-	-	-
of which number of fatalities	n.	-	-	-
Rate of recordable work-related injuries	no. injuries / 1,000,000 hours worked	0,31	0,52	0,18
Rate of high-consequence work-related injuries	no. injuries / 1,000,000 hours worked	-	-	-
Rate of fatalities	no. deaths / 1,000,000 hours worked	-	-	-

In addition, in 2024 there were 0 cases of occupational diseases.

* In 2024, data are collected at global Group level, excluding the companies Extra Red S.r.l., C. Consulting S.p.A., Industries Excellence S.p.A., Nexera S.p.A. and ENGX s.r.l.
** In 2023, data are collected at global Group level, excluding the companies Crispy Bacon Shpk, Atlantic Technologies S.p.A., Extra Red S.r.l., C. Consulting S.p.A., FDL Servizi Srl, Industries Excellence S.p.A. and Nexera S.p.A, therefore the values are not comparable with those of the previous two years. It should be noted that, however, the increase in the number of accidents in 2023, compared to those recorded in 2022, is linked to an improvement in the internal data collection process.
*** The data for the year 2022 refer to the Engineering Group in Italy (Engineering Ingegneria Informatica S.p.A., Engineering D.HUB S.p.A, Municipia S.p.A., WebResults, Nexen, Engineering Sardegna, Digitelematica S.r.l., Livebox S.r.l.).
Covid-19 injuries are not included in the accident statistics. In addition, until 31/08/2022, remote work was favored with a percentage of 100% due to the Covid-19 pandemic. As of September 2022, the presence of workers at the offices can be estimated at about 2 days a week.

ENVIRONMENTAL DATA

WATER

Water withdrawal and discharges	2024	2023	2022
Withdrawals of groundwater* (millions of m^3)	1.26	0.87	0.95
Discharges of industrial wastewater from cooling (millions of m^3)	1.26	0.87	0.95

* Water is withdrawn only for the cooling of the Pont Saint-Martin data center and is not subjected to any industrial process other than the temperature variation; The increase in flow provided by the hydronic pump expansion project has no significant impact on the environment and has received permission from the local authorities. The water return temperature in the Lys stream complies with the provisions of the Valle d'Aosta Region's concession specification

ENERGY CONSUMPTION

GRI 302-1

Data center electricity consumption	2024			2023			2022		
	GWh	GJ	PUE	GWh	GJ	PUE	GWh	GJ	PUE
Pont Saint-Martin	6.29	22,643	1.47	6.66	23,975	1.47	7.02	25,263	1.48
Turin	1.16	4,174	2.49	1.34	4,842	1.84	1.36	4,912	1.84
Vicenza	2.30	8,279	1.50	2.72	9,774	1.56	2.93	10,532	1.82
Assago	-	-	-	-	-	-	0.55	1,962	2.2

Total energy consumption (GJ)	2024	2023*	2022
Offices			
Electricity	19,021	23,427	20,021
Natural gas	6,161	3,824	3,685
LPG	-	212	not available
Fuel oil	-	360	-
Data center			
Electricity	39,965	43,378	47,738
Diesel	-	514	288
Vehicle fleet			
Diesel	49,704	65,467	64,634
Gasoline	27,883	21,676	8,388
Methane	0.1	1	-
Electricity	873	143	-
Total	**143,607**	**159,003**	**144,754**
of which from renewable sources (GJ)	57,747	50,256	60,306
of which from renewable sources (%)	40%	32%	42%

* Since 2023, environmental data have been collected at global Group level, therefore the values are not comparable with 2022. The 2022 figures refer to the Engineering Group in Italy. Energy consumption and the consequent calculation of emissions are partly the result of an estimate based on the number of employees for the sites for which it was not possible to find the precise data.

GREENHOUSE GAS EMISSIONS

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

Emissions category – tCO2e		2024	2023	2022*
Scopo 1		**5,536**	**5,950**	**6,386**
Scopo 2**	**Location-based methodology**	**5,248**	**5,206**	**5,523**
	Market-based methodology	**311**	**2,066**	**4,026**
Scopo 3	**Scopo 3 total**	**97,976**	**96,188**	**76,066**
	Cat. 1 - Purchase of goods and services	76,409	75,299	56,497
	Cat. 3 - Fuel- and energy-related activities	2,652	2,792	2,786
	Cat. 4 - Upstream transportation and distribution	419	1,069	661
	Cat. 5 - Waste generated in operations	178	146	321
	Cat. 6 - Business travel	3,167	3,557	2,155
	Cat. 7 - Employee commuting***	15,151	13,324	13,646
Total emissions (Location-based)		**108,760**	**107,343**	**87,975**
Total emissions (Market-based)		**103,823**	**104,203**	**86,478**
Biogenic emissions****		317	315	228

* Since 2022, data on greenhouse gas emissions have been collected at global Group level

** The location-based methodology considers the emission intensity of emissions from the network of the geographies where energy consumption takes place (i.e. an average emission factor of the country is applied). The market-based methodology considers the emissions of the type of electricity that the company has chosen to purchase: emissions are obtained by setting the share of electricity purchased from renewable sources certified by Guarantee of Origin to zero emissions and multiplying the share of electricity purchased from non-renewable sources by the emission factor that refers to the national residual mix.

*** Scope 3 category 7 also includes emissions associated with Group's sites without an office (i.e. employees work 100% of the time from home). These emissions represent 239, 130 and 80 tCO2e respectively for 2024, 2023 and 2022 and are not included in the baseline of the targets presented to SBTi as they are excluded.

**** Biogenic emissions are CO_2 emissions from the combustion of biofuels. In Engineering's emission profile, they are associated with the average share of biofuels contained in the fuel mix consumed by the vehicle fleet. Biogenic emissions are included in the Scope 1 and Scope 2 baseline submitted to SBTi.

ATMOSPHERIC EMISSIONS OF POLLUTANTS (kg)*

GRI 305-7

Atmospheric emissions of pollutants (kg)*	2024		2023	
	NO_x	SO_2	NO_x	SO_2
Vehicle fleet				
Diesel	10,693	16	13,739	21
Gasoline	1,193	6	1,056	5
Methane	-	-	-	-
Total	**11,886**	**22**	**14,795**	**26**

* The monitoring of these KPIs began in the year 2023 and will take place on an annual basis, therefore the 2022 values are not available

WASTE

GRI 306-3

Waste disposed (t)*	2024*				2023**				2022***			
	In landfill	Recycled	Fuel to generate energy	Total	In landfill	Recycled	Fuel to generate energy	Total	In landfill	Recycled	Fuel to generate energy	Total
Non-hazardous												
Used Toner Cartridges - EER 080318	-	-	-	0.0	-	1	-	1	Unavailable	Unavailable	Unavailable	-
Paper and cardboard packaging - EER 150101	0.0	13.8	-	13.8	-	13.3	-	13.3	Unavailable	Unavailable	Unavailable	9.9
Plastic packaging - EER 150102	0.3	5.6	-	5.9	-	7.3	-	7.3	Unavailable	Unavailable	Unavailable	4.9
Metal packaging - EER 150104	-	0.2	-	0.2	-	-	-	0	Unavailable	Unavailable	Unavailable	-
Mixed packaging (e.g.. wooden crates) - EER 150106	0.1	33.7	-	33.8	0.1	22.6	5.2	28	Unavailable	Unavailable	Unavailable	14.2
Glass Packaging - EER 150107	-	0.3	-	0.3	-	0.2	-	0.2	Unavailable	Unavailable	Unavailable	-
Decommissioned equipment - EER 160214	2.6	0.1	-	2.7	-	1.3	-	1.3	Unavailable	Unavailable	Unavailable	1
Components removed from end-of-life equipment - EER 160216	0.2	-	-	0.2	-	-	-	-	Unavailable	Unavailable	Unavailable	-
Inorganic wastes- EER 160304	1.7	1.4	-	3.1	0.5	1.4	0.2	2.1	Unavailable	Unavailable	Unavailable	0.2
Wood - EER 170201	0	0.6	-	0.6	-	4.3	-	4.3	Unavailable	Unavailable	Unavailable	-
Glass - EER 170202	-	0.1		0.1	0	0	0	4.3	Unavailable	Unavailable	Unavailable	-
Iron and Steel - EER 170405	-	0.4	-	0.4	-	2.4	-	2.4	Unavailable	Unavailable	Unavailable	-
Insulating materials - EER 170604	0	0	-	0.0	-	-	-	-	Unavailable	Unavailable	Unavailable	0.1
Gypsum based building materials - EER 170802	-	-	-	0.0	0.2	-	-	0.2	Unavailable	Unavailable	Unavailable	-
Mixed construction and demolition wastes - EER 170904	0.2	-	-	0.2	-	2.4	-	2.4	Unavailable	Unavailable	Unavailable	0.2
Paper and cardboard - EER 20010	-	12.0	-	12.0	-	13.5	-	13.5	Unavailable	Unavailable	Unavailable	8.2
Plastic - EER 200139	0.0	7.7	-	7.7	-	7.8	-	7.8	Unavailable	Unavailable	Unavailable	0.1
Discarded electrical and electronic equipment - EER 200136	0.5	0.3	-	0.8	0	3.1	-	3.1	Unavailable	Unavailable	Unavailable	0.4
Mixed municipal waste - EER 200301	13.4	0.1	-	13.5	-	8.3	1	9.3	Unavailable	Unavailable	Unavailable	5.1
Septic Tank Sludge - EER 200304	0.1	0.3	-	0.4	18.5	-	-	18.5	Unavailable	Unavailable	Unavailable	-
Bulky waste - EER 200307	0.0	12.3	-	12.3	-	-	-	-	Unavailable	Unavailable	Unavailable	2.1
Materials unusable for consumption or processing - EER 020304	1.2	0.4	-	1.6	1.6	-	-	1.6	Unavailable	Unavailable	Unavailable	0.1
Totale non-hazardous	**20.2**	**89.3**	**0.0**	**109.5**	**20.9**	**89**	**6.4**	**116.3**	Unavailable	Unavailable	Unavailable	**46.5**

Waste disposed (t)*	2024*				2023**				2022***			
	In landfill	Recycled	Fuel to generate energy	Total	In landfill	Recycled	Fuel to generate energy	Total	In landfill	Recycled	Fuel to generate energy	Total
Hazardous												
Discarded equipment containing hazardous components - EER 160213	0.4	-	-	0.4	-	0.4	-	0.4	Unavailable	Unavailable	Unavailable	0.2
Lead Acid Batteries - EER 160601	-	-	-	0.0	-	23.1	-	23.1	Unavailable	Unavailable	Unavailable	-
Other insulation materials containing or consisting of hazardous substances - EER 170603	-	-	-	0.0					Unavailable	Unavailable	Unavailable	0.4
Discarded electrical and electronic Equipment - EER 200135	0.4	-	-	0.4	0	-	-	0	Unavailable	Unavailable	Unavailable	0.3
Total hazardous	**0.8**	**0.0**	**0.0**	**0.8**	**0**	**23.5**	**-**	**23.5**	**Unavailable**	**Unavailable**	**Unavailable**	**0.9**
Total	**21.0**	**89.3**	**0.0**	**110.3**	**20.9**	**112.5**	**6.4**	**139.7**	**Unavailable**	**Unavailable**	**Unavailable**	**47.4**

In 2024, 81% of waste was reused or recycled, so not sent to landfill.

* The scope of the 2024 data excludes the following companies:
· In Italy: C. Consulting S.p.A, Industries Excellence S.p.A, Digitelematica S.r.l., Atlantic Technologies S.p.A.
· Abroad: Engineering Software Lab D.o.o.., Engineering Ingegneria Informatica Spain S.L., Be Shaping the Future Management Consulting SL, IT-Soft USA Inc, Industries Excellence India Llp, Movilitas Cloud Kft, Movilitas Cloud BV, Industries Excellence Ltd, Industries Excellence Gmbh, Naxxos Bv, Industries Excellence Bv, Industries Excellence Sasu, Eng Mexico Informatica S. de R.L., Engineering Do Brasil S.A., Be Ukraine Think, Solve, Execute Llc, Be Shaping The Future A.g., Be Shaping the Future Gmbh, Firstwaters Gmbh, Be Shaping The Future - Performance, Transformation, Digital Gmbh, Crispy Bacon Shpk,
** The scope of the 2023 data excludes the following companies:
· In Italy: C. Consulting S.p.A, Industries Excellence S.p.A, Digitelematica S.r.l., FDL Servizi Srl, Atlantic Technologies S.p.A.
· Abroad: Engineering Software Lab D.o.o., Engineering Ingegneria Informatica Spain S.L., IT-Soft USA Inc, Movilitas Cloud Kft, Movilitas Cloud BV, Industries Excellence Ltd, Industries Excellence Gmbh, Naxxos Bv, Industries Excellence Bv, Industries Excellence Sasu, Atlantic Technologies Europe Ltd, Be Think Solve Execute Ro S.r.l., Be Ukraine Think, Solve, Execute Llc, Be Shaping The Future A.g., Be Shaping the Future Gmbh, Firstwaters Gmbh – Germany, Be Shaping the Future Management Consulting AG, Be Shaping The Future - Performance, Transformation, Digital Gmbh, Crispy Bacon Shpk.
*** The scope to which the 2022 data refer is comparable only to the Group's companies in which there is the management of the lease contract of the offices. In particular, the following were taken into consideration: via Strada 2, Assago (Engineering Ingegneria Informatica S.p.A.); via Marconi 10, Bologna (Engineering Ingegneria Informatica S.p.A.); via Flero 36, Brescia (Engineering Ingegneria Informatica S.p.A.); Viale della Regione Siciliana 7275, Palermo (Engineering D.HUB S.p.A.); viale Carlo Viola 76, Vicenza (Engineering D.HUB S.p.A.); Via Torre degli Agli 48, Florence (Engineering Ingegneria Informatica S.p.A.); Via Roma 4/D, Villorba – Treviso (Engineering Ingegneria Informatica S.p.A.), Via Ugo Bassi 2, Milan (Engineering Ingegneria Informatica S.p.A.); Via Emanuele Gianturco 15, Naples (Engineering Ingegneria Informatica S.p.A.); Corso Stati Uniti 23/C, Padua (Engineering Ingegneria Informatica S.p.A.); Piazzale dell'Agricoltura 24, Rome (Engineering Ingegneria Informatica S.p.A.); Corso Mortara 22 (Turin); Via Terragneta 90, Torre Annunziata – Naples (Engineering Ingegneria Informatica S.p.A.); Via Dino Col 4, Genoa (Municipia S.p.A.). For the year 2022, the details of the waste disposal method are not available.

Methodological note

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

This document represents the twelfth edition of the Engineering Group's Sustainability Report (hereinafter also the "Report"). In particular, from the 2023 financial year, the Financial Statements refer to Engineering Ingegneria Informatica S.p.A. and its Italian and foreign subsidiaries, in line with the scope of consolidation of the Group's Consolidated Financial Statements, excluding companies in the process of liquidation and inactive as at 31.12.2024[45]. It is also specified that the companies ENGX s.r.l., Smart Land Area Saviglianese S.r.l., Smart Land CM Calore Salernitano S.r.l., Smart Land Saronnese S.r.l., Smart Land Sud Ovest Milano S.r.l., In Valmalenco S.B. S.r.l., Be Shaping The Future Czech Republic S.R.O., Be Shaping The Future S.A.R.L., Paystrat Solutions S.L. (Pyngo), Naxxos Bv do not have employees, therefore, although they are included in the reporting scope, they do not make a quantitative contribution to the KPIs.

Any specifications and exceptions to the reporting scope are punctually reported in the relevant sections.

The Report has been prepared in order to describe the results achieved by the Engineering Group in the economic, social and environmental fields, describing the Group's commitment to creating value not only for itself, but also for its stakeholders. The Report has been prepared in accordance 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 indicated in the GRI Content Index.

The reporting frequency is on an annual basis and the contents of this document refer to the 2024 financial year, for the period between 1 January and 31 December, in line with the period reported in the 2024 Consolidated Financial Statements, with some anticipations for the first half of 2025, primarily as regards certain particularly significant initiatives. Where available, data and information relating to previous years are reported for comparative purposes only in order to allow an assessment of the performance of the Group's activities over a longer period of time.

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 carried out 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 section "2.4 The impacts and material topics for Engineering".

The collection of sustainability information and data is based on a defined workflow that concerns the company functions involved in drafting the Sustainability Report through an IT system set up for this purpose. 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 compliance opinion ("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, please contact the Sustainability Team of the Public Affairs, Corporate Communication & Sustainability Department of Engineering Ingegneria Informatica S.p.A:
sustainability@eng.it

[45] The companies in liquidation/ceased are: Engineering Its Gmbh, Atlantic Technologies Europe Ltd, Omnitech It Secur S.L., Omnitech It Gmbh, BW Digitronik A.g., Securetech Nordic A.b., Sicilia e-Servizi Venture S.c.a.r.l.

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	403-2	Hazard identification, risk assessment, and incident investigation	Occupational health and safety	67			
	403-3	Occupational health services	Occupational health and safety	67			
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety	67			
	403-5	Worker training on occupational health and safety	Occupational health and safety	67			
	403-6	Promotion of worker health	Occupational health and safety	67			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Occupational health and safety	67			
	403-8	Workers covered by an occupational health and safety management system	Occupational health and safety Performance tables	67 92			
	403-9	Work-related injuries	Occupational health and safety Performance tables	67 b. 92	Unavailability of the data	The data is not currently available	

GRI Standard	Disclosures		Reference, links and notes	Page	Omissions		
					Requirement	Reasons	Explanation
Material topics							
GRI 404 Training and education 2016	**Workforce Conditions**						
	404-1	Average hours of training per year per employee	The IT & Management Academy Performance tables	66 92			
	404-2	Programs for upgrading employee skills and transition assistance programs	Enhancement, inclusion and attraction of people The IT & Management Academy	57 66			
GRI 3 Material topics 2021	**Equal opportunities**						
	3-3	Management of material topics	Material impacts and topics for Engineering	30			
GRI 405 Diversity and equal opportunities 2016	**405-1**	Diversity of governance bodies and employees	Ownership structure and governance Enhancement, inclusion and attraction of people Performance tables	15 57 92			
	405-2	Ratio of basic salary and remuneration of women to men	Performance tables	92			
GRI 406 Non discrimination 2016	**406-1**	Incidents of discrimination and corrective actions taken	Enhancement, inclusion and attraction of people	57			
GRI 3 Material topics 2021	**Privacy e Cybersecurity**						
	3-3	Management of material topics	Material impacts and topics for Engineering	30			
GRI 418 Customer privacy 2016	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The Privacy Organizational Model ("POM")	73			

Material topics not linked to GRI standards			References, links and notes	Page
Water				
GRI 3 Material topics 2021	**3-3**	Management of material topics	Material impacts and topics for Engineering Water consumption management	30 89
Cultural and social initiatives of the communities				
GRI 3 Material topics 2021	**3-3**	Management of material topics	Material impacts and topics for Engineering Initiatives in support of the community	30 29
End-user health and well-being				
GRI 3 Material topics 2021	**3-3**	Management of material topics	Material impacts and topics for Engineering Technology that enables sustainability	30 22
Responsible marketing and product accessibility				
GRI 3 Material topics 2021	**3-3**	Management of material topics	Material impacts and topics for Engineering Privacy and information security	30 73
Corporate culture				
GRI 3 Material topics 2021	**3-3**	Management of material topics	Material impacts and topics for Engineering Sustainability for Engineering	30 20
Data governance				
GRI 3 Material topics 2021	**3-3**	Management of material topics	Material impacts and topics for Engineering Privacy and information security	30 73

External assurance

GRI 2-5

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INDEPENDENT AUDITOR'S REPORT ON 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 Group (hereinafter "Engineering Group" or "Group") as of December 31, 2024.

Responsibility of the 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 with the "*Global Reporting Initiative Sustainability Reporting Standards*" established by GRI – *Global Reporting Initiative* ("GRI Standards"), as stated in the paragraph "Methodological Note" of 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 also responsible for the definition of Group objectives in relation to the sustainability performance for the identification of the stakeholders and the significant aspects to report.

Auditor's Independence and quality control

We have complied with the independence and other ethical requirements of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* 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 auditing 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.

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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 also "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board (IAASB) for limited assurance engagements. This standard requires that we plan and perform the review to obtain limited assurance whether the Sustainability Report is free from material misstatement. Therefore, the procedures performed are less in extent than for a reasonable assurance engagement conducted in accordance with ISAE 3000 revised and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters that might be identified in a reasonable assurance engagement.

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

Specifically, we carried out the following procedures:

1) analysis of the process relating to the definition of material aspects with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts and to the internal validation of the process results;
2) understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

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

In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company level:

  a) 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;
  b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data;

- for the companies Municipia S.p.A. and Engineering D.HUB S.p.A., which we selected on the basis of their activities, their contribution to the performance indicators at consolidated level and their location, we have obtained evidence on a sample basis about the correct application of the procedures and calculation methods used for the indicators.

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Conclusion

Based on the procedures 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 as of December 31, 2024 is not prepared, in all material aspects, in accordance with GRI Standards, as stated in the paragraph "Methodological note" of the Sustainability Report.

DELOITTE & TOUCHE S.p.A.

Signed by
Gianfranco Recchia
Partner

Rome, Italy
June 18, 2025

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

By the Sustainability Team of the Public Affairs, Corporate Communication & Sustainability Department
Engineering Group

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The preparation of this Sustainability Report was made possible thanks to the contribution of over 60 colleagues of the Group, who participated both in the creation of the qualitative content and in the collection and analysis of quantitative evidence.

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