An evolving ecosystem

WeAreProject Innovation Company

2025 Sustainability Report

WeAreProject was founded through the combination of technological expertise, entrepreneurial vision, and the ability to support companies throughout their digital transformation processes. Over time, this journey has led to the creation of an ecosystem of specialised companies that bring together their expertise, experience and relationships to generate value through innovation.

As the Group continues to grow and consolidate, **sustainability is becoming increasingly integrated into the corporate strategy**: it is not a separate area, but rather a way of guiding decisions, strengthening governance and developing solid relationships with customers, partners, people and local communities.

This Sustainability Report describes the journey of an evolving ecosystem: **a group of companies that grows, innovates and responsibly develops its role in the market and society.**

Project Informatica S.r.l. Unipersonale has prepared this Sustainability Report on a voluntary and consolidated basis, with a reporting scope that includes the following Group companies: Project Informatica S.r.l. Unipersonale, Project Adriatica, 3P Technologies, Converge, Extraordy, Personal Data and Sinthera.

The reporting period runs from **1 January 2025 to 31 December 2025.**

Some companies included in the Group's corporate structure — ATES INFORMATICA, MODENA TRADE, ESPRIME, CONSORZIO STABILE CONSIELTE SC SRL and CUSCUSA WEB & SECURITY SRL — are not included in the ESG reporting scope. Although the Group holds interests in these entities, they do not fall within the management consolidation scope, as the Group does not exercise the operational or financial control over these entities required for their inclusion in the management consolidation scope. Their exclusion is consistent with the operational control principle adopted to define the reporting scope.

GRI 2-1 Organizational details
GRI 2-2 Entities included in the organization's sustainability reporting
ESRS 2 BP-1

Letter to Stakeholders

2025 marks an important milestone for WeAreProject in the journey we began three years ago, when we decided to make sustainability an integral part of our strategy and identity. This was not a formal exercise, but a conscious decision to give tangible expression to our values and our vision for the future.

We have worked to strengthen the foundations of this commitment, placing increasing emphasis on data quality, transparency and our ability to measure our impact. As part of this journey, we worked closely with a strategic partner to customise a platform dedicated to collecting and consolidating ESG data from all the companies within the ecosystem. This strategic step gives us access to a robust, integrated system capable of supporting future growth and reporting with greater accuracy and reliability.

At the same time, we worked on our first three-year sustainability strategic plan for 2025–2027, a concrete and formal commitment that defines objectives, actions and responsibilities shared with our stakeholders.

This enables us to move from a predominantly reporting-based approach to a clear and measurable strategy that guides our decisions and strengthens our accountability.

Our vision of sustainability, however, is not limited to numerical reporting, but aims to generate value with and for people through a network of relationships and everyday choices. This includes our employees, who grow alongside the company and represent its driving force.

It also includes our suppliers and partners, with whom we build increasingly responsible value chains. It includes our customers, who choose us for our ability to transform technology and expertise into practical solutions. And it includes the communities in which we operate, which encourage us to create value beyond the boundaries of our business.

«Sustainability is the most authentic story a company can tell. This Report is how WeAreProject has chosen to tell that story: through numbers, certainly, but above all through the choices that define who we are and how we want to grow together with those around us.»

Valeria Mauri — Marketing & CSR Director, WeAreProject

GRI 2-22 Statement on sustainable development strategy
ESRS 2 SBM-1

Letter to Stakeholders

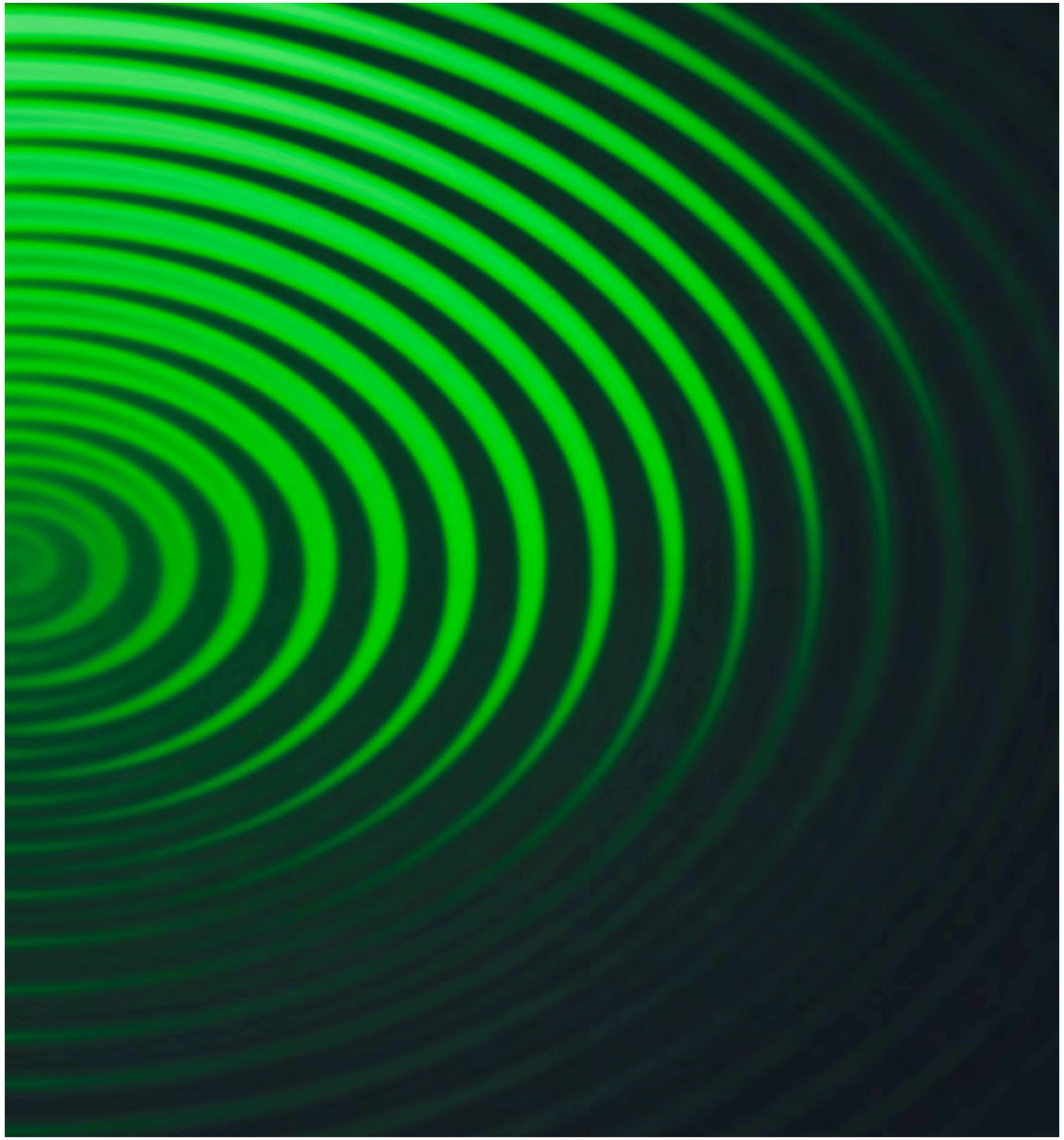
2025 was also a year of growth and consolidation. We strengthened our technology offering, expanded our operational scope and invested in employee training and well-being. We adopted a more systematic approach to local community initiatives, with projects for schools and programmes that bring younger generations closer to the world of innovation.

For us, sustainability means acting consistently with our values and measuring results rigorously, while continuing to listen, improve and innovate. It is not a destination, but an ongoing process involving everyone.

I would like to thank everyone who has contributed to this journey: our people, partners, customers and all the stakeholders who support us and encourage us to grow. Together, we will continue to build a future that generates value for those who work with us and for everyone who interacts within our ecosystem.

Alberto Ghisleni
Founder and CEO
Project - WeAreProject

GRI 2-22 Statement on sustainable development strategy
ESRS 2 SBM-1



How to Navigate the 2025 Sustainability Report

This report has been designed to meet the information needs of different stakeholders. Depending on your interests, you can go directly to the sections that are most relevant to you.

To understand who we are

What you will find: identity, purpose, values, business model and ownership structure

→ Go to: Chapter 1 – Identity and Value Creation

To understand our sustainability strategy

What you will find: corporate strategy, priority topics and ESG objectives

→ Go to: Chapter 2 – Sustainability Strategy and ESG Plan

To learn how we manage sustainability and what we have achieved

What you will find: corporate governance and quality policies, as well as environmental, social and governance initiatives implemented in 2025

→ Go to: Chapter 3 – From Strategy to Results

To find data, figures and methodologies

What you will find: methodological notes, double materiality, GRI indicators and datasets

→ Go to: Chapter 4 – Data, Methodology and Transparency

2025 Highlights

BUSINESS

+510M€
Revenue

37.6M€
EBITDA

+2000
Technical certifications

+7500
Customers

+100
Partnerships

ENVIRONMENT

1,591 tCO_2e
Total emissions

3.0 tCO_2e/M€
Emissions intensity relative to revenue generated

98,125kWh
Energy produced from renewable sources

PEOPLE

726
Total employees

25%
Women

+30,000
Training hours

The Foundations of the Ecosystem

This chapter explores the origins and evolution of WeAreProject, from the establishment of Project Informatica to the development of today’s ecosystem of companies and expertise.

It presents the principles that guide the Group’s strategic decisions, together with its corporate structure and business model. This chapter explains how the integration of technologies, services and expertise enables the Group to support companies throughout their digital transformation processes and create value over time.

WeAreProject
Innovation Company

Corporate Purpose

A synergistic ecosystem of IT expertise supporting the evolution and competitiveness of companies.

MISSION

To support the customer's business evolution through the most innovative, efficient and reliable multi-technology Group on the market.

VISION

The ability to deliver and a wide range of expertise, orchestrated within a coordinated and consistent long-term journey, generate technological innovation. Innovation supported by a managed and proactive service generates business competitiveness.

VALUES

Innovation

We strongly believe in **open and distributed innovation** and in the virtuous flows of knowledge from which effective solutions to real problems emerge. For us, innovation is not only technological, but is also connected to the way services are delivered and proposed, through key partnerships integrated with the customer's organisation.

Expertise

A broad network of companies, know-how, experience and talent provides us with a diverse range of **state-of-the-art expertise**, which we carefully combine to bring our vision to life.

Customer focus

We create and promote within the company a customer-focused culture, viewing the customer as a partner with whom **we work and grow together to achieve mutual satisfaction**, while respecting professional ethics and applicable laws.

Transparency

Our success is based on **transparency and the trust** that our partners have placed in us for more than 35 years, recognising our expertise and valuable assets, as well as our strong Trusted Advisory and management capabilities.

Sustainability

We are committed to **reducing the environmental impact** of our activities and creating a workplace focused on the well-being of the people who experience it. To govern activities and processes in support of the planet, communities and people, we publish a Sustainability Report every year.

Proximity

A large network shortens distances. We remain **close to our partners** and believe that proactivity and initiative are essential to building valuable, long-lasting relationships.

Soundness

Our Innovation Company is built on solid foundations, making it one of the most **highly regarded operators in the ICT market**. Companies find in us a trusted partner capable of supporting them through every change, both today and in the future.

The WeAreProject Ecosystem

WeAreProject is an ecosystem of specialised companies operating in the digital technology and ICT innovation sector. Built around the experience of Project Informatica, the Group has progressively expanded by integrating companies with complementary expertise, with the aim of offering organisations a coordinated range of solutions and services to support digital transformation.

The ecosystem brings together companies with different areas of specialisation — from cybersecurity and managed services to digital workplace, cloud and networking, and solutions based on artificial intelligence. These companies collaborate by combining technical expertise, project experience and relationships with leading international technology partners.

This integration enables WeAreProject to support public- and private-sector organisations throughout their entire technological evolution, providing scalable solutions and highly specialised expertise. The ecosystem is therefore one of the distinctive features of the Group's business model: a network of companies that retain their individual identities while contributing collectively to the creation of value for customers, partners and the market.

WeAreProject ecosystem

3P WeAreProject

CONVERGE WeAreProject

EXTRAORDY La formazione ufficiale Red Hat • WeAreProject

PERSONALDATA WeAreProject

PROJECT WeAreProject

PROJECT ADRIATICA WeAreProject

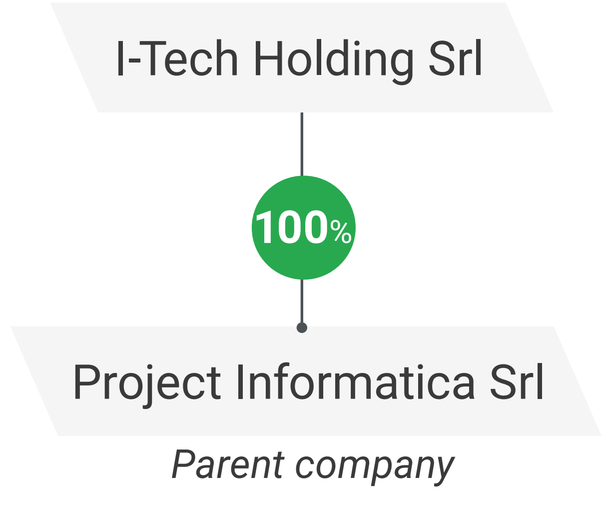
SINTHERA.COM WeAreProject

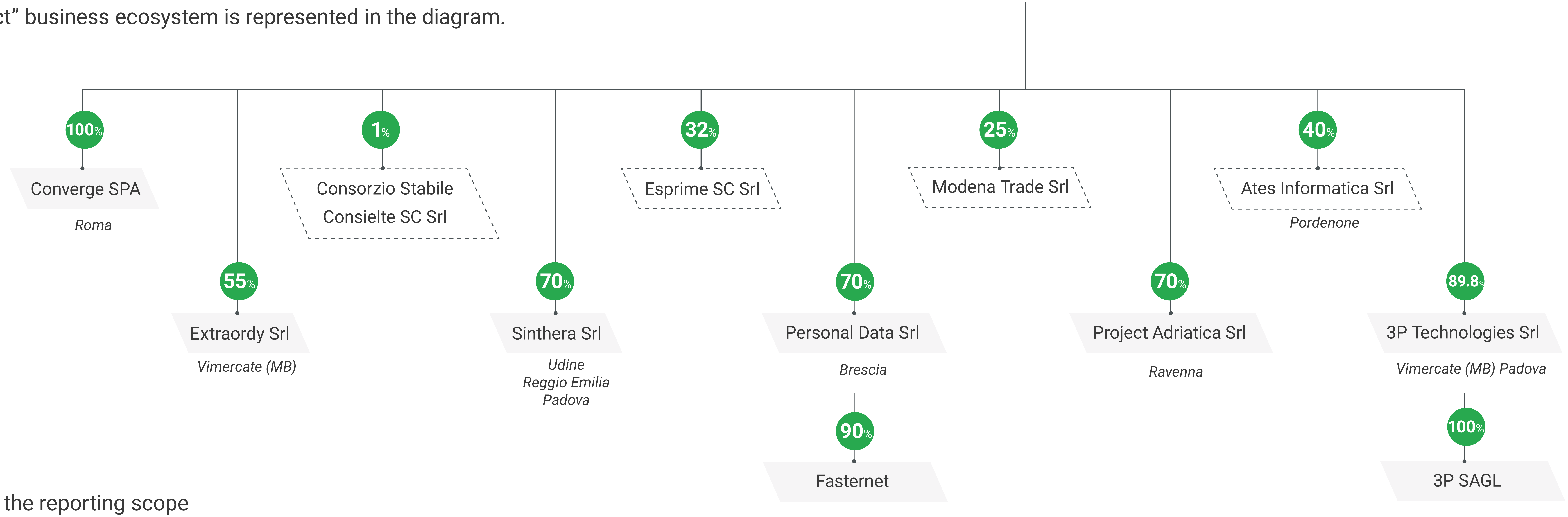
Ownership Structure and Operating Locations

The ownership of Project Informatica S.r.l., the parent company of the ecosystem of businesses known as “WeAreProject”, is held 100% by I-Tech Holding S.r.l.

Project Informatica has its registered office at Via Carlo Cattaneo 6, Stezzano (BG), as well as three additional offices in Cento (FE), Vimercate (MB) and Padova. Project Informatica governs and orchestrates the distinctive areas of specialisation of each company in order to generate technological innovation for businesses.

The “WeAreProject” business ecosystem is represented in the diagram.





------- Outside the reporting scope

GRI 2-1 Organizational details
GRI 2-2 Entities included in the organization’s sustainability reporting
ESRS 2 BP-1

Our Value-Added Solutions

Project Informatica S.r.l. Unipersonale is the parent company of the WeAreProject technology innovation hub, which has been operating in the ICT sector for more than 35 years. Through a path of growth, the Group has built an ecosystem of expertise and technologies.

As a Trusted Advisor, WeAreProject supports companies throughout their digitalisation journey, helping them strengthen their competitiveness, efficiency and security. It does so by interpreting each customer's specific needs and translating them into tailor-made solutions capable of generating tangible impacts from a technological, organisational and strategic perspective.

The offering is structured around key areas that represent the core of our expertise: Cyber Security, Managed Services (SOC and NOC), Digital Workplace, Hybrid Cloud & Networking and Artificial Intelligence. By integrating these specialisations and bringing them together within a coordinated system, the ecosystem orchestrates technological innovation to support the growth and transformation of its customers.

EXTENSIVE MANAGED SERVICES COVERAGE

+125,000
Managed endpoint devices

+43,984
Managed printers

+92,500
Active sensors for equipment monitored through the NOC

100%
SLAs met through the SOC

2.5TB
Logs analysed every day through the SOC

+1,200
Security alerts managed every day through the SOC

+1,000
Additional AI-based correlations every day through the SOC

GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

Economic Value Generated and Distributed

The creation of economic value is an essential part of WeAreProject's responsible growth process. In accordance with GRI Standard 201-1, the Group transparently reports the economic value generated and distributed, showing how the resources produced are redistributed for the benefit of internal and external stakeholders, namely employees, suppliers, public authorities, financial partners and communities.

In 2025, the total economic value generated by the Group amounted to €517.6 million, representing significant growth compared with €409.4 million in 2024, of which 95.3% was distributed to external stakeholders. The largest share consisted of operating costs, amounting to approximately €439.8 million, followed by employee remuneration at €39.3 million, public authorities at €9.5 million in income taxes, and financial partners at €4.3 million. The latter decreased from €6.2 million in 2024, reflecting the progressive reduction in the Group's financial indebtedness. Community investments, through donations, sponsorships and partnerships, amounted to approximately €263 thousand.

The value retained, amounting to approximately €24.4 million, includes depreciation, amortisation and impairment losses of €13.6 million, as well as the consolidated profit for the year of €10.8 million, supporting financial strength and future investments.

This distribution confirms WeAreProject's role as an economic player firmly rooted in the areas in which it operates, capable of generating value not only for itself but also for the entire ecosystem with which it interacts.

These results are accompanied by economic and financial indicators confirming the Group's strength and growth: consolidated revenue of €514.8 million, up 27% compared with the previous year, including the effect of changes in the reporting scope, and a profit for the year that more than tripled to €10.8 million, compared with €3.1 million in 2024. This confirms the significant improvement in the ecosystem's overall profitability.

	2025	
€/000	Amount	%
Economic value generated by the Group (A)	517,606	100%
Economic value distributed (B)	493,168	95.3%
Reclassified operating costs (B1)	439,799	85%
Employee wages and benefits (B2)	39,266	7.6%
Payments to providers of capital (B3)	4,307	0.8%
Payments to governments (B4)	9,534	1.8%
Community investments (B5)	263	0.1%
Economic value retained (A–B)	**24,438**	**4.7%**

GRI 201-1 Direct economic value generated and distributed
ESRS 2 SBM-1

GRI 2-6 Activities, value chain and other business relationships
ESRS 2 SBM-1

Sustainability in the Strategy

Sustainability is now a structural dimension of the Group's strategic decisions. This chapter describes the process that, starting from the double materiality assessment, led to the definition of the ESG Plan and its main objectives.

In 2025, WeAreProject took a further step forward: alongside the environmental, social and governance objectives already identified, the Group introduced its first measurable quantitative and qualitative targets, consolidating an approach focused on continuous improvement and long-term value creation.

Integrating Sustainability into the Corporate Strategy

At a time of evolution and strengthening for the WeAreProject ecosystem, sustainability is taking on an increasingly central role as a tool for understanding and managing growth processes. The Group is going through a period of consolidation of its technological expertise and expansion of its presence in the ICT market, within a rapidly changing competitive environment.

In this context, integrating sustainability into the corporate strategy means **adopting an approach capable of considering, in a coordinated manner, all the dimensions that contribute to value creation**: from industrial and technological decisions to people management, from relationships with customers and partners to the environmental impacts of operations.

Sustainability therefore becomes an enabling factor in supporting the evolution of the ecosystem, offering a holistic perspective that helps guide strategic decisions and build solid foundations for the Group's future development.

A significant step was taken in November 2025 with the formal establishment of the **ESG Committee** by resolution of the Board of Directors: a dedicated body responsible for ensuring that sustainability becomes an integral part of the Group's decision-making processes and governance.

To support this evolution with appropriate management tools, WeAreProject began a process of analysing and prioritising the most relevant sustainability topics.

Through the double materiality assessment, the Group identified the areas on which to focus its ESG commitment, directly linking them to the ecosystem's development strategy.

GRI 2-22 Statement on sustainable development strategy
ESRS 2 SBM-1

From Materiality to Targets: The Evolution of the ESG Plan

During 2025, WeAreProject updated its analysis of Impacts, Risks and Opportunities (IROs) and the related double materiality assessment, in order to examine changes in the internal and external context and confirm the alignment between ESG priorities and the Group's development strategy.

The update confirmed the validity of the assessments carried out during the previous reporting period and the continued relevance of the same material topics as priority areas for attention and management.

Based on this evidence, the work carried out during the year focused on strengthening the ESG Plan through the definition of an initial set of quantitative and qualitative targets associated with the main sustainability objectives.

The process, conducted with the cross-functional involvement of the main corporate departments and under the oversight of the ESG Committee, made it possible to link the Group's commitments to concrete and verifiable goals.

The progressive introduction of measurable indicators and targets represents a fundamental step in the evolution of the ESG journey. It enables the Group to monitor the results achieved more effectively, guide strategic decisions and strengthen its ability to report environmental, social and governance performance transparently.

In this way, sustainability is increasingly evolving from an area of strategic guidance into a management system focused on continuous improvement and long-term value creation.

The methodology adopted for the double materiality assessment, including the materiality matrix and the positioning of individual topics, is described in Chapter 4.

GRI 2-29 Approach to stakeholder engagement
GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics
ESRS 2 SBM-2
ESRS 2 IRO-1

The Evolution of the ESG Plan

The WeAreProject ESG Plan is structured around five material topics, each linked to the relevant United Nations SDGs, strategic objectives and targets established for the 2025–2027 three-year period.

Material topics	SDGs	Objectives	Targets
Climate change mitigation	13 CLIMATE ACTION	**Reducing emissions, powering the future** A concrete commitment to reducing our carbon footprint and contributing to the transition towards a climate-responsible future.	By **2026, define the greenhouse gas emissions baseline** for Scope 1 and Scope 2 and implement an annual monitoring system, progressively extending the scope to **Scope 3 by 2027**.
	7 AFFORDABLE AND CLEAN ENERGY	**Renewables at the core, innovation at the forefront** Adopt a 100% renewable energy model, focusing on operational efficiency, technological innovation and sustainable collaboration with stakeholders and partners.	Ensure that **at least 70% of purchased electricity comes from renewable sources by 2027**, with annual monitoring of energy consumption.
Circular economy	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	**Circular Design, Responsible Innovation** Apply circularity principles to ICT design, creating smart, repairable and upgradable solutions capable of extending product lifecycles and making better use of resources.	Define internal circular eco-design guidelines by 2026 and progressively apply them to at least **50% of software solutions developed by 2028**.
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Towards zero waste: renew the cycle and amplify the impact** Promote the circularity of ICT technologies by reducing disposal in landfills and encouraging the reuse and donation of decommissioned equipment, thereby making use of residual resources and generating social, educational and environmental benefits.	By 2026, implement **an ICT waste traceability system** and introduce structured recovery and reuse practices.

GRI 2-2 Entities included in the organization's sustainability reporting
GRI 3-2 List of material topics
ESRS 2 BP-1
ESRS 2 SBM-3

ENVIRONMENTAL

The Evolution of the ESG Plan

Material topics	SDGs	Objectives	Targets
Our people	4 QUALITY EDUCATION; 5 GENDER EQUALITY; 8 DECENT WORK AND ECONOMIC GROWTH; 10 REDUCED INEQUALITIES	**Giving talent room to grow, valuing diversity** Build a fair and stimulating professional environment where personal growth and respect for differences act as drivers of well-being and innovation	By **2027, ensure a structured training and professional development system**, with annual monitoring of average training hours per capita and participation rates
Sustainable supply chain	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	**Responsible and circular procurement** By integrating ESG criteria into purchasing, we prioritise responsible suppliers, recycled materials and low-impact ICT solutions, reducing emissions and accelerating the transition towards a circular economy.	Integrate ESG criteria into supplier qualification, selection and assessment processes, ensuring numerical coverage of **at least 80% of suppliers classified as core and strategic by 2027.**

GRI 2-2 Entities included in the organization's sustainability reporting
GRI 3-2 List of material topics
ESRS 2 BP-1
ESRS 2 SBM-3

SOCIAL

The Evolution of the ESG Plan

Material topics	SDGs	Objectives	Targets
Business ethics and corporate culture	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS	**Protect every site, safeguard every piece of data** Strengthen cyber resilience, prevent threats and ensure the protection of company and customer data.	By **2027, define and implement a structured information security and data protection management system**, progressively extending it to all Group sites and companies, with annual monitoring of incidents and the preventive measures adopted.
		Integrating sustainability into the strategy Create a robust and shared ESG governance system capable of guiding corporate decisions and generating lasting value for people, customers and communities.	By **2027, define a structured ESG governance model**, with clearly assigned roles and responsibilities, an objective-monitoring system and annual reporting supported by a verifiable ESG rating.
		Acting with integrity Promote an ethical and transparent culture, preventing all forms of active and passive corruption and strengthening the trust of employees, customers and stakeholders.	**By 2027, ensure the involvement of at least 80% of employees** in ESG awareness initiatives through **a minimum of two hours** of dedicated training per person.

GRI 2-2 Entities included in the organization’s sustainability reporting
GRI 3-2 List of material topics
ESRS 2 BP-1
ESRS 2 SBM-3

GOVERNANCE

Governing Sustainability, Generating Results

Strategy gains value when it becomes operational.

This chapter shows how WeAreProject manages its sustainability journey through organisational structures, corporate policies and management systems that ensure consistency and continuity over time.

Beginning with the governance structure, the chapter then reviews the main initiatives and results achieved in 2025 across the environmental, social and governance dimensions of sustainability, describing how strategic commitments are progressively translated into concrete action.

WeAreProject
Innovation Company

An Ecosystem Governed Responsibly

Governing an evolving ecosystem means ensuring that complexity becomes a resource rather than an obstacle. WeAreProject is made up of integrated yet distinct organisations, each with its own specialisations, management systems and history. Bringing this diversity together through consistent processes, clear responsibilities and shared control mechanisms is the essential function of the Group's governance.

Operating as a technology innovation hub alongside public- and private-sector organisations requires reliability in strategic decisions, risk management and transparency towards stakeholders, partners and customers. In this context, integrating ESG principles into governance is not a formal exercise, but the way WeAreProject ensures that sustainability is genuinely embedded in the management of the ecosystem, rather than merely in its reporting.

The previous chapter described how sustainability became part of the Group's strategy, culminating in the formal establishment of the ESG Committee in November 2025. This section begins by explaining the bodies and mechanisms through which that strategy is governed, before reviewing the environmental, social and governance results achieved in 2025.

Governance structure

WeAreProject's governance structure is headed by the parent company Project Informatica S.r.l. Unipersonale, which operates under the management and coordination of I-Tech Holding S.r.l., its sole shareholder.

The administration and control model is structured around three main bodies: the Board of Directors, the Board of Statutory Auditors and the Supervisory Body.

The **Board of Directors**, which has broad powers for ordinary and extraordinary management, is responsible for strategic oversight and decisions of significant economic and financial importance. The procedures for appointing directors are established by I-Tech Holding S.r.l. in its capacity as sole shareholder.

Members	Age	Gender
Alberto Ghisleni (Chair)	62	M
Giuseppe Costa (Executive Director)	67	M
Andrea Cervesato (Director)	40	M
Raffaele Vilfredo Legnani (Director)	55	M
Francesco Prandi (Director)	29	M

GRI 2-9 Governance structure and composition
GRI 2-11 Chair of the highest governance body
GRI 2-12 Role of the highest governance body in overseeing the management of impacts
GRI 2-13 Delegation of responsibility for managing impacts

ESRS 2 GOV-1
ESRS 2 GOV-2

The age distribution shows a balanced generational mix, with professionals possessing consolidated managerial experience working alongside younger contributors with a strong focus on innovation.

It should be noted that the Chair of the Board of Directors also serves as CEO of Project Informatica S.r.l. The Board nevertheless ensures effective dialogue to mitigate potential conflicts of interest, which are governed by precise rules that always prevent personal interests from taking precedence over corporate objectives.

The ESG Committee

In 2025, the Group's governance structure was strengthened through the introduction of a new sustainability-focused body. By resolution of the Board of Directors dated 28 November 2025, the ESG Committee was formally established as a permanent body responsible for overseeing the progress of the sustainability strategy, monitoring the achievement of objectives and ensuring progressive alignment with international reporting standards. The Committee operates with the involvement of management and the main corporate functions, ensuring that ESG matters are integrated into the Group's decision-making processes.

The Board of Statutory Auditors

It is responsible for overseeing several key aspects, including:

a. ensuring compliance with the law and the Articles of Association, as well as adherence to sound management principles, making sure that corporate activities are conducted in accordance with applicable regulations and statutory provisions;

b. assessing the adequacy of the Company's organisational structure, internal control system and administrative and accounting system. This includes analysing the effectiveness of internal processes and verifying the reliability of the accounting system in accurately representing business transactions, thereby ensuring transparency and accuracy in financial and operational reporting.

GRI 2-9 Governance structure and composition
GRI 2-11 Chair of the highest governance body
GRI 2-12 Role of the highest governance body in overseeing the management of impacts
GRI 2-13 Delegation of responsibility for managing impacts

ESRS 2 GOV-1
ESRS 2 GOV-2

Supervisory Body

Members	Age	Gender
Luciana Sara Rovelli	52	F

Established as a single-member body and appointed by the Board of Directors, the Supervisory Body has the authority, in the performance of its duties, to conduct periodic inspections and to access, directly or indirectly and under its supervision and responsibility, information relating to sensitive corporate activities.

This ensures effective monitoring and transparency in the company's operations, helping to promote a culture of compliance and integrity throughout the organisation.

On 30 September 2025, the Board of Directors approved an update to the Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001. The update was required to reflect regulatory amendments and organisational changes introduced since the previous version, dated September 2023.

With the support of the Legal & Compliance Team, the Supervisory Body directly carried out or supervised the following activities:

- periodic and ad hoc management and monitoring of the Reporting Channels, including periodic information flows to the Supervisory Body from Key Officers; monitoring of the email inbox and whistleblowing platform used to receive reports of alleged unlawful conduct, including reports submitted by third parties, in accordance with Italian Legislative Decree 24/2023 implementing EU Directive 2019/1937;
- performance of the audits included in the audit plan. During 2025, audits covered: (i) employee selection, recruitment and management; (ii) monetary and financial flows; and (iii) compliance with occupational health, safety and environmental requirements;
- monitoring of regulatory developments and assessment of their impact on the organisational model;
- presentation to the Board of Directors of the half-yearly reports on the Company's Internal Control System.

Quality Policies

Quality has always been one of the pillars of WeAreProject's identity and represents a distinctive element in its relationships with customers, partners and stakeholders.

Today, the Group is made up of companies with different skills and areas of specialisation, each with its own quality management system: a combination of experience and approaches that is expected to become increasingly consistent and coordinated in the near future.

The path undertaken aims to ensure high and uniform standards across all companies within the ecosystem, while retaining the flexibility needed to recognise and enhance their individual characteristics. The summary table accompanying this section provides an immediate overview of how ISO certifications and ESG assessments are distributed across the different companies, highlighting both the milestones already achieved and the areas requiring further development.

Alongside the most established certifications — such as those relating to ISO standards — the Group also uses voluntary assessments and ratings, including EcoVadis and Open-es, which strengthen its credibility and increase transparency on ESG matters.

Project Informatica's Integrated Policy, approved by the CEO and accessible to employees and stakeholders, provides the common framework underpinning this journey. In the coming years, WeAreProject will work to extend the scope of its certifications further and progressively align procedures, tools and control mechanisms, making compliance with ISO requirements a shared language and a strategic asset for the entire Group.

The control and compliance system provides a guarantee of transparency and reliability, essential elements for long-term sustainable development.

GRI 2-23 Policy commitments
ESRS 2 GOV-4

Sustainability Certifications and Ratings

Company	ISO 9001	ISO 14001	ISO/IEC 27001	ISO 45001	UNI/ PdR 125	SA8000	ISO 37001	ISO/IEC 20000-1	ISO 20400	Other certifications	Model 231	Open-Es	EcoVadis	SynESG
3P	✓		✓		✓					UNI11799	✓			
Converge	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓			
Extraordy														
Personal Data	✓	✓	✓	✓										
Project Adriatica	✓													
Project Informatica	✓	✓	✓	✓	✓			✓			✓	✓	✓	✓
Sinthera	✓	✓	✓							UNI 17799	✓		✓	

Certifications

ESG Certifications

ISO 9001 – Quality
Ensures efficient and controlled business processes, based on continuous improvement and customer satisfaction.

ISO 14001 – Environment
Covers the management of an organisation's environmental impacts, encouraging reductions in consumption, emissions and waste.

ISO/IEC 27001 – Information Security
Protects data and information systems through structured controls and processes designed to prevent security risks and incidents.

ISO 45001 – Occupational Health and Safety
Supports the prevention of occupational injuries and illnesses and the creation of safe working environments.

UNI/PdR 125 – Gender Equality
Certifies the company's commitment to gender equity, inclusion and equal opportunities.

SA8000 – Social Accountability
A standard certifying respect for human and labour rights and promoting ethical practices throughout the supply chain.

ISO 37001 – Anti-bribery
A management system designed to prevent, detect and address bribery and corruption.

ISO/IEC 20000-1 – IT Service Management
Sets out requirements for the delivery of reliable, high-quality IT services, including SLAs and continuous improvement.

ISO 20400 – Sustainable Procurement (Guidelines)
Provides guidance for integrating environmental, social and ethical criteria into procurement processes.

Model 231 – Corporate Administrative Liability
A system for preventing corporate offences and safeguarding legal compliance through a Supervisory Body and structured controls.

EcoVadis – ESG Rating
Assesses companies' environmental, social and ethical sustainability performance, assigning an internationally recognised score.

Open-es – Collaborative ESG Assessment
A platform that helps companies measure and improve their ESG performance, promoting transparency and collaboration throughout the supply chain.

SynESG – Digital ESG Assessment
A platform for measuring, monitoring and communicating ESG performance in accordance with recognised standards.

An Ecosystem That Reduces Its Impact

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

WeAreProject's environmental journey is structured around two priority material topics: climate change mitigation and the circular economy. For each objective, the following pages present the actions planned for 2025, the results achieved and the commitments undertaken for 2026.

Objectives, Results and Commitments

Topic and objective: **Climate change mitigation** ⟶ **Understanding our emissions**

Actions planned for 2025

- Improving the organisational carbon footprint measurement method
- Transitioning the corporate fleet to low-emission vehicles
- Organising lower-impact corporate events

2025 Results

Improvement of the Organisational Carbon Footprint Measurement Method

In recent years, Project Informatica has begun a structured process to progressively understand and measure its climate-related impacts, laying the foundations for an increasingly mature reporting system focused on the responsible management of emissions throughout the value chain.

From 2026, **an automated carbon-footprint calculation system based on an activity-based approach will be implemented**. It will use direct data relating to corporate activities, including consumption, processes and operational flows, replacing aggregate and top-down estimates.

The project involved several corporate functions in mapping emissions sources, making it possible to systematically identify the main sources of greenhouse gases and build an increasingly robust calculation model supported by specific and representative data. **The system will also be subject to external validation in accordance with ISO 14064**, in order to ensure methodological robustness, transparency and reliability. The initiative forms part of a broader strategy aimed at creating a solid knowledge base to support corporate decision-making and promote continuous improvement. This approach will not be limited to direct emissions, or Scope 1, and indirect energy-related emissions, or Scope 2, but will progressively be extended to the value chain. This is a broad, cross-functional project involving all sites included within the organisational boundary and requiring an appropriate period of development and consolidation to ensure high quality standards.

For this reason, the current report represents an intermediate stage of the process: **during the reporting year, only Scope 1 and Scope 2 emissions are included, while Scope 3 will be incorporated once the model has been consolidated and validated**.

This decision makes it possible to prioritise data reliability from the outset and lay the foundations for more comprehensive future reporting, as well as for using the carbon footprint as a genuine management tool supporting decarbonisation objectives.

2025 Results

Transitioning the Corporate Fleet to Low-Emission Vehicles

In 2025, the company took a decisive step forward in the decarbonisation of its fleet, significantly reducing emissions by replacing a number of conventional vehicles with plug-in hybrid and electric models.

The fleet moved from an almost complete reliance on fossil fuels, with conventional vehicles accounting for 67.0% in 2024, towards a composition with an improved environmental impact. In 2025, conventional vehicles accounted for 65.4% of the total, while 36 very-low-emission vehicles — 35 plug-in hybrids and one electric vehicle — were introduced, whereas none had previously been in use.

At the same time, the number of mild hybrid vehicles — although less efficient than plug-in hybrids — was reduced by more than one third. The installation of 10 charging stations made the operation of the new rechargeable vehicles sustainable in practical terms, demonstrating the effectiveness of the planned action.

Lower-Impact Corporate Events

In 2025, WeAreProject intends to consolidate its approach to designing and managing lower-impact corporate events by integrating sustainability criteria throughout all organisational stages. The initiative builds on the Group's experience in measuring and offsetting emissions generated by corporate events through the calculation of their carbon footprint and the neutralisation of residual emissions using certified credits compliant with internationally recognised standards.

The objective is to progressively move towards an event management model that prioritises, wherever possible, actions to prevent and reduce environmental impacts, addressing the main sources of emissions, including participant mobility, energy consumption, materials used, catering and waste management.

To support this journey, the Group will introduce data collection and monitoring tools for emissions associated with physical events, with the aim of enabling more systematic assessment of environmental performance and identifying opportunities for continuous improvement.

2026 Commitments

In 2026, the Group will complete the development of a harmonised and semi-automated carbon-footprint calculation system covering all sites. The system will be based on an activity-based approach and will include Scope 1, Scope 2 and Scope 3 emissions.

Third-party validation in accordance with ISO 14064 will ensure transparency, reliability and comparability of the results. The system will provide the knowledge base required to define an increasingly effective climate strategy and emissions-reduction plan, based on a complete understanding of impacts throughout the value chain. At the same time, the Group will continue renewing its corporate fleet, prioritising electric and plug-in hybrid vehicles, and will begin modernising its commercial vehicle fleet with lower-impact models.

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

Objectives, Results and Commitments

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

Topic and objective: **Climate change mitigation ⟶ Renewables at the core, innovation at the forefront**

Actions planned for 2025

- Progressive migration of digital workloads to data centres powered by renewable energy
- Assessment of the adoption of electricity from renewable sources for all Group sites

2025 Results

Assessment of the migration to sustainable digital infrastructure

During 2025, WeAreProject began an analysis of the Group's digital infrastructure aimed at identifying opportunities to migrate to data centres powered by renewable energy and characterised by high energy efficiency.

The process required an in-depth assessment of the existing architectures, the solutions available on the market and the evolution of the Group's corporate scope.

The assessment provides the basis for the operational decisions that will be taken in 2026.

Launch of the assessment for the adoption of renewable energy at Group sites

At the same time, the Group began assessing the possibility of transitioning its sites to electricity supplied from renewable sources.

The process involved the administrative and facility management functions, with the aim of evaluating contractual conditions, local availability and the operational feasibility of the transition. The assessment is at an advanced stage and will provide the information required to proceed with the first subscriptions during 2026.

2026 Commitments

Complete the assessment process and begin migrating the main digital workloads to infrastructure powered by renewable energy.

Complete the selection process for renewable energy suppliers and begin the first subscriptions for Group sites, in line with the target of covering 70% of purchased electricity with renewable energy by 2027.

Begin purchasing Guarantees of Origin (GOs) to cover an increasing share of the Group's electricity consumption, in order to certify that the energy comes from renewable sources and support the achievement of carbon-footprint reduction objectives.

Objectives, Results and Commitments

Topic and objective: **Circular economy** ⟶ **Circular Design, Responsible Innovation**

Actions planned for 2025

- Launch of an internal discussion to define circular eco-design guidelines for ICT solutions

2025 Results

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

Initial operational guidance for circular design

In 2025, the Group began an internal discussion with its software development and ICT design teams aimed at defining guiding principles for integrating circularity throughout the lifecycle of digital solutions. The work made it possible to map the priority areas for action and gather initial operational guidance on durability, upgradability and disassembly criteria, laying the foundations for the formalisation of the guidelines planned for 2026.

Topic and objective: **Circular economy** → **Towards zero waste: renew the cycle and amplify the impact**

Actions planned for 2025

- Progress towards paperless management of internal document processes
- Strengthening the management practices for decommissioned IT equipment

2025 Results

Progress towards paperless management During 2025, WeAreProject continued its journey towards the progressive elimination of paper from corporate processes. Electronic invoicing is active in all Group companies through a dedicated external provider, with legally compliant digital archiving. The company has eliminated printed order confirmations and is progressively extending digital signatures to its main internal document flows — including approval, administrative and HR processes — across all sites.

Management and reuse of decommissioned IT equipment
In 2025, the Group formalised a shared internal procedure for managing IT equipment at the end of its useful life, with the aim of maximising its potential for reuse before disposal. The procedure defines assessment criteria, recovery channels and active partnerships for the collection and regeneration of devices, strengthening the second-hand sales portal as the preferred channel for giving decommissioned equipment a second life.

2026 Commitments

Formalise the eco-design guidelines and begin progressively applying them to software development.

Complete the digitalisation of approval, administrative and HR workflows at sites that are still undergoing transition.

Launch structured technology donation and reuse initiatives for local organisations, promoting digital inclusion and reducing the amount of electronic waste generated per employee.

SOCIAL

An Ecosystem That Values Its People

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

WeAreProject's social dimension is structured around two priority material topics: people and the supply chain. The following pages describe the main initiatives launched in 2025, the results achieved and the commitments undertaken for 2026.

Objectives, Results and Commitments

Topic and objective: **Our people → Giving talent room to grow, valuing diversity**

Actions planned for 2025

- Evolution of the welfare plan, flexible benefits, smart working and employee agreements
- Integration of the occupational health and safety training plan with additional modules
- Introduction of an ESG training programme for all employees

2026 Commitments

Launch the corporate welfare platform, including an annual voucher and an expanded range of dedicated agreements. Begin assessing the pathway towards Great Place to Work or Top Employer certification. Consolidate the ESG training programme, extending it to the entire workforce through modules tailored to different roles and functions.

2025 Results

Evolution of the welfare and flexible benefits plan In 2025, WeAreProject began a structured process to develop its welfare policies. During the year, a partnership was introduced with Serenis, a platform dedicated to psychological and nutritional well-being, with the aim of promoting the health and well-being of people within the company. The initiative gives employees access to personalised support programmes, specialist advisory services and awareness and educational sessions on topics relating to physical and psychological balance, stress management and a culture of well-being. This initiative is complemented by the creation of a dedicated intranet page that centralises all the other available initiatives, including the shared meal voucher and local agreements. WeAreProject also expanded access to LinkedIn Learning for the development of cross-functional skills and introduced an extension to the health plan through a platform supporting physical and mental well-being. The launch of a corporate welfare platform offering an annual voucher to the entire workforce is planned for 2026.

Integration of the occupational health and safety training plan The occupational health and safety training plan was supplemented with additional modules beyond mandatory requirements, broadening the range of topics covered and the level of detail provided to employees, with the aim of promoting an increasingly well-established and informed safety culture.

ESG training In 2025, the Group launched its first sustainability training sessions, introducing ESG courses as a mandatory programme for all employees. The initiative aims to progressively build a shared sustainability culture throughout the organisation by incorporating the contents of the Sustainability Report into annual training.

People at the Heart of the Evolution of the WeAreProject Ecosystem

GRI 3-2 List of material topics
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ESRS 2 SBM-3
ESRS 2 SBM-1

SOCIAL

The growth of a technology ecosystem is not only about digital infrastructure, expertise and services. Above all, it is about people.

At a time of expansion characterised by acquisitions and the integration of different organisations, WeAreProject is strengthening its commitment to human capital development, with the aim of supporting the organisation's growth through well-being, training and a shared corporate culture.

Integrating cultures and expertise

The Group's growth brings new organisational challenges. The addition of new companies and the expansion of the workforce make it increasingly important to build an ecosystem capable of valuing different skills, experiences and cultures.

In this context, promoting cross-functional collaboration, encouraging knowledge sharing and preventing the creation of organisational silos represent strategic levers for strengthening integration, innovation and a sense of belonging.

"In a technology ecosystem such as ours, innovation and skills development must progress together."

Roberta Zampa – People & Culture Manager

People at the Heart of the Evolution of the WeAreProject Ecosystem

GRI 3-2 List of material topics
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SOCIAL

Employee welfare and well-being

In recent years, WeAreProject has undertaken a structured and progressive journey to develop its corporate welfare system, based on the belief that people's well-being is essential to the sustainable growth of the organisation and the quality of the employee experience.

A first concrete step was the creation of a page dedicated to corporate welfare, designed to make all the initiatives and opportunities available to employees more accessible, transparent and easy to use. The objective was to create a single point of reference capable of highlighting existing initiatives and encouraging greater awareness and use.

At the same time, we expanded our commitment by introducing new tools to support people's psychological and physical well-being, complementing communication activities with concrete actions focused on health, work–life balance and the promotion of an organisational culture that is increasingly attentive to employees' needs.

→ **Welfare**

Creation of a page dedicated to corporate welfare and the introduction of tools supporting people's well-being, including psychological and nutritional advisory services.

This journey does not end here. During 2026, WeAreProject will take a further step forward by introducing a structured corporate welfare platform designed to provide greater flexibility and personalisation in accessing benefits.

The project includes the allocation of an annual welfare voucher to the entire workforce, together with the progressive integration of agreements, services and opportunities capable of meeting people's different needs throughout the various stages of their professional and personal lives.

The ambition is to build an increasingly comprehensive, inclusive and people-centred welfare ecosystem capable of generating value not only for employees, but also for the organisation as a whole, strengthening a sense of belonging, engagement and widespread well-being throughout the Group.

People at the Heart of the Evolution of the WeAreProject Ecosystem

GRI 3-2 List of material topics
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ESRS 2 SBM-3
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Continuous training

In a technology sector characterised by constant evolution, training is a strategic lever. For this reason, WeAreProject has strengthened its continuous training programmes, using dedicated digital platforms to develop technical and cross-functional skills. The onboarding process has also been redesigned to support new employees through structured initial training sessions.

→ Training

Strengthening continuous training through digital platforms dedicated to the development of technical and soft skills, together with the enhancement of the onboarding process.

Talent attraction

Alongside initiatives aimed at the company's workforce, WeAreProject is also strengthening its relationships with local communities and the education sector. Partnerships with schools and training institutions help introduce young people to the technology sector and represent an important opportunity to attract new talent.

→ 2026 Outlook

The launch of the Edenred Welfare platform is planned for 2026, representing a further step in the development of the Group's welfare policies. The platform will provide an integrated flexible-benefits system, enabling employees to use their welfare credit to access services dedicated to health, training, well-being, family, travel and leisure, as well as shopping vouchers for everyday needs.

Thanks to a broad network of affiliated partners and a system of discounts and benefits, the initiative aims to strengthen purchasing power and improve the well-being and quality of life of employees and their families. The platform will also include the Public Benefit service, which integrates public bonuses and benefits, further expanding the support opportunities available to employees and their families.

Objectives, Results and Commitments

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

SOCIAL

Topic and objective: **Sustainable supply chain** ⟶ **Responsible and circular procurement**

Actions planned for 2025

- Launch of the process to define a green purchasing policy based on ESG criteria
- Preliminary analysis for the implementation of an ESG supplier monitoring and audit system

2026 Commitments

As part of the evolution of the supplier qualification process, the organisation plans to introduce a dedicated digital platform by 2027, capable of supporting a structured, automated and risk-based model. A software-selection phase will begin during 2026, with the objective of identifying the most suitable solution for managing the entire qualification cycle in an integrated manner. The platform will act as an enabling tool for process standardisation and the adoption of digital workflows and automated controls.

Within this context, the model will progressively evolve to include ESG criteria, which will become an integral part of supplier assessment and monitoring. The objective is to build a scalable, up-to-date system aligned with increasing regulatory and stakeholder expectations.

2025 Results

Launch of the process towards a sustainable purchasing policy

In 2025, the Group took its first steps towards defining a structured green purchasing policy.

The work focused on mapping priority spending categories and identifying the ESG criteria to be progressively integrated into supplier selection and assessment processes, with an initial focus on the categories with the greatest environmental and social impact.

At the same time, WeAreProject continued its ESG supplier-assessment process through internationally recognised platforms, confirming its commitment to selecting partners capable of meeting appropriate environmental, social and governance standards.

Objectives, Results and Commitments

Topic and objective: **Business ethics and corporate culture** ⟶ **Protect every site, safeguard every piece of data**

Actions planned for 2025

- Extension of the SOC to all Group sites
- Strengthening of cybersecurity awareness programmes

2025 Results

Extension of the Security Operations Center

Extending the Security Operations Center (SOC) to all WeAreProject sites represents a decisive step towards genuine cyber resilience. In an environment of increasingly complex threats that must be detected and repelled, fragmented defence is itself a vulnerability: centralising monitoring means eliminating information silos and ensuring complete visibility over the Group's digital infrastructure.

Making the C-SOC — a structured and critically important service — more efficient, robust and sustainable for all companies within the ecosystem means centralising its operational governance and extending the benefits of advanced protection to subsidiaries without transferring the complexity of its management.

Through active monitoring 24 hours a day, seven days a week, the C-SOC acts as the beating heart of corporate security. It correlates heterogeneous events from different geographical areas to identify anomalies that, when analysed individually and out of context, could conceal the true scale of a threat.

The approach adopted standardises incident-response protocols across all Group companies, ensuring the highest level of protection for every site while optimising resources and processes through interaction with automation and proprietary artificial-intelligence-based frameworks.

Protecting every endpoint in the ecosystem means transforming security from a reactive function into a strategic competitive advantage for the entire WeAreProject Group.

GRI 3-2 List of material topics
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ESRS 2 SBM-3
ESRS 2 SBM-1

Objectives, Results and Commitments

Cybersecurity awareness programmes

The Group strengthened its cybersecurity training and awareness programmes for employees and collaborators, with the objective of reducing risks linked to the human factor — the main vector for cyberattacks The initiatives included training sessions, phishing simulations and internal communication activities designed to promote safe and informed behaviour in the day-to-day management of data and systems.

Module 1 – Cyber Risk Scenario

The module explains the importance of cybersecurity awareness, illustrating how attacks increasingly target people rather than systems alone. It presents the main risks, the economic impact of cybercrime and the need to adopt cautious behaviour both at work and in private life.

Module 2 – Accounts and Passwords

Most cybersecurity incidents derive from weak passwords and unsafe behaviour. It is essential to use complex passwords, avoid reusing them, store them securely — preferably through a password manager — and never share them with anyone.

Module 3 – Email Security

Email is the main entry point for hackers. The module explains phishing, its main types and techniques, how to identify suspicious emails and practical ways to protect against them, emphasising the importance of always checking the sender, links and attachments and contacting the IT department in case of doubt.

Module 4 – Social Network Security

Social networks expose users to privacy and security risks and can encourage dependency through instant-gratification mechanisms and data collection for monetisation. It is important to avoid sharing sensitive information and to adopt cautious behaviour to protect both oneself and the company.

Module 5 – Computer Protection

The module explains the importance of protecting all devices, including PCs and smartphones, from malware and unauthorised access. It recommends regular updates, correct use of credentials, attention to installed software and cautious behaviour to prevent security incidents.

Module 6 – Smart Working

mart working is a flexible and autonomous way of working, distinct from teleworking, that offers benefits such as greater satisfaction, productivity and cost savings, but also involves risks related to security and data management. It is important to follow best practices to protect data and maintain productivity.

Module 7 - GDPR_new

The module explains the GDPR, highlighting the importance of protecting personal data, the risks of data breaches, corporate responsibilities and obligations, potential penalties and users' rights. It emphasises the need to manage data carefully and maintain a record of processing activities.

GRI 3-2 List of material topics
GRI 3-3 Management of material topics
ESRS 2 SBM-3
ESRS 2 SBM-1

GRI 3-2 List of material topics
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ESRS 2 SBM-1

Objectives, Results and Commitments

Topic and objective: **Business ethics and corporate culture → Integrating sustainability into the strategy**

Actions planned for 2025

- Establishment of the ESG Committee
- Launch of the continuous-improvement journey towards international standards
- Launch of a programme of periodic ESG Committee meetings

2025 Results

Establishment of the ESG Committee

A particularly significant result in the Group's ESG governance journey was the formal establishment of the ESG Committee, created by resolution of the Board of Directors on 28 November 2025. The Committee is the dedicated body responsible for overseeing and governing the sustainability strategy, with clear responsibilities for defining priorities, monitoring progress towards objectives and progressively aligning with international reporting standards. Its establishment marks the transition from a predominantly reporting-oriented ESG approach to a structured governance model integrated into the Group's decision-making processes.

Alignment with international standards and Committee activities

Following its establishment, the ESG Committee began its activities through periodic meetings aimed at assessing progress on the strategy, defining operational priorities and guiding corporate decisions towards continuous improvement in reporting quality. At the same time, the Group consolidated its ESG data collection and aggregation tools, strengthening its ability to produce reliable, comparable and transparent reporting.

Topic and objective: **Business ethics and corporate culture → Acting with integrity**

Actions planned for 2025

- Extension of the anti-corruption and ethical compliance system to all controlled companies

2025 Results

Extension of the anti-corruption system

In 2025, the Group began extending the anti-corruption and ethical compliance system — already adopted by the parent company Project Informatica — to the controlled companies within the ecosystem. The process is currently undergoing analysis and adaptation, taking into account the evolution of the Group's governance scope, with the objective of ensuring consistent ethical and integrity standards throughout the WeAreProject ecosystem and strengthening the trust of customers, partners and stakeholders.

2026 Commitments

Complete the extension of the Model 231 and anti-corruption system to all Group companies. Consolidate the schedule of periodic ESG Committee meetings to oversee progress on the strategy. Continue the continuous-improvement process for reporting, with the objective of further strengthening the quality and comparability of ESG data.

Data, Methodology and Transparency

The final section brings together the methodological and informational elements supporting the reporting process.

It presents the reporting scope and the standards applied. The chapter therefore provides more experienced readers with a complete overview of the data and methodologies adopted, ensuring the transparency and robustness of the information presented in the document.

WeAreProject
Innovation Company

Methodological Note and Reporting Scope

This document constitutes the **2025 Sustainability Report of Project Informatica S.r.l. and the controlled companies included within the reporting scope**, belonging to the business ecosystem known as WeAreProject. The Report aims to provide a transparent representation of the Group's environmental, social and governance performance, highlighting the journey undertaken to progressively strengthen ESG reporting.

The Report has been prepared **with reference to the GRI Standards**, an established international framework for measuring and communicating organisations' economic, environmental and social impacts to a broad range of stakeholders. With a view to progressively aligning with developments in European legislation, the Report also incorporates, where relevant, principles and methodological approaches consistent with the **European Sustainability Reporting Standards** – ESRS, developed by EFRAG. This approach makes it possible to enhance interoperability between the two frameworks and strengthen consistency across strategic information, data collection and impact analysis.

The preparation of the Report takes into account developments in the European regulatory framework for sustainability reporting, including the updates introduced by the Omnibus simplification package, which revised the thresholds for the application of CSRD requirements.

At the date of preparation of this document, WeAreProject is following a voluntary reporting pathway; adopting an approach inspired by the ESRS therefore represents an opportunity to progressively consolidate internal processes for collecting, controlling and presenting ESG information, including in view of possible future organisational or regulatory developments.

The information contained in the Report refers to the period from **1 January 2025 to 31 December 2025**, corresponding to both the financial year and the relevant calendar year.

The methodological boundary adopted is consistent with that used for the carbon-footprint assessment and, more generally, for the analysis of risks, impacts and opportunities. In particular, data consolidation was defined according to the Financial Control Approach, in line with the Group's consolidation criteria. Under this approach, the Report includes companies over which Project Informatica S.r.l. exercises financial control, while excluding investments that are not financially controlled, shown in the corporate structure diagram with an ownership interest below 50%. For the purposes of this Report, the following companies are therefore included: Project Informatica S.r.l., 3P Technologies S.r.l., Converge S.p.A., Extraordy S.r.l., Personal Data S.r.l., Project Adriatica S.r.l. and Sinthera S.r.l.

This approach ensures greater consistency between financial and non-financial information and provides an accurate representation of the ESG performance attributable to the companies over which the Group exercises effective managerial and financial control.

The data and information presented were collected with the involvement of the relevant corporate functions and the companies included in the Report. Data collection, processing and control methodologies are periodically reviewed, with the aim of progressively improving the quality, traceability and granularity of the reported information. Any methodological specificities, estimates or reclassifications are indicated, where relevant, within the individual sections of the document.

GRI 2-3 Reporting period, frequency and contact point
ESRS 2 BP-1

Double Materiality Assessment Methodology

For the preparation of the 2025 Sustainability Report, the analysis of the principal risks and relevant topics for the WeAreProject Group was conducted through a process guided by the Double Materiality methodology. Although we are not subject to the European CSRD, double materiality enabled us to identify the ESG topics most relevant to our company by identifying and assessing them from the two perspectives provided by the methodology:

- Impact materiality: the effects of our activities on the environment and society.
- Financial materiality: the economic and financial risks and opportunities associated with ESG factors.

The analysis was structured into the following stages:

1. **Mapping and assessment of impacts**: a cross-functional team conducted a structured analysis to identify and assess the environmental and social impacts generated by the company throughout the value chain. The process included the collection and analysis of internal data, a review of corporate documentation and comparison with relevant standards and sector benchmarks. Internal and external stakeholders were involved through interviews and dedicated meetings, which helped incorporate different perspectives and expectations. The evidence gathered was subsequently discussed and validated through internal workshops and then translated into a qualitative and quantitative impact assessment, carried out with the contribution of the relevant functional managers.
2. **Assessment of financial risks and opportunities associated with impacts**: with the support of the finance manager, we analysed which of our impacts generate, or could generate, financial risks or opportunities for the company. We also considered risks and opportunities arising from external factors rather than directly from our own impacts, such as regulatory developments or changes in consumer preferences, which could nevertheless affect our business. Finally, we quantitatively assessed each individual risk and opportunity.
3. **Definition of material topics**: by combining the impact and financial assessments, we identified the most relevant ESG topics from both perspectives. These topics formed the foundations of our sustainability plan.

Through this process, we are better able to manage risks, seize opportunities and create value for all our stakeholders.

The ESG journey

Double materiality: impacts

In the context of a double materiality assessment, the identification of Impacts, Risks, and Opportunities (IRO) enables us to understand how ESG topics both influence—and are influenced by—the company's activities. The evidence collected allows us to link material environmental, social, and governance themes with the most significant effects on the environment and society, as well as with the main sustainability-related risks and opportunities for the business. This first table provides a summary of impacts by ESG topic area.

Climate change	**Climate change mitigation**	GHG emissions from operations and supply chain	The Group's activities generate significant direct and indirect emissions, especially along the value chain (Scope 3), linked to mobility, logistics, energy consumption, and the use of high-intensity digital technologies. The main sources include staff, customer, and supplier travel, temporary installations, and data center use. The adoption of low-emission solutions and sustainable data centers represents a strategic area of mitigation.
	Energy	Energy consumption of digital infrastructure	The Group's IT-intensive activities (cloud, AI) generate high and constant energy consumption, significantly affecting indirect greenhouse gas emissions (Scope 2 and partly Scope 3). Efficient energy management and the choice of sustainable digital infrastructure are key levers for reducing environmental impact.
Resource use and circular economy	**Resource inflows, including resource use**	Intensive use of critical IT materials	The life cycle of servers, PCs, monitors, and mobile devices involves the use of critical materials and non-renewable resources (rare earths, metals, plastics). Frequent replacement and limited durability of devices amplify the environmental impact and pressure on natural resources.
	Resource outflows related to products and services	Lack of recovery and reuse models	The absence of structured processes for the recovery and reconditioning of materials generates unexploited waste and limits the possibility of activating internal circular flows or sustainable collaborations with partners and suppliers.
	Waste	Production and management of WEEE	The frequent renewal of technological devices generates significant volumes of end-of-life equipment. Inadequate management of this equipment by the company can lead to the dispersion of pollutants and the loss of valuable and recyclable materials, increasing the environmental impact.
Own workforce	**Working conditions**	Flexibility and autonomy at work	Organizational flexibility, remote working, and autonomy in projects improve work-life balance and strengthen trust. These elements promote the attraction, motivation, and retention of creative, digital, and young profiles.
Business conduct	**Corporate culture**	Integrated ethics and corporate integrity	A strong corporate culture, supported by codes of ethics and internal policies, is essential for preventing misconduct and corruption risks. Promoting shared values strengthens reputation, engagement, and compliance, while reducing organizational and reputational risks.
	Active and passive corruption	Anti-corruption compliance	The lack of preventive measures and controls exposes the organization to corruption-related risks, with potential impacts on trust, reputation, and regulatory compliance. An integrated anti-corruption system—with a code of ethics, audits, and training—is essential to ensure transparency and integrity.

GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics
ESRS 2 IRO-1

The ESG journey

Double materiality: economic and financial risks and opportunities

The same analysis was carried out for the financial risks and opportunities related to ESG topics: the summary is shown in the following table.

Climate change	Climate change mitigation	GHG emissions from operations and supply chain	Risk	Reputational and regulatory risk from high emissions	Significant emissions along the value chain and from digital activities could generate regulatory pressure (e.g., CSRD, DNSH) or exclusion from sustainability-oriented public and private tenders.
Own workforce	Working conditions	Skills development opportunities	Opportunity	Opportunities to attract and retain talent	Investing in technical training and soft skills improves retention, productivity, and reduces recruiting and turnover costs.
Own workforce	Working conditions	Lack of welfare system and organizational solutions for work-life flexibility	Risk	Risk of not being attractive and unable to retain talent	Lack of investment in organizational climate, well-being, and professional development can increase turnover, reduce productivity, and compromise the ability to attract qualified profiles.
Consumers and end-users	Information-related impacts for consumers and/or end-users	Transparency and user data protection	Risk	Risk of sanctions and loss of trust	Data breaches or shortcomings in personal data management can result in severe penalties (e.g., GDPR) and loss of trust among customers and stakeholders.
Business conduct	Corporate culture	Integrated ethics and corporate integrity	Opportunity	Opportunities for differentiation in ESG markets	Ethical governance strengthens reputation, enables participation in ESG tenders and bids, and reduces the risk of legal disputes.

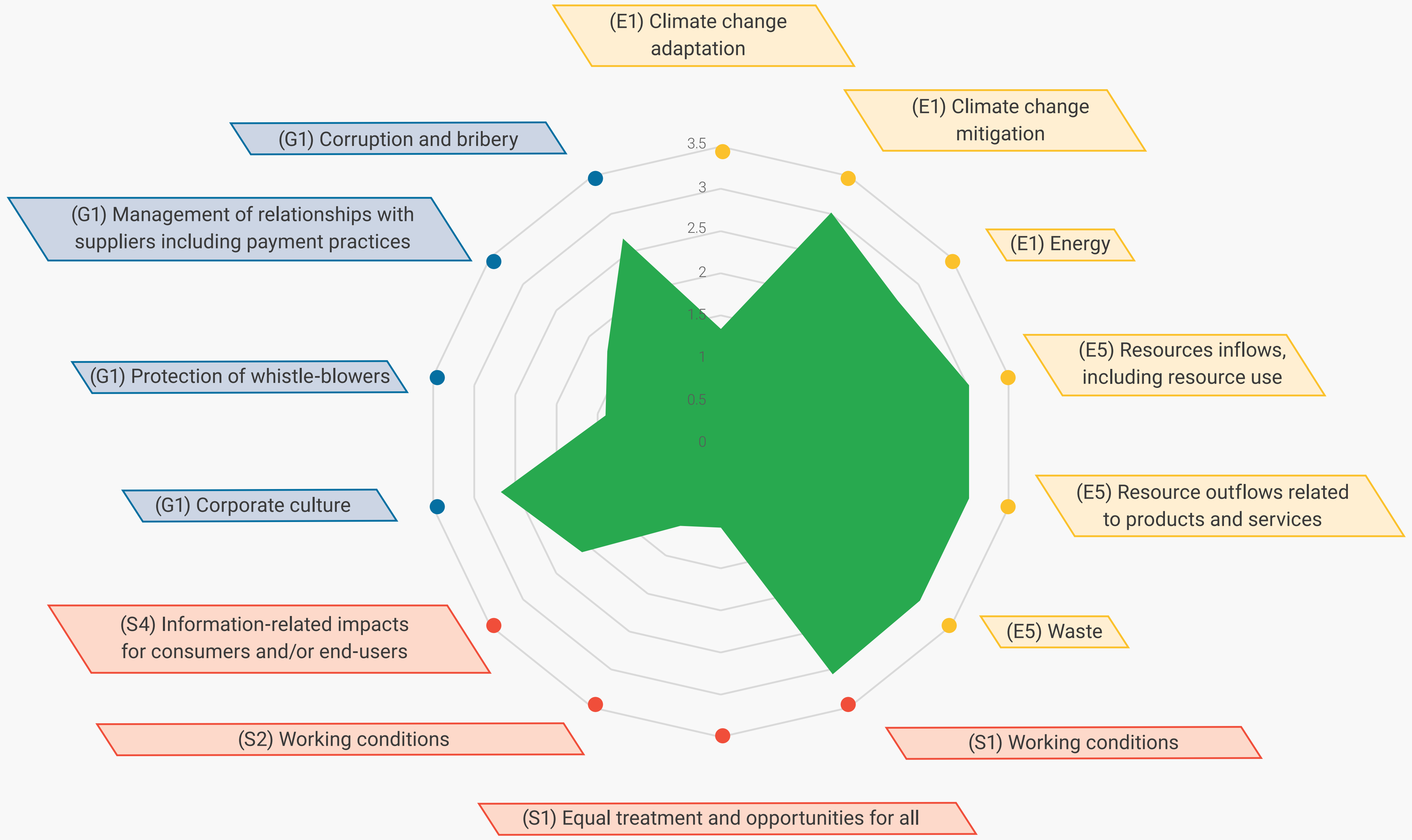
Risk

Opportunity

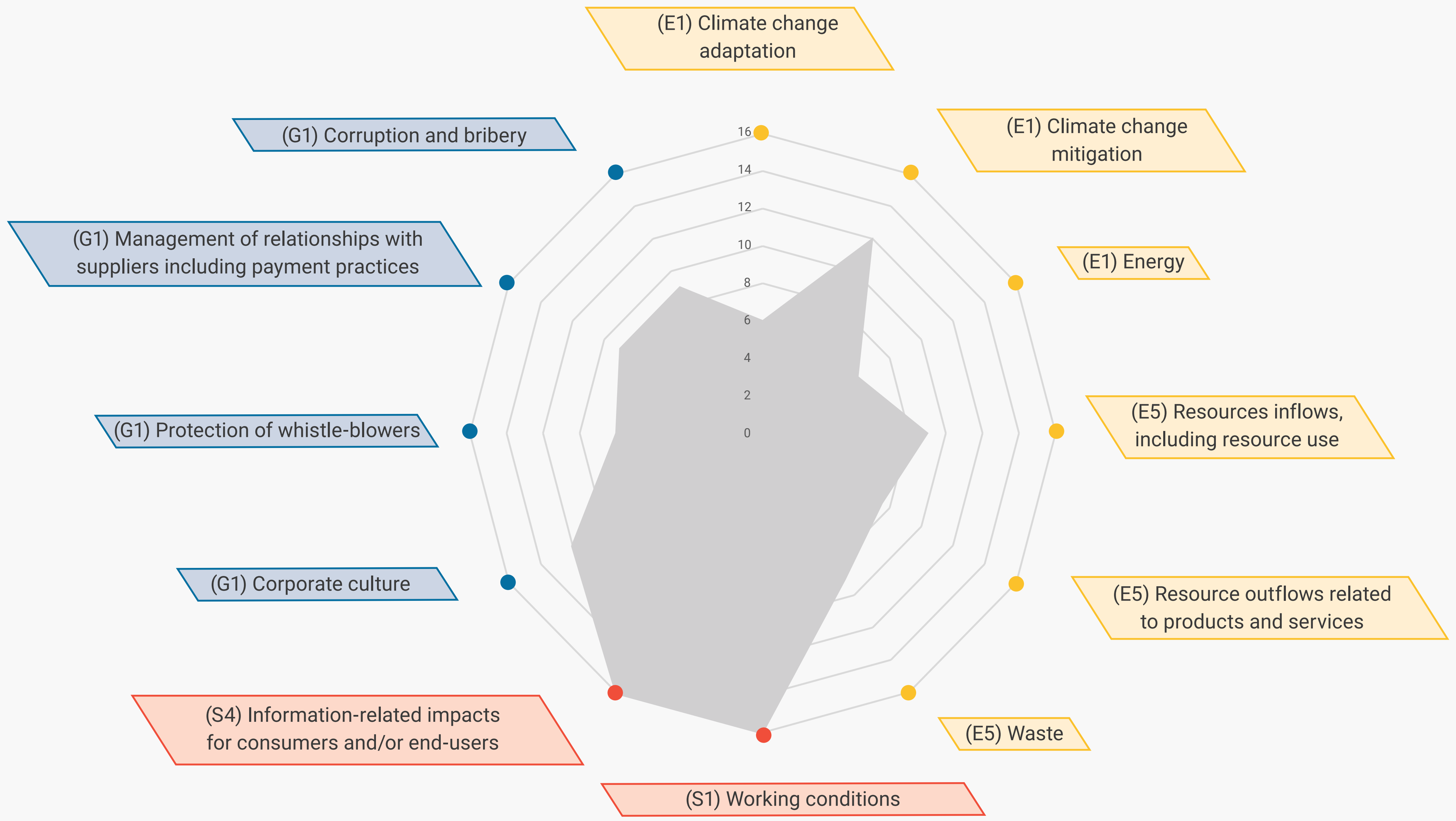
GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics
ESRS 2 IRO-1

The ESG journey

Impact materiality



Financial materiality



GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics
ESRS 2 IRO-1

The ESG journey

The Double Materiality Matrix

The double materiality matrix shown here illustrates the relevance of the main ESG topics for the company, based on the integrated assessment of impact materiality and financial materiality.

The positioning of the different topics considered is based on a structured assessment conducted by the sustainability team in collaboration with the main corporate representatives. This positioning is the result of an analysis based on objective criteria and numerical parameters, using a methodology aligned with the recommendations of the European Directive, i.e. the CSRD.

The topics highlighted in the matrix have been named according to the terminology established by the ESRS and represent the **strategic priorities** for the Group's sustainability. They have been grouped into five thematic macro-areas corresponding to the main **ESG pillars** and aligned with the structure of the ESRS topical standards, as shown in the table below.

Dimension	Selected material topics
Environmental	Climate change mitigation
	Circular economy
Social	Our people
	Sustainable supply chain
Governance	Ethics and corporate culture

GRI 3-1 Process to determine material topics
GRI 3-2 List of material topics
ESRS 2 IRO-1

Materiality matrix

Energy from Fuels

GRI 302-1 Energy consumption within the organization
ESRS E1-5

1. Energy generated from natural gas consumption	Unit	2024	2025
Project Informatica	MWh	1,010	823
3P	MWh	111	121
Converge	MWh	0	0
Personal Data	MWh	0	11
Sinthera	MWh	39	33
Extraordy	MWh	7	13
Project Adriatica	MWh	18	19
Total Group energy consumption from natural gas	**MWh**	**1,185**	**1,010**

2. Energy generated from petrol consumption	Unit	2024	2025
Project Informatica	MWh	891	931
3P	MWh	199	233
Converge	MWh	17	42
Personal Data	MWh	78	81
Sinthera	MWh	34	52
Extraordy	MWh	0	0
Project Adriatica	MWh	0	0
Energy consumed by the Group from petrol	**MWh**	**1,219**	**1,339**

3. Energy generated from diesel consumption	Unit	2024	2025
Project Informatica	MWh	2,019	1,871
3P	MWh	515	501
Converge	MWh	19	13
Personal Data	MWh	178	357
Sinthera	MWh	164	176
Extraordy	MWh	0	0
Project Adriatica	MWh	31	40
Energy consumed by the Group from diesel	**MWh**	**2,926**	**2,958**

4. Energy generated from biodiesel (HVO) consumption	Unit	2024	2025
Project Informatica	MWh	22	35
3P	MWh	9	15
Personal Data	MWh	0	1
Project Adriatica	MWh	14	4
Energy consumed by the Group from biodiesel (HVO)	**MWh**	**45**	**55**

5. Energy generated from CNG consumption	Unit	2024	2025
3P	MWh	0	2
Personal Data	MWh	0	2
Energy consumed by the Group from CNG	**MWh**	**0**	**4**

Electricity

GRI 302-1 Energy consumption within the organization
ESRS E1-5

6. Electricity purchased from fossil sources	Unit	2024	2025
Project Informatica	MWh	514	618
3P	MWh	167	164
Converge	MWh	197	189
Personal Data	MWh	43	66
Sinthera	MWh	0	0
Extraordy	MWh	1	7
Project Adriatica	MWh	4	10
Electricity purchased by the Group from fossil sources	**MWh**	**926**	**1,054**

7. Electricity purchased from renewable sources	Unit	2024	2025
Project Informatica	MWh	0	0
3P	MWh	0	0
Converge	MWh	0	0
Personal Data	MWh	0	0
Sinthera	MWh	23	22
Extraordy	MWh	0	0
Project Adriatica	MWh	0	0
Electricity purchased by the Group from renewable sources	**MWh**	**23**	**22**

8. Electricity generated from photovoltaic systems [1]	Unit	2024	2025
Electricity generated (A)	MWh	107	98
Electricity generated and sold (B)	MWh	7	6
Self-consumption of electricity generated (A-B)	**MWh**	**100**	**92**

[1] *Only Project Informatica generates renewable energy from photovoltaic systems.*

Total Energy Consumption

GRI 302-1 Energy consumption within the organization
ESRS E1-5

9. Energy consumption from fossil sources	Unit	2024	2025
Project Informatica	MWh	4,434	4,243
3P	MWh	992	1,021
Converge	MWh	233	244
Personal Data	MWh	299	517
Sinthera	MWh	237	261
Extraordy	MWh	8	20
Project Adriatica	MWh	53	59
Group energy consumption from fossil sources (1)	**MWh**	**6,256**	**6,365**

(1) *Total energy from fossil sources is calculated as the sum of Tables 1, 2, 3, 5 and 6.*

10. Energy consumption from renewable sources	Unit	2024	2025
Project Informatica	MWh	122	127
3P	MWh	9	15
Converge	MWh	0	0
Personal Data	MWh	0	1
Sinthera	MWh	23	22
Extraordy	MWh	0	0
Project Adriatica	MWh	14	4
Group energy consumption from renewable sources (2)	**MWh**	**168**	**169**

(2) *Total energy from renewable sources is calculated as the sum of Tables 4, 7 and 8.*

11. Total energy consumption	Unit	2024	2025
Project Informatica	MWh	4,556	4,370
3P	MWh	1,001	1,036
Converge	MWh	233	244
Personal Data	MWh	299	518
Sinthera	MWh	260	283
Extraordy	MWh	8	20
Project Adriatica	MWh	67	63
Total Group energy consumption (3)	**MWh**	**6,424**	**6,534**

(3) *Total energy consumption is the sum of Tables 9 and 10: fossil and renewable energy.*

GRI 302-3 Energy intensity
ESRS E1-5

12. Revenue-based energy intensity	Unit	2024	2025
Project Informatica	MWh / MLN €	21.2	17.4
3P	MWh / MLN €	52.7	51.0
Converge	MWh / MLN €	1.9	1.2
Personal Data	MWh / MLN €	17.6	16.9
Sinthera	MWh / MLN €	10.8	11.3
Extraordy	MWh / MLN €	1.6	4.4
Project Adriatica	MWh / MLN €	22.3	16.7
Group energy intensity (energy/revenue) (4)	**MWh / MLN €**	**15.9**	**12.3**

(4) *Calculated by dividing the consumption reported in Table 11 by revenue.*

Greenhouse Gas (GHG) Emissions 2025

Carbon Footprint	Unit	Group Total	Project Informatica	3P	Converge	Personal Data	Project Adriatica	Sinthera	Extraordy
Scope 1: Direct GHG emissions	tCO_2e	**1,254.7**	847.1	205.1	13.4	111.9	11.9	62.9	2.4
Scope 2: Indirect GHG emissions from purchased energy [1]	tCO_2e	**336.6**	193.3	51.3	59.4	20.7	3.0	6.9	2.2
Total GHG emissions (Scope 1 + Scope 2) [2]	**tCO_2e**	**1,591.5**	**1,040.5**	**256.4**	**72.7**	**132.5**	**14.9**	**69.8**	**4.6**

[1] *Location-Based.*

[2] *GHG emissions were calculated using DEFRA and IEA conversion factors.*

Revenue-based GHG intensity	Unit	Group Total	Project Informatica	3P	Converge	Personal Data	Project Adriatica	Sinthera	Extraordy
Total GHG emissions (Scope 1 + Scope 2) / Revenue	**tCO_2e / M€**	**3.0**	4.1	12.6	0.4	4.3	3.9	2.8	1.0

GRI 305-1 Direct (Scope 1) GHG emissions
GRI 305-2 Energy indirect (Scope 2) GHG emissions
GRI 305-3 Other indirect (Scope 3) GHG emissions
GRI 305-4 GHG emissions intensity
ESRS E1-5

Water and Waste

GRI 303-3 Water withdrawal
ESRS E3-4

Water withdrawal	Unit	2024	2025
Project Informatica	m^3	3,594	3,204
3P (1)	m^3	4,471	887
Converge	m^3	483	516
Personal Data	m^3	519	365
Sinthera	m^3	165	165
Extraordy	m^3	0	3
Project Adriatica	m^3	300	37
Total Group water withdrawal	**m^3**	**9,697**	**5,176**

(1) *The particularly high 2024 figure was attributable to a leak at the Concorezzo site, which was subsequently closed in 2025.*

Waste generated by the Group	Unit	2024	2025
Hazardous waste	t	2.5	3.1
Non-hazardous waste	t	41.8	114.7
Total waste generated	**t**	**44.3**	**117.8**

GRI 306-3 Waste generated
ESRS E5-5

Types of waste generated by the Group	Unit	2024	2025	Destination
End-of-life equipment	t	8.2	26.3	R13
End-of-life equipment containing hazardous components	t	1.9	2.3	R13
Components removed from end-of-life equipment	t	7.6	13.4	R13
Absorbents, filter materials, wiping cloths and protective clothing contaminated by hazardous substances	t	0.0	0.2	R13
Lead batteries	t	0.4	0.3	R13
Alkaline batteries	t	0.0	0.0	R13
Waste from other batteries and accumulators	t	0.2	0.1	R13
Paper and cardboard packaging	t	3.8	14.1	R13 / R3
Wooden packaging	t	4.6	14.9	R13
Mixed-material packaging	t	15.2	33.1	R13
Fluorescent tubes and other mercury-containing waste	t	0.1	0.3	R13
Bulky waste	t	1.4	9.9	R13 / R10
Waste printing toner	t	0.9	2.1	R13
Glass	t	0.0	0.5	R13
Iron and steel	t	0.0	0.4	R13
Total waste generated	**t**	**44.3**	**117.8**	(2)

(2) *Approximately 100% of waste is sent to a recovery activity identified by an "R" destination code, particularly R13.*

Social performance

GRI 2-7 Employees
ESRS S1-6

Employees by gender	2024 Total	2024 Women	2024 Men	2025 Total	2025 Women	2025 Men
Project Informatica	**438**	106	332	**464**	114	350
3P	**70**	14	56	**64**	15	49
Converge	**53**	20	33	**52**	19	33
Personal Data	**45**	14	31	**85**	23	62
Sinthera	**30**	8	22	**31**	7	24
Extraordy	**22**	3	19	**25**	4	21
Project Adriatica	**4**	1	3	**5**	1	4
Total	**662**	**166**	**496**	**726**	**183**	**543**

Employees by contract type	2024 Total	2024 Women	2024 Men	2025 Total	2025 Women	2025 Men
Permanent	**647**	161	486	**706**	178	528
Fixed-term	**15**	5	10	**20**	5	15
Full-time	**618**	134	484	**680**	147	533
Part-time	**44**	32	12	**46**	36	10
Variable-hours	**0**	0	0	**0**	0	0
Total	**662**	**166**	**496**	**726**	**183**	**543**

GRI 401-1 New employee hires and employee turnover
ESRS S1-6

Employee inflows and outflows	2024 Total	2024 Women	2024 Men	2025 Total	2025 Women	2025 Men
Employees who joined the undertaking (1)	**72**	13	59	**120**	17	103
Employees who left the undertaking	**82**	12	70	**90**	9	81
Employees turnover rate (2)	**11%**	6.9%	13%	**13%**	5%	16%

(1) *The number of employees who joined the undertaking includes only new hires during the reporting year. It excludes the 34 employees who entered the reporting perimeter following a corporate merger.*

(2) *Employee turnover rate calculated as the number of employees who left the undertaking during the reporting year divided by the average number of employees during the year.*

GRI 2-8 Workers who are not employees
ESRS S1-6

Non-employee workers	2024	2025
Internships	**17**	**25**
Self-employed contractors with VAT registration	**16**	**20**
Coordinated and continuous collaborators	**8**	**11**
Agency contracts	**6**	**4**
Project-based collaborators	**1**	**1**

GRI 405-1 Diversity of governance bodies and employees
ESRS S1-6

Social performance

	2024						2025					
Training hours	**Total hours**	**Women**	**Men**	**Average hours**	**Women**	**Men**	**Total hours**	**Women**	**Men**	**Average hours**	**Women**	**Men**
Project Informatica	**21,881**	2,945	18,936	**48.5**	27	55	**20,558**	3,259	17,299	**44**	29	49
3P	**1,080**	100	980	**15.5**	7	17.5	**849**	59	790	**13**	4	16
Converge	**460**	91	369	**8**	4	10	**501**	106	395	**10**	6	12
Personal Data	**395**	100	295	**9**	7	9.5	**1,199**	183	1,016	**14**	8	16
Sinthera	**6,450**	250	6,200	**184**	31	229.5	**7,260**	230	7,030	**234**	33	293
Extraordy	**1,352**	32	1,320	**61.5**	10.5	69.5	**1,500**	240	1,260	**60**	60	60
Project Adriatica (1)	**-**	-	-	**-**	-	-	**-**	-	-	**-**	-	-
Total	**31,618**	**3,518**	**28,100**	**46**	**20.5**	**54.5**	**31,864**	**4,077**	**27,790**	**44**	**22**	**51**

(1) *Given the limited number of Project Adriatica employees, equal to four, training activities are managed jointly with those of Project Informatica.*

Occupational injuries (employees)	**2024**	**2025**
Number of fatalities resulting from occupational injuries	0	0
Number of recordable occupational injuries	8	1
Main types of occupational injuries (2)	injuries occurring while commuting	
Recordable occupational injury rate (3)	7.03	0.8
Days lost due to occupational injuries	89	59
Hours worked by employees	1,137,084	1,205,839

(2) *Seven of the injuries recorded in 2024 and all injuries recorded in 2025 occurred while commuting.*

(3) *Injury rate = (number of injuries / hours worked) × 1,000,000.*

GRI 2-30 Collective bargaining agreements
ESRS S1-8

GRI 403-9 Work-related injuries
ESRS S1-14

GRI 404-1 Average hours of training per year per employee
ESRS S1-13

100% of Group employees are covered by **collective bargaining agreements**.

GRI Content Index and ESRS Cross-reference

GRI Standards	GRI Disclosures	ESRS Standards		Page
GRI 2: General Disclosures 2021	**2-1** Organizational details			2, 10
GRI 2: General Disclosures 2021	**2-2** Entities included in the organization's sustainability reporting	ESRS 2	BP-1	2, 10, 16, 17, 18
GRI 2: General Disclosures 2021	**2-3** Reporting period, frequency and contact point	ESRS 2	BP-1	37
GRI 2: General Disclosures 2021	**2-6** Activities, value chain and other business relationships	ESRS 2	SBM-1	11, 12
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GRI 2: General Disclosures 2021	**2-8** Workers who are not employees	ESRS	S1-6	48
GRI 2: General Disclosures 2021	**2-9** Governance structure and composition	ESRS 2	GOV-1; GOV-2	20, 21
GRI 2: General Disclosures 2021	**2-11** Chair of the highest governance body			20, 21
GRI 2: General Disclosures 2021	**2-12** Role of the highest governance body in overseeing the management of impacts	ESRS 2	GOV-1; GOV-2	20, 21
GRI 2: General Disclosures 2021	**2-13** Delegation of responsibility for managing impacts	ESRS 2	GOV-1; GOV-2	20, 21
GRI 2: General Disclosures 2021	**2-22** Statement on sustainable development strategy	ESRS 2	SBM-1	3, 4, 14
GRI 2: General Disclosures 2021	**2-23** Policy commitments	ESRS 2	GOV-4	22
GRI 2: General Disclosures 2021	**2-29** Approach to stakeholder engagement	ESRS 2	SBM-2	15
GRI 2: General Disclosures 2021	**2-30** Collective bargaining agreements	ESRS	S1-8	49
GRI 3: Material Topics 2021	**3-1** Process to determine material topics	ESRS 2	IRO-1	15, 39, 40, 41, 42
GRI 3: Material Topics 2021	**3-2** List of material topics			16-18, 24-35

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GRI Content Index and ESRS Cross-reference

GRI Standards	GRI Disclosures	ESRS Standards		Page
GRI 3: Material Topics 2021	**3-3** Management of material topics	ESRS 2	SBM-1	**24-35**
GRI 201: Economic Performance 2016	**201-1** Direct economic value generated and distributed	ESRS 2	SBM-1	**12**
GRI 302: Energy 2016	**302-1** Energy consumption within the organization	ESRS	E1-5	**43**, **44**, **45**
GRI 302: Energy 2016	**302-3** Energy intensity	ESRS	E1-5	**45**
GRI 303: Water and Effluents 2018	**303-3** Water withdrawal	ESRS	E3-4	**47**
GRI 305: Emissions 2016	**305-1** Direct (Scope 1) GHG emissions	ESRS	E1-5	**46**
GRI 305: Emissions 2016	**305-2** Energy indirect (Scope 2) GHG emissions	ESRS	E1-5	**46**
GRI 305: Emissions 2016	**305-3** Other indirect (Scope 3) GHG emissions	ESRS	E1-5	**46**
GRI 305: Emissions 2016	**305-4** GHG emissions intensity	ESRS	E1-5	**46**
GRI 306: Effluents and Waste 2016	**306-3** Waste generated	ESRS	E5-5	**47**
GRI 401: Employment 2016	**401-1** New employee hires and employee turnover	ESRS	S1-6	**48**
GRI 403: Occupational Health and Safety 2018	**403-9** Work-related injuries	ESRS	S1-14	**49**
GRI 404: Training and Education 2016	**404-1** Average hours of training per year per employee	ESRS	S1-13	**49**
GRI 405: Diversity and Equal Opportunity 2016	**405-1** Diversity of governance bodies and employees	ESRS	S1-6	**48**

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Glossary

2030 Agenda for Sustainable Development: the action plan for people, the planet and prosperity, adopted in September 2015 by the governments of the 193 United Nations Member States. The Agenda includes the 17 Sustainable Development Goals, known as the SDGs (see the following entry).

ESG (Environmental, Social, Governance): refers to the sustainability dimensions used to assess an organisation's activities, not only from an economic and governance perspective, but also from an environmental and social perspective.

Global Reporting Initiative (GRI): an international non-profit organisation established to define standards for reporting on organisations' sustainability performance.

Governance: the individuals or bodies — for example, a board of directors or a corporate trustee — responsible for overseeing an organisation's strategic direction and its accountability and management obligations.

Greenwashing: the practice of communicating an organisation's sustainability credentials in a misleading or fraudulent manner.

Sustainability Report: a concise communication tool describing how a company addresses sustainability topics and measuring its related performance.

SDGs (Sustainable Development Goals): the 17 United Nations goals to be achieved by 2030. These goals provide guidance for contributing to global development, promoting human well-being and protecting the environment.

Stakeholders: entities, organisations or individuals that may be affected by an organisation's activities, products and services, or that have the ability to influence the organisation's decisions.

Shared Value: a business model in which the pursuit of financial success and competitive advantage also incorporates environmental and social decisions and strategies.

For any questions or further information regarding the contents of this report, please contact the company at **marketingproject@project.it**

Your contribution is important in helping us improve our company's sustainability.

WeAreProject® Innovation Company

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