

SUSTAINABILITY STATEMENT

2024



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LETTER TO THE STAKEHOLDER



Founder & CEO TESISQUARE

Dear Shareholders and Stakeholders,

I am pleased and extremely proud to present to you the first edition of our voluntary Sustainability Report.

This document demonstrates our commitment to integrating sustainability into every aspect of our operations and fostering responsible practices within the global supply chain ecosystem.

We firmly believe that innovation and sustainability must go hand in hand, and we will continue to work to generate a positive impact for customers, partners and communities. Our work and commitment is geared towards sustainable, responsible growth and in line with the values that have always distinguished us as a company where collaboration, flexibility and innovation drive our work and dedication to providing excellent end-to-end operational solutions.

We are committed to supporting customers in maximising performance within the intricate business networks of the supply chain by offering the most advanced solutions on the market.

We have always upheld our values of mutual respect among people by attaching the utmost importance to everyone, contributing to every career path by focusing on professionalism, dedication to work, loyalty, fostering a sense of belonging and listening at all levels, and above all by protecting diversity and fragility. Our relations are based on transparency between people and relationships with a commitment to establish trusting relationships over time and direct and constructive dialogues. We strive to establish relationships based on integrity, consistency and fairness, operating with honesty in every relationship. Sharing, teamwork and mutual help are the elements of our professionalism, accompanied by a synergistic and friendly approach, collaboration and the exchange of opinions and knowledge that allow us to grow together faster and better achieve corporate well-being. Our approach is based on taking care of our customers and suppliers' entire experience, actively responding to their needs and jointly developing excellent customised solutions that bring significant added value. Passion, curiosity and thirst for innovation characterise our people.

We invest in innovation by means of networks with customers, universities and technology partners, to evolve and deliver excellence. We also follow the Open Innovation model in our philosophy, in particular by supporting the DIG42 foundation. In light of the purely private entrepreneurial nature of the Group, we are strongly committed to taking a medium- and long-term view, which allows us to have a more flexible and proactive approach and to make quick and well-considered decisions. Against this backdrop, we are building a future in which sustainability is not just a principle, but a source of value, opportunity and innovation, integrating ESG parameters into both product and service offerings to the market, and business operations, to achieve a responsible digital transition.

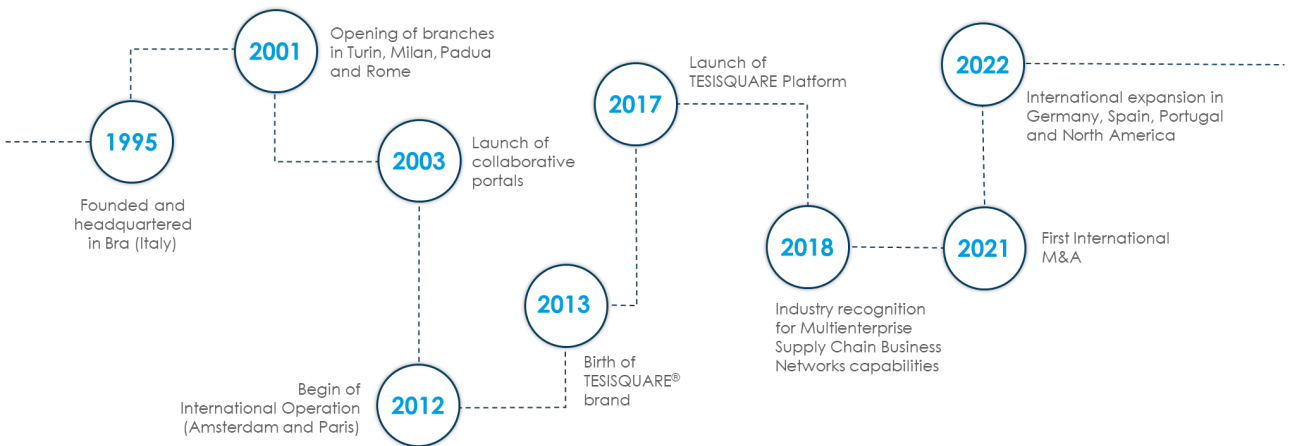
I would like to express my sincere gratitude to the people who work in the TESISQUARE Group and mention the fundamental contribution of shareholders, stakeholders, members of the Board of Directors and the Board of Statutory Auditors in pursuing sustainable growth capable of generating value for communities. I invite you to read this Report as a statement of our ongoing commitment to promoting the growth of the communities in which we operate, helping to build a more sustainable, inclusive and responsible world.

HISTORY

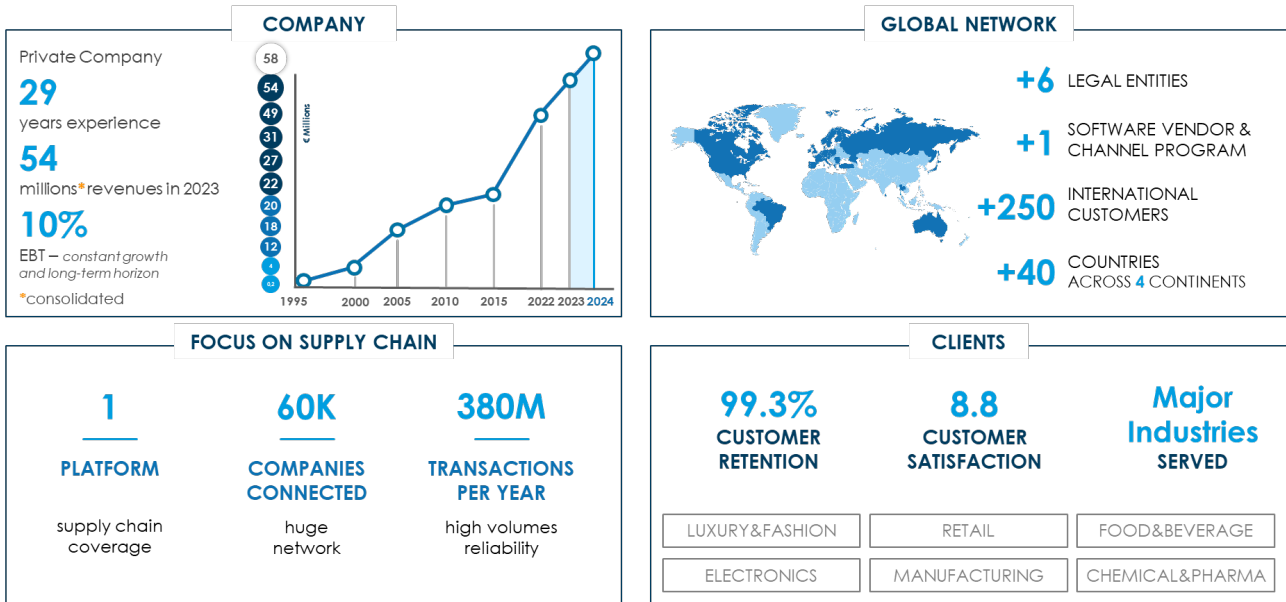


Pioneers in building digital supply chain ecosystem

IN 1995, A VISION TURNED INTO A BUSINESS POTENTIAL, INSPIRED BY PEOPLE AND TECHNOLOGY.



ABOUT US



TESISQUARE is an Italian company developing digital solutions for collaborative supply chain management. Founded in 1995 in Bra (in Cuneo province) by Giuseppe Pacotto and other partners, the company has experienced steady growth in terms of both human resources and customers. In 2001, it started expanding in Italy by opening offices in Milan, Rome, Turin and Padua. In 2003, TESISQUARE launched its first collaborative portal, positioning itself as a strategic partner for the logistics and supply chain industry. This innovation has enabled the company to consolidate its role in the market. International expansion began in 2012 with the opening of offices in Amsterdam and Paris, followed in 2013 by a major rebranding that led to the introduction of the TESISQUARE brand.

Between 2016 and 2017, the company launched the TESISQUARE Platform, a state-of-the-art supply chain management platform, and opened new offices in Munich and Barcelona. 2018 was a significant year, with TESISQUARE being recognised as one of the most promising entities in the field of Multienterprise Supply Chain Business Networks.

In recent years, TESISQUARE has continued to expand its international presence. Between 2021 and 2022, the company made its first acquisition outside Italy and opened new offices in Germany, Spain, Portugal and North America, strengthening its position in the global market.

TESISQUARE's corporate culture is driven by values such as respect, transparency, responsibility, customer focus, teamwork, innovation, flexibility, and sustainability. These principles form the basis of its commitment to support customers in managing complex supply chain networks, offering innovative and tailor-made solutions to optimise business performance.



VISION

We believe in collaboration that eliminates boundaries.

MISSION

We help companies build digital supply chain ecosystems to empower them to maximize their performance across extended and complex business networks.

GENERAL INFORMATION

GENERAL BASIS FOR PREPARATION

[ESRS 2 BP-1]

This document constitutes the first Consolidated Sustainability Report of the TESISQUARE Group (hereinafter also referred to as "TESISQUARE"), drawn up on a voluntary basis pursuant to Article 2 of Legislative Decree No. 125 of 6 September 2024, which transposed into Italian national law Directive (EU) 2022/2464 (the Corporate Sustainability Reporting Directive or CSRD).

The document has been prepared in order to ensure the understanding of the information relating to the Group's activities, as well as the other qualitative characteristics of the company as set out in ESRS 1, Appendix B, of Delegated Regulation (EU) 2023/2772, implementing the aforementioned Directive.

The Sustainability Report does not include information prescribed by other legislation containing sustainability reporting requirements or generally accepted sustainability provisions.

The document covers relevant sustainability issues with reference to the financial year 2024, from 1 January to 31 December, with comparison, where possible, with the results of the financial year 2023, in line with the Group's Annual Report on Operations, whose scope of consolidation it shares. For more details, please refer to the ESRS table that identifies the information in the Sustainability Report.

In accordance with the principle of materiality, the information included in the Report concerns the most significant aspects of the upstream and downstream value chain; this does not entail the disclosure of information on all players in the value chain, as the Group has decided to make use of the phase-in period granted by both the ESRS principles and Article 4, paragraph 4 of Legislative Decree No. 125 of 6 September 2024. The value chain has been divided into several stages, as specified under SBM-1 Strategy, Business Model and Value Chain.

The Group did not use the option to omit information corresponding to intellectual property, know-how or innovation results nor of the exemption from disclosure of information on upcoming developments or matters under negotiation.

[ESRS 2 BP-2]

With regard to the medium- and long-term time, the company has not deviated from the provisions of the European regulations governing this report. The qualitative-quantitative information gathered is derived from direct examinations; the Group has not resorted to estimates as it was able to obtain the necessary data directly from the source.

The list of disclosure requirements incorporated and their position in the document can be found in the Appendix section.

GOVERNANCE

[ESRS 2 GOV-1]

THE CORPORATE GOVERNANCE MODEL

The Group's administration, management and control model is underpinned by solid governance oriented towards responsible and sustainable growth. The main objective is the creation of long-term value while ensuring the stability and consolidation of the company.

To this end, the owners have entrusted management to a highly qualified management team, led by the General Manager and the Managing Director, who are responsible for defining corporate strategies, planning medium- and long-term actions and strengthening the Group's position as a leader in the sector.

The Corporate Governance model adopted by the Parent Company consists of three main bodies:

- the **Executive Committee**, with operational and decision-making functions;
- the **Board of Directors**, which is responsible for strategic management and corporate direction;
- the **Board of Statutory Auditors**, which is in charge of supervising regulatory and statutory compliance, and compliance with the principles of proper administration.

The Shareholders' Meeting, with both ordinary and extraordinary decision-making powers, has the task of appointing the members of the Board of Directors and the Board of Statutory Auditors, as well as deliberating on matters reserved to it by law and the Articles of Association.

The Board of Directors is vested with the broadest strategic policy and decision-making powers, with the aim of ensuring efficient management consistent with the Group's development objectives. The members of the Board of Directors have cross-disciplinary ESG expertise combining digital innovation and sustainability. They are actively involved in environmental management and the promotion of corporate sustainability, participating in working tables, webinars and institutional meetings. They contribute to the development of sustainable products by integrating software solutions in line with European standards. They also have a strong academic and research background in logistics, technological innovation and social impact, with prominent roles in academic institutions and research centres. Finally, they are involved in educational and social initiatives, holding positions in foundations and schools, promoting projects for the welfare of the community.

The following table gives details of the composition and diversity of the body¹, also indicating the relevant competences.

Table 1 Composition and Diversity of the BoD

MEMBER	ROLE	GENDER	RELEVANT COMPETENCES
Giuseppe Pacotto	Chairman	M	CEO Technical developer and technical functional analyst Information technology and software development Open Innovation Sustainability and Corporate Social Responsibility

¹ It should be noted that the members of the Board of Directors include 3 executive members (50%), an employee representative and an independent director. There are no offices representing other workers.

Massimo Crivello	Executive Director	M	Supply Chain Management & Logistics ERP Business Intelligence & Change Management
Elio Becchis	Executive Director	M	Project & Software Project Management ERP Business Analysis & Strategy Supply Chain Optimization
Michel J.L. Crahay	Executive Director	M	Business Development Portfolio Management Mergers & Acquisition Business Strategy
Alessandro Perego	Director	M	Supply Chain & Logistics Management Transportation E-commerce & Procurement Business Planning
Marcella Brizio	Director	F	Arte & comunità Sviluppo del territorio Social development
Total male members and their percentage		5 male members 84%	
Total female members and their percentage		1 female member 16%	

The subsidiaries operate in cooperation with the parent company, ensuring an integrated and synergistic approach to business management.

The following table shows the composition of the governing bodies relating to the Board of Directors, Shareholders' Meeting and Board of Statutory Auditors, broken down by gender² and age group:

Table 2 Composition of governing bodies by gender and age group

GOVERNING BODIES BROKEN DOWN BY GENDER AND AGE GROUP																
	Men		Women		Other		Not reported		<30 year		30-50 years		>50 years		Total	
	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024	FY 2023	FY 2024
BoD	5	5	1	1	0	0	0	0	0	0	0	0	6	6	6	6
Shareholders' meeting	71	72	28	26	1	1	0	0	1	1	58	53	41	45	100	100
Board of Statutory Auditors	4	4	10	1	0	0	0	0	0	0	2	2	3	3	5	5
Total	80	81	30	28	1	1	0	0	1	1	69	55	50	54	111	110
Percentage	72%	74%	27%	25%	1%	1%	0%	0%	1%	1%	54%	50%	45%	49%	100%	100%

TESISQUARE's corporate structure is made up of long-standing shareholders who participated in the company's establishment and other minor ones who have joined through their loyalty and ongoing commitment to the company.

In addition to the above-mentioned governing bodies, TESISQUARE has structured its governance by appointing 17 other non-executive committees to chair the various issues relevant to the Group. These include, for example, the Product Committee, the Privacy Committee, the Customer Assignment Evaluation Committee and the International Governance Committee. For each of them, TESISQUARE defined the persons in charge and the schedule of meetings.

In line with TESISQUARE's commitment to the proper management of sustainability issues, the TESISQUARE ESG Policy was drafted and approved by the Board of Directors in 2024 to guide

² The gender is specified as shown in the figure. The table shows M = male, F = female, O = other, NR = not reported.

corporate decisions and make concrete commitments to ensure responsible business management. The policy incorporates the responsibilities of a number of bodies already in place and at the same time establishes the responsibility to the **ESG Committee**, appointed in the same year by the Board of Directors and composed of two members of the former, the CEO, and representatives of the Group's main departments such as Admin, Finance and Control, Legal, Human Resources and ICT. The ESG Committee is therefore responsible for sustainability issues and is responsible for developing a model for integrating ESG factors (in terms of impacts, risks and opportunities) into the corporate decision-making process in order to make proposals and advise the Board of Directors in an integrated manner and with a strategic vision. The objective of this committee is therefore to collaborate with the other company committees in order to implement the ESG objectives defined in the Policy, which permeate the entire management activity. This Committee will lead to the definition and implementation of a Training Plan on ESG issues (with particular regard to the sector and the issues that have emerged as Materials) aimed at members of the Board of Directors, Management Committee, Board of Auditors, Supervisory Board. The Committee meets at least once every six months and is responsible for the following tasks with regard to the impacts, risks and opportunities deemed relevant in the context of the dual materiality assessment:

- definition of a training plan on ESG issues for management;
- definition and elaboration of TESISQUARE's ESG strategy;
- monitoring and management of ESG risks;
- communication of the Group's ESG activities to all interested parties.

In addition, the ESG Committee ensures that the Policy is updated and reviewed at least once a year and submits any changes to the Board of Directors for approval.

[ESRS 2 GOV-2]

GOVERNANCE AND SUSTAINABILITY ISSUES

As mentioned above, the Board is updated annually³ on any changes or updates by the ESG Committee to the commitments made in the ESG Policy. In general, the same Committee, which has the task of guiding the Group's sustainability strategy, taking into account the nature and importance of the Group's impacts, risks and opportunities and involving the most appropriate figures (managers, employees or consultants in charge of managing individual areas), ensures that the Board is constantly aligned on developments in the field.

During 2024, the bodies supervised the drafting and approved periodic reporting on sustainability issues, contributing to the double bottom line analysis. With a focus on objectives of a general nature, the Board of Directors was directly involved in the most relevant and strategic issues for the Group's business, while more specific initiatives were managed by the relevant structures under the supervision of the ESG Committee (e.g. energy efficiency projects and training activities). During the reporting period, the delegated bodies, supported by the structures involved, updated the Board and the relevant committees on sustainability-related policies, actions, metrics and targets, addressing them at meetings based on the items on the agenda. Particular attention was paid to the double materiality assessment, a key step in the preparation of the Sustainability Report for the year 2024.

The list of significant impacts, risks and opportunities addressed by the boards of directors, management and control, and their related committees, during the reporting period can be found in the General Information, section "**IDENTIFICATION OF TESISQUARE'S RELEVANT SUSTAINABILITY ISSUES [ESRS 2 IRO-1]**".

[ESRS 2 GOV-3]

INCENTIVE SYSTEM

The personnel incentive system provides for a scheme with global and personal targets for about 1/3 of the company population. For the remaining part of the population, premium budgets are available to be allocated ad personam according to different logics. The incentive scheme always includes the overall company and/or structure result related to volumes, results, profits and quality,

³ At least once a year or as needed.

as well as parameters related to the personal performance of the individual beneficiary measured in quantitative-qualitative terms.

Within this scheme only for a specific figure, related to the world of technological infrastructure, can specific sustainability targets be defined from year to year. In the course of 2024, the following objectives can be numbered:

- Energy Savings (Project Analysis) BIT
- ESG – Measuring consumption

As proof of the effectiveness of the objectives set, the latter objective has led, in the last FY, to the development of software capable of making detailed measurements of energy consumption throughout the company.

As regards the population without a specific incentive scheme, employees with the best performance evaluations are rewarded (after the annual internal appraisal process) and, on special occasions, those who have distinguished themselves in their work, by supporting colleagues, teams, developing improvements or new solutions. This part of the rewards has connotations related to the social sphere with respect to cooperation and support between teams.

[ESRS 2 GOV-4]

INTEGRATION OF DUE DILIGENCE

Due diligence is the process by which an organisation identifies, prevents, mitigates and communicates how it addresses actual and potential negative impacts on the environment and people associated with its activities. This process is implemented through dedicated policies, operational tools and monitoring mechanisms, culminating in the formalisation of a due diligence procedure, which summarises and documents the entire approach adopted.

Although to date TESISQUARE has implemented this process only indirectly and does not have a structured due diligence framework formalised in a specific detailed procedure, it has nevertheless adopted **different tools inspired** by the fundamental procedural elements that make up the due diligence process.

The **table** below provides a map that highlights the ways and sections in which the main elements and steps of the due diligence process are reflected in the disclosures presented in this sustainability statement, thus providing a picture of corporate documentation inspired by the implementation of due diligence.

Table 1 Mapping of Ways and Sections for the Due Diligence Process

BASIC ELEMENTS OF THE PROCESS	PARAGRAPHS OF THE SUSTAINABILITY STATEMENT
Integrating the duty of care into governance, strategy and business model	Reference to: <ul style="list-style-type: none"> ▪ The role of the administrative, management and supervisory bodies (GOV-1) ▪ Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies (GOV-2) ▪ Material impacts, risks and opportunities and their interaction with strategy and business model (SBM-3) ▪ Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Engaging with affected stakeholders in all key steps of the due diligence	Reference to: <ul style="list-style-type: none"> ▪ Interests and views of stakeholders (SBM-2) ▪ Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)

Identifying and assessing negative impacts	Reference to: <ul style="list-style-type: none"> Description of the processes to identify and assess material impacts, risks and opportunities (IRO-1)
Taking action to address negative impacts	No negative impacts were recorded that required intervention by the Group.
Tracking the effectiveness of these efforts and communicating	The Group communicates its due diligence systems and results through the annual Sustainability Statement.

[ESRS 2 GOV-5]

RISK MANAGEMENT AND INTERNAL AUDIT OF SUSTAINABILITY REPORTING

Although TESISQUARE has not yet formalised an internal control and corporate risk management system specifically dedicated to sustainability reporting, an initial structured reporting approach aimed at ensuring its effective management has been implemented for the first year of voluntary reporting. The proper application of this approach contributes to improving the quantitative and qualitative reliability and transparency of data and information available to governance bodies, supporting informed and sustainable decisions and fostering the continuous improvement of the organisation.

The main steps of the currently implemented process aimed at ensuring the accuracy and compliance of reporting with the relevant principles are outlined below:

- **Preliminary phase:** preparatory phase in which the consolidated sustainability reporting approach and scope analysis are defined;
- **Planning:** operational and structured definition of consolidated sustainability reporting activities and related mapping of priority risk areas assessed on the basis of data availability;
- **Drafting:** gathering information, drafting and validating the document;
- **Attestation:** control and verification by the Internal Workgroup;
- **Approval and publication:** approval of the consolidated sustainability report by the Board of Directors, at the same time as the consolidated financial statements, and subsequent publication.

The following qualitative approach was adopted to ensure the accuracy of the information included in this document..

STRATEGY

[ESRS 2 SBM-1]

FROM CORE BUSINESS TO SUSTAINABILITY GOALS

TESISQUARE offers advanced supply chain solutions, providing an integrated view of all phases of procurement and facilitating the interconnection among data, people, technology and processes. Driven by the belief that collaboration can break down barriers, the Group pursues a clear mission: to support companies in creating digital supply chain ecosystems, optimising performance within extended and complex business networks. This mission aligns with the company's vision, based on the values of collaboration, flexibility and innovation.

"Collaboration, flexibility and innovation drive our dedication to providing excellent end-to-end operational solutions. We are committed to supporting customers in maximising performance within the intricate business networks of the supply chain by offering the most advanced solutions on the market."

The Group's mission and vision is therefore developed around three core values that guide the strategy and business model:

People First

People are at the heart of the strategy, are valued and put first. An environment that inspires innovation, encourages new ideas and stimulates creative solutions is fostered. Respect is the key to boosting productivity and collaboration, creating a fair and transparent working environment where solid relationships and trust grow among employees, customers, suppliers and partner.

Relationship

Building lasting relationships, always guaranteeing the highest quality standards. A pragmatic and customer-oriented approach, based on flexibility, simplicity, transparency and innovation, ensures efficiency and excellent performance. This creates unique and distinctive solutions designed to make a difference.

Sustainability

Driving change towards a sustainable future, for people and for business. The aim is to build a responsible model that combines technological innovation and respect for the environment. The adoption of sustainable practices is promoted at every level, from optimising travel and energy efficiency to digital management and plastic reduction.

TESISQUARE's core business operates internationally focusing on the **provision of IT software products and services**, with a specific focus on **Supply Chain Management**, which includes solutions for transport management, procurement and other related activities. These products and services, together with associated support services, account for more than 98% of total turnover, both for the parent company TESISQUARE S.p.A. and for most of its subsidiaries. TESISQUARE's strategy and business model is based on specific industry analyses and market forecasts. The Group takes into account the sustainability risks identified through the dual materiality assessment presented in the following chapters.

In terms of customer groups and markets served, the Group focuses mainly on diversified sectors such as Retail, Food & Beverage, Fashion & Luxury, Consumer Electronics, Special Machine Production and Industrial Contract Manufacturing. There are also smaller market shares in the Pharmaceuticals, Chemicals, Financial Services and Utilities sectors. TESISQUARE S.p.A. mainly provides its services through the offer of software solutions in SaaS (Software as a Service) mode, using third-party cloud infrastructures, thus reducing the impact related to the physical management of servers by the Group. Some subsidiaries, including ELISION S.r.l., complement their commercial proposition with the non-occasional supply of hardware devices, such as RFID tags, readers/writers and IoT solutions, characterised by different life cycles and environmental impacts compared to cloud-based services; this difference has given rise to specific considerations in the area of sustainability management. More information can be found in the section "**IDENTIFICATION OF TESISQUARE'S RELEVANT SUSTAINABILITY ISSUES [ESRS 2 IRO-1]**".

International development, with a specific focus on expansion into non-EU markets, is a strategic priority for the Group. This orientation, aimed at strengthening the global presence, was carefully considered in the analysis of relevant environmental and social impacts, risks and opportunities. Indeed, internationalisation will lead to an increase in long-haul air travel on the one hand, with a consequent impact on emissions, and an increase in the workforce on the other. To mitigate the environmental impacts of growth, the Group has planned further investments in photovoltaic plants to offset the increase in energy consumption, while the increase in gas use for heating will be marginal. Moreover, the expansion will also allow significant opportunities to be seized in the social sphere, favouring the inclusion of new resources and the creation of professional growth paths, with the aim of gradually improving gender equality within the organisation.

The Group's personnel is distributed mainly in Italy and in some international locations. For further information, please refer to the Annex "**Tables S1-6**" in the Appendix. Finally, it should be noted that there are no Group products or services subject to specific restrictions or bans in certain markets.

This information constitutes the cornerstones of the Group's strategy and has guided both the identification of relevant sustainability issues and the drafting of **guidelines** which are preliminary to

the subsequent formalisation of the sustainability objectives that TESISQUARE intends to adopt in the next financial year. These guidelines define the strategic approach and the main guidelines that the Group intends to pursue for the identification and adoption of future objectives:

- Designing Supply Chain Management Software that enables customers to pursue their own **sustainability goals in the Supply Chain**
- Designing **Efficient Software** from an energy point of view
- **Taking care of the health and well-being** of all employees
- Being a company that cares about the **local area**

In the last two years, in line with the first strategic guideline – which envisages the **development of software solutions oriented to favour sustainable customer supply chain management** – the Group has already initiated major investments on several modules in its offering. These tools allow corporate clients to monitor and track suppliers and supplies on the basis of ESG criteria, ensuring greater transparency and control along the entire supply chain. Among the solutions developed are modules for supplier qualification (Vendor Qualification), product specification management (Product/Item Specification) and advanced traceability systems (Track & Trace) on batches or serial numbers. Further innovations have concerned the optimisation of logistical processes, such as the reduction of waiting times for drivers and the streamlining of freight transport. To complete this path, the Group has also enhanced its digitisation and dematerialisation solutions for processes, thus contributing to a reduction in the environmental impact related to the use of paper and to greater operational efficiency.

As a second strategic line in the area of sustainability, TESISQUARE intends to strengthen its commitment to **designing software that is increasingly energy efficient**. In particular, activities will be undertaken to detail and measure more precisely the energy efficiency of services delivered in the cloud versus those managed on-premises at customer premises, in order to promote conscious and sustainable choices. This approach will identify solutions with a lower environmental impact and optimise the energy performance of the software offered, reducing overall resource consumption and contributing to the decarbonisation goals of the value chain.

In addition, the Group, consistent with its guideline to **protect the health and well-being of employees**, implements and intends to continue developing a set of initiatives aimed at ensuring a healthy and balanced working environment. With this in mind, in addition to compulsory health surveillance protocols, welfare measures are implemented to promote psycho-physical well-being, including sports activities, outdoor work and environments designed for stress reduction. Corporate welfare also takes the form of organisational flexibility, such as hybrid work and the absence of time recording systems, as well as services and spaces designed for daily well-being. This commitment is complemented by structured employee listening and involvement processes.

Finally, in keeping with the **valuing the local area** guideline, TESISQUARE promotes the development of initiatives aimed at generating value for people and the environment. These include the construction of the TESISQUARE Park, a green area located in the municipality of Cherasco, the headquarters of the parent company Tesisquare S.p.A., conceived as the final element of the innovation village already built by the Group, which includes the headquarters and the new sustainable building DIG – Digital Innovation Gate. The park is a naturalistic and immersive space, intended for multiple uses and aimed at creating a point of connection between the company, the territory and the local community, encouraging encounters and exchanges in close contact with nature.

As evidence of TESISQUARE's growing commitment to sustainability, the company achieved a significant milestone by obtaining the **EcoVadis Bronze Medal** for 2024. This prestigious award, given to the top 35% of companies evaluated by EcoVadis, positions TESISQUARE among the virtuous companies for sustainability practices, confirming its constant dedication to integrating social responsibility and technological innovation.



The assessment by EcoVadis, one of the world's leading providers of sustainability ratings, is based on four key macro-areas: **environment, ethics, labour and human rights**, and **sustainable procurement**. This achievement highlights TESISQUARE's active role in supporting a sustainable future for global supply chains by offering technology solutions that combine efficiency and compliance with the highest international standards.

TESISQUARE's mission is to support companies in developing sustainable digital ecosystems; in particular, over the past two years, the Piedmont-based company has been working to develop vertical ESG solutions that leverage visibility, traceability and governance tools to manage sustainable risks and objectives and produce assets that respect human rights, the environment and regulations.

The specific initiatives taken by TESISQUARE during 2024, mentioned in the previous paragraphs, will be explained in detail in the dedicated chapters of this document.

To corroborate the general guidelines presented, through the **ESG Policy**, as presented earlier in the text, TESISQUARE formalises its commitments and objectives (to date, only qualitative) on sustainability issues deemed relevant for the Group. The objectives identified were broken down by environmental, social and governance issues.

ENVIRONMENT	SOCIAL	GOVERNANCE
<ul style="list-style-type: none"> ▪ Climate change adaptation ▪ Reducing greenhouse gas emissions ▪ Sustainable energy management ▪ Protection of biodiversity ▪ Sustainable materials management 	<ul style="list-style-type: none"> Employees <ul style="list-style-type: none"> ▪ Secure employment ▪ Occupational health and safety ▪ Employee welfare ▪ Training and education of employees ▪ Diversity and equal opportunities Suppliers <ul style="list-style-type: none"> ▪ Safe and fair working conditions for workers in the supply chain ▪ Equal treatment ▪ Management of relationships with suppliers ▪ Local communities <ul style="list-style-type: none"> ▪ Collaboration and sustainable development for local communities Customer <ul style="list-style-type: none"> ▪ Protection of client confidentiality and access to information 	<ul style="list-style-type: none"> ▪ Corporate culture ▪ Fight against corruption ▪ Prevention of anti-competitive behaviour ▪ Customer privacy ▪ Sustainable procurement policies

BUSINESS MODEL

TESISQUARE's business model is traditional, specialising in management solutions and digital integration services.

The Group's activity is based on the use of two main categories of data: on the one hand, **specialised data** related to the IT services offered, which represent the core of our business proposal; on the other hand, **data of a managerial nature**, related to ordinary relations with customers, suppliers, employees, collaborators and other third parties, in line with what happens in any business. All data is collected, processed and protected using an approach that complies with the relevant regulatory framework and international standards. In particular, internal and external processes follow the provisions of the European Data Protection Regulation (GDPR), the ISO 9001 quality standards and the provisions of the NIS2 Directive for network and information system security. For the main services provided to customers, the company also applies the requirements of ISO 27001, thus ensuring a high level of security and information management.

L'offerta del Gruppo si sviluppa in diversi servizi, tra cui si annoverano:



ADVISORY



CLOUD SERVICES



CUSTOMER SERVICE AND SUPPORT



3RD PARTIES ON-BOARDING



GOVERNANCE, RISK & COMPLIANCE



SUPPLY CHAIN FINANCE

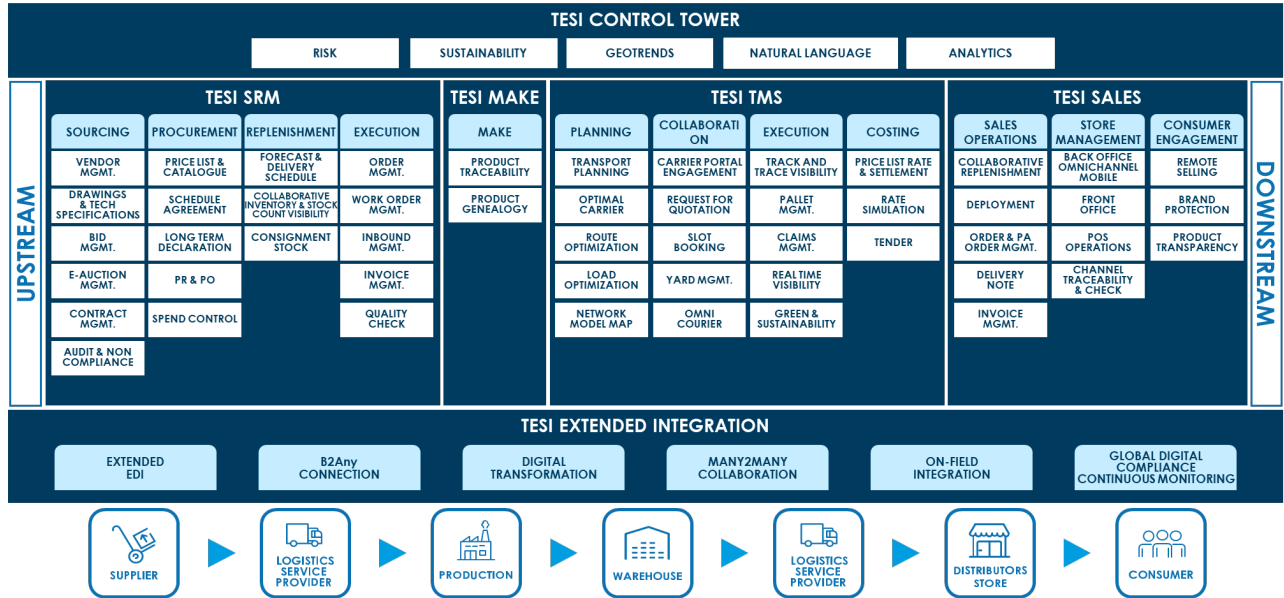
In terms of customer benefits, the **services for digitising and automating processes along supply chains** offer significant advantages in terms of operational efficiency. Customers can rely on increased speed of execution, reduced man-hours per process, fewer errors, and greater transparency and visibility of the supply chain. The digital infrastructure also makes it possible to prevent potential critical issues related to the availability of goods, thus facilitating more responsive and sustainable management. Furthermore, thanks to the offered solutions, customers can collect sustainability data on their supply chains in a structured and traceable way, including information on suppliers and products along the entire value chain, with details down to factory and warehouse level, technical product characteristics and traceability by batch and production genealogy, also facilitating the creation of Digital Product Passports (DPP). Looking ahead, technological evolution, including the integration of Artificial Intelligence-based solutions, will further expand the value offered. In fact, it will be possible to support customers with predictive analyses of supply chain risks, increasingly accurate forecasts and automated exception handling suggestions based on past cases.

For investors and other stakeholders, the main advantages derive from the **solidity and reliability of the business model**, capable of guaranteeing continuity and stability in the long term thanks to an offer oriented towards quality, innovation and independence, elements that strengthen our competitiveness and customer loyalty.

Value chain: skills, technology and customers

TESISQUARE PLATFORM

A COMPLETE OFFERING TO BUILD YOUR DIGITAL SUPPLY CHAIN ECOSYSTEM



The company's value chain is developed on several levels, reflecting the complexity and integration of processes that characterise the management IT sector and the wide variety of markets served.

Upstream, the value chain related to the **development of the Group's own IT solutions** consists mainly of global technology providers of infrastructure and core software, such as Microsoft, Oracle, Google and Adobe as far as operating systems, databases, languages and other software components are concerned, as well as hardware infrastructure providers (servers, storage, networking, firewall) that are utilised either through rental services at certified data centres for the provision of services to customers, or through assets purchased and managed in-house for the development and testing of solutions.

In addition, there are **collaborations with external partners**, such as software development laboratories and subsidiaries, which contribute to the realisation of specialised modules and components (such as IoT solutions, forecasting and reordering modules), as well as highly specialised third-party suppliers who supplement the offer with vertical solutions (e.g. tools for transport optimisation or e-commerce). A further element of the value chain is the in-house specialised expertise, gained through the experience of employees or through external senior associates, as well as the Service Monitoring & Support team that ensures continuous customer support.

Downstream, the value chain extends to a large and diverse customer base, active in **multiple industries**, to which the Group offers digital supply chain integration and process automation solutions, with benefits in terms of operational efficiency, error reduction, end-to-end visibility and improved ESG compliance and governance. An integral part of this process is the consulting and support the Group provides to its customers to optimise their value chains through the application of industry best practices and continuous innovation.

From the **distribution** point of view, the company makes use of both a direct channel – with dedicated structures at national and international level – and an indirect channel that is being gradually expanded, involving collaboration with partners for local sales, installation and service, especially with a view to internationalisation.

Alongside this main chain, there are two further relevant value chains. The first concerns the distribution and integration of **third-party solutions**, such as SAP and GOLD (specialised ERP for large-scale distribution), which the Group integrates with its own platforms and for which it is a competence centre. The second, now more marginal, relates to **custom development** activities for specific

customers, which is carried out according to the technologies and needs of the individual project and always accompanied by post-implementation support and assistance services.

Finally, in-depth knowledge of customers' value chains is a further distinguishing feature, which enables the Group to transfer innovation and solutions tested in certain sectors (e.g. Fashion & Luxury) to other industries, thus contributing to the evolution and streamlining of its customers' supply chains.

[ESRS 2 SBM-2]

STAKEHOLDER ENGAGEMENT

TESISQUARE has implemented a process for mapping and identifying categories of stakeholders of priority interest to the Group. The analysis was carried out with reference to the criteria defined by the AccountAbility 1000 Standard (AA1000). The variables considered in identifying the level of stakeholder relevance were:

- **Influence:** exerted by the stakeholder on the Group;
- **Dependence:** of the stakeholder from the activities and decisions of the Group itself.

The assessments made on the basis of the two variables has made it possible to define a map depicting the main stakeholders:

- Customers and the market (shareholders, end-users and competitors);
- Human resources (employees, top management and external collaborators);
- Suppliers;
- Partners (manufacturers, banks and insurance companies);
- Collectivity (media and public opinion).

Based on the analysis carried out with the involvement of all major Group functions, the stakeholder tree was created in 2024, i.e. the list of Group stakeholders containing the categories and subcategories of the main stakeholders for Tesisquare.

TESISQUARE considers the opinions and interests of its main stakeholders as key elements in defining its strategy. The Group therefore continuously seeks dialogue with its stakeholders, with the aim of facilitating opportunities for shareholders, customers, employees, opinion leaders and other stakeholders to enter into dialogue with the Group.

In order to gather and make the most of this information, TESISQUARE has implemented various initiatives to listen to and involve the different categories of stakeholders with varying manners and intensities, depending on the strategic relevance and specific features of each of them.

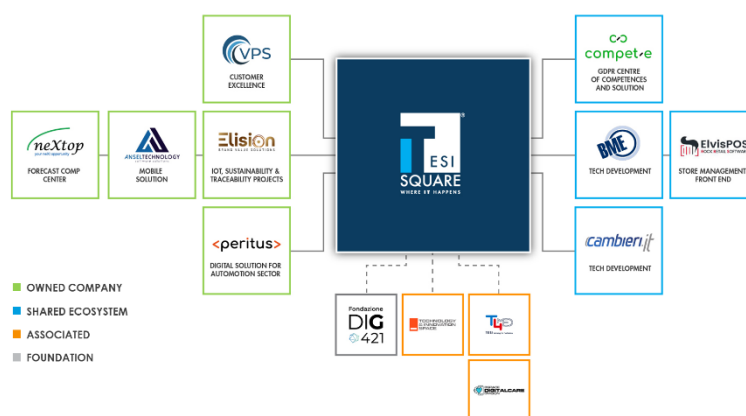
The **customers**, considered among the most relevant stakeholder categories for the company, are managed through a direct relationship model with a Key Account Manager, who guarantees a constant and customised dialogue. Indeed, the Group plans the development of its products and services on the basis of the results of this involvement. TESISQUARE's customers are mainly large or medium-sized companies with a complex supply chain; they are in fact the consumers and end-users of the Group's products and services. TESISQUARE's customers are extremely attentive not only to the quality of the service offered but also to the level of support the company is able to provide. In addition, another key element is information security and respect for information privacy. As a result, over the years, the Group has streamlined its products and services, working with suppliers and partners to guarantee service levels in line with end-customer expectations, and at the same time has acquired various certifications to offer robust solutions using modern technology while at the same time respecting consumer rights and legislation. In particular, customers belonging to the large enterprise segment benefit from individual meetings focused on product roadmaps and service levels (SLAs). These are flanked by **periodic customer satisfaction surveys** and, on an annual basis, the participation of selected subgroups (approximately 15-20%) in Advisory Boards aimed at the structured collection of indications, orientations and expectations. Smaller customers (SMEs), on the other hand, are involved through monitoring of open tickets to technical support, with the aim of identifying any critical issues, even in the absence of a specific and structured engagement programme.

With reference to **human resources**, employees are managed both by the relevant organisational structures and by the HR Management. There are two **evaluation systems** (potential and performance) during the year, plus a subjective evaluation by the manager at the end of the year. At a transversal level, listening and discussion initiatives are also implemented for specific professional families, although it is recognised that a more systematic approach and greater responsiveness to requests and proposals are needed. The strong link with key personnel, also expressed through broad share ownership, should be emphasised. For executives and managers, involvement takes place through regular round tables, mainly focused on economic and financial issues (budgets, final accounts, forecasts, P&L, management of critical issues). However, there is a need to strengthen a more methodical and shared approach in order to overcome sectoral or individual logics. Finally, external collaborators constitute a heterogeneous group, whose involvement depends largely on individual proactivity and authority. Some who have been selected for their distinctive competencies actively participate in decision-making processes, while others, with more operational roles, could be more highly valued within the listening and involvement process. External professionals (consultants, advisors, etc.) are involved to varying degrees. Their recommendations are taken into account, although there is room for improvement in the timeliness of decisions and implementation of the suggestions received.

TESISQUARE recognises the strategic importance of **suppliers** in creating sustainable value. Indeed, the Group believes that an effective and transparent collaboration with suppliers is fundamental to guarantee the quality of the products/services offered, to reduce risks and, at the same time, to promote responsible practices throughout the supply chain. With regard to the relationship with its suppliers, TESISQUARE aims to create long-term relationships of trust and collaboration and to ensure respect for human rights and environmental regulations. The main communication channels implemented involve periodic meetings, surveys and direct feedback as well as meetings and workshops with some strategic suppliers and SMEs in the Piedmont region to discuss specific issues, share good practices and identify opportunities for continuous improvement and synergies. In addition, the Group shares its Code of Ethics as proof of the company's human rights, ethics and regulatory compliance standards and expectations; it has also implemented a system for evaluating and monitoring supplier performance. Strategic suppliers are involved in the dialogue with TESISQUARE, such as, for example, data centre service providers or software development service providers. In July 2024, the 'Platform Developers Day' took place at the headquarters in Cherasco, Italy, during which TESISQUARE presented the main new features of its software product, involving several software development service providers in the training. Regular service review meetings are also organised with hosting service providers in order to jointly improve service levels and develop corrective actions.

The companies of the **ecosystem**⁴ and its collaborators/employees are involved to varying degrees depending on the degree of integration with the TESISQUARE model. However, a principle of fairness and alignment is applied, e.g. with regard to salary adjustments recognised in advance of what is provided for by contractual obligations, and is extended to partners and their employees too. As far as shareholders are concerned, largely coinciding with managers and operational managers, there is a need to implement more structured listening and involvement tools in order to collect useful contributions also outside hierarchical dynamics. Lenders (financial institutions) are interlocutors with whom an established relationship is already in place through dialogue with key officials.

The company maintains an unwavering commitment towards the **local area** and its **communities**, one inspired by historical models of corporate responsibility. Environmental, social and cultural



⁴ All companies within the Group's scope – consolidated and non-consolidated – and partner companies.

initiatives are being gradually structured, although there is still room for further improvement in terms of listening and selecting priorities for action.

The results of the various listening and involvement tools implemented are taken into account in the corporate decision-making processes that are answerable to the Board of Directors, with the aim of improving dialogue with stakeholders and strengthening the ability to respond effectively and consistently to needs and expectations.

TESISQUARE is aware that the views of stakeholders, gathered through increasingly structured engagement methods, will lead to the need to review some strategic lines or implement enrichment and focus interventions in the future. Among these, the Group expects to find the adjustment of priorities in the product roadmap according to customers' sustainability expectations; a greater focus on the needs of minor customers; a strengthening of the HR staff to enhance career paths, coaching and employee listening; a reorganisation of listening sessions aimed at managers and executives, as well as a structured enhancement of innovative contributions from suppliers. As a result of the listening activities aimed at employees, a knowledge management scheme was developed in 2024 for all 'non-junior' roles, aimed at ensuring the structured development of a deputy/backup for each human resource and facilitating internal mobility. The project, which involved more than 25 people from different areas of the company, will become fully operational in 2025 with the implementation of the operational plan by the HR department. This initiative is believed to generate a significant impact in strengthening the relationship with employees, while improving the organisation's attractiveness to new talent.

The interests and opinions of the main stakeholders were also analysed and duly taken into account during the double materiality assessment process and the results were shared with the internal Working Group, as well as with the Board of Directors. More information can be found in the section "**IDENTIFICATION OF TESISQUARE'S RELEVANT SUSTAINABILITY ISSUES [ESRS 2 IRO-1]**".

[ESRS 2 SBM-3]

RELEVANT IMPACTS, RISKS AND OPPORTUNITIES

TESISQUARE has identified relevant impacts, risks and opportunities for its organisation and along the value chain through the double materiality assessment as prescribed by the ESRS Standard. The results of the assessment have been reported in a **summary table** in the Appendix to this document.

IMPACT, RISK AND OPPORTUNITY MANAGEMENT

[ESRS 2 IRO-1]

IDENTIFICATION OF TESISQUARE'S RELEVANT SUSTAINABILITY ISSUES

Double materiality assessment

The TESISQUARE Group identifies sustainability issues on which to focus its reporting on the basis of the double materiality principle, identifying and assessing both the impacts that the company's activities are able to generate on the environment and people ("impact materiality") and the implications of a more or less effective management of ESG aspects on the Group's resilience and business continuity ("financial materiality"). A sustainability issue is relevant if it is prioritised from the perspective of impact materiality, financial materiality or both.

A question of sustainability is relevant from the **point of view of impact** when it concerns the relevant impacts of the enterprise, negative or positive, actual or potential, on people or the environment in the short, medium or long term. Impacts include those related to the company's own operations and to the upstream and downstream value chain, including through its products and services and business relationships. Business relationships include those in the enterprise value chain, upstream and downstream, and are not limited to direct contractual relationships.

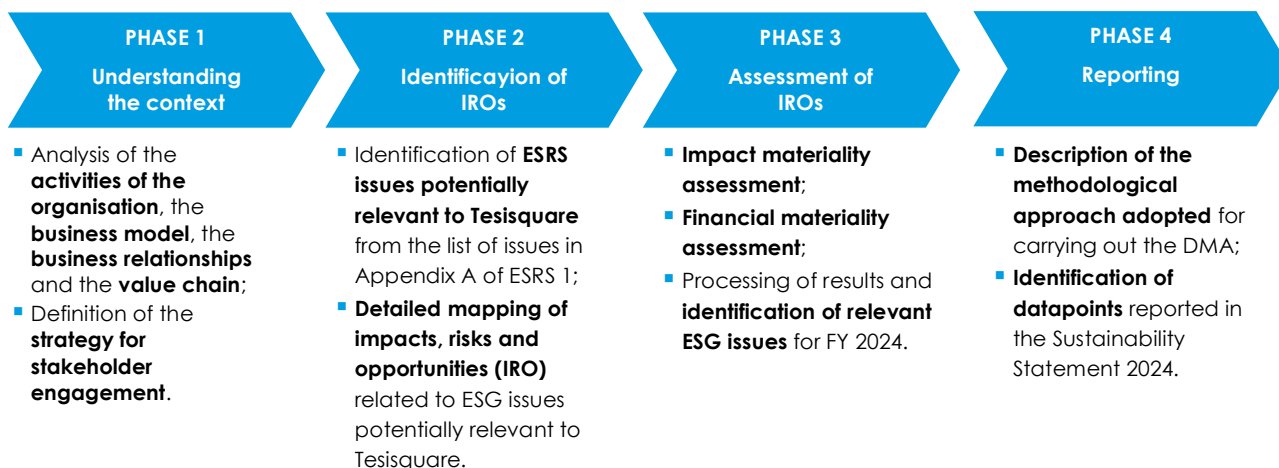
A question of sustainability is relevant from a **financial point of view** if it entails or can reasonably be expected to entail significant financial effects on the company. This happens when sustainability aspects that generate risks or opportunities that have or can reasonably be expected to have a material influence on the company's development, financial position, results of operations, cash flows, access to finance or cost of capital in the short, medium or long term. Risks and opportunities may arise from past or future events. The financial materiality of a sustainability issue is not limited to aspects within the control of the company but includes information on material risks and

opportunities attributable to business relationships that are outside the scope of consolidation used in preparing the financial statements.

The process

The materiality assessment was carried out in response to the mandatory requirements set out by the European Sustainability Reporting Standards (ESRS) issued by the European Financial Reporting Advisory Group (EFRAG). The process adopted to meet these obligations followed a methodological approach consisting of 4 main steps (shown in the figure below) and is aligned with the dictates of the EFRAG Implementation Guidance⁵:

Outline 1 Materiality Assessment Process



As part of its mandate, EFRAG has also been tasked with developing the ESRS Sector Standards, which describe impacts, risks and opportunities that are likely to be material for companies in a specific sector and are not sufficiently covered by the ESRS Topical Standards. Since the industry standard dedicated to TESISQUARE's area of operation is not currently available, the Group conducted a context analysis and benchmarking to identify sustainability issues relevant to its industry. This analysis identifies the industry context in which the Group operates and provides valuable information for the subsequent stages of the process.

Specifically, the materiality assessment was carried out starting from a **preliminary analysis of the context** in which the Group operates, which included an assessment of internal documents, policies, management systems and the risk control system (ERM), as well as a round of interviews with the Departments to supplement the document analysis.

Subsequently, an **analysis of benchmarks** (for impact and financial materiality) was carried out in order to identify potentially matter sustainability issues for the Group. The benchmark analysis considered the list of sustainability issues covered in the thematic ESRS, broken down into themes, sub-themes and sub-sub-themes (ESRS 1, Appendix A, RA16 of Delegated Regulation (EU) 2023/2772).

For the analysis attributable to the sphere of *impact materiality*, five competitors and comparables of TESISQUARE were identified and assessed with regard to the topics that emerged as Materials in the Sustainability Reports 2023 and the available documentation on specific issues.

⁵ «EFRAG IG 1 – Materiality Assessment» published by EFRAG in May 2024

For the analysis related to *financial materiality*, the benchmark analyses benchmark ESG reporting frameworks (TCFD⁶, TNFD⁷, SASB⁸), observatories and research on ESG topics (Global risk report 2024⁹, Business & Human Rights Research Centre¹⁰, Copernicus (EU) Climate Change Service – World Meteorological Organization¹¹, Encore¹² and European Environment Agency (EEA) – ISPRA¹³) and sustainability ratings (Ecovadis¹⁴, GRESB¹⁵ and CDP¹⁶).

The 28 sustainability issues that emerged from the benchmark constituted the areas to focus on with respect to the themes, sub-themes and sub-sub-themes listed by the standard and associated with the ESRS Topical Standards. In addition, Tesisquare also identified 'entity-specific' issues, on the basis of which it then drew up its own entity-specific disclosures concerning material impacts, risks and opportunities not covered by ESRS

Materiality of the impact

In conducting the impact materiality assessment, TESISQUARE considered the list of sustainability issues that emerged from the benchmark. Consistent with the ESRS requirements, the Group also considered its own specific situation through the business context analysis performed and the examination of the main sectoral ESG guidelines and regulatory frameworks. This analysis has made it possible to identify a sample of direct impacts arising from the Group's business as well as indirect impacts occurring along the most relevant steps of the value chain, in application of the materiality principle.

The impacts thus identified were brought back to the topics included in the table in ESRS 1, Appendix A, RA 16, classified in application of the provisions of the ESRS and, therefore, grouped into themes. Each impact identified was classified in terms of: direct/indirect, positive/negative, actual/potential. The scope of the impact itself was defined, understood as the scope within which impacts, whether positive or negative, actual or potential, have effects (with consequent effects on the stakeholders concerned). Finally, a short, medium and long-term time horizon was associated with each impact.

With regard to the assessment of these **impacts**, a detailed analysis was carried out by means of an internal focus group composed of the executive and independent members of the Board of Directors and the members of the Restricted Working Group, to whom a special questionnaire was submitted. Once all the assessments were collected, they were aggregated and (numerically) reprocessed to obtain the list of relevant impacts for TESISQUARE. In particular, once the results of the surveys were processed, the relevant impacts obtained were defined on the basis of specific materiality thresholds identified with reference to the nature of the impacts.

⁶ Task Force on Climate-related Financial Disclosures

⁷ Taskforce on Nature-related Financial Disclosures

⁸ SASB Standards

⁹ World Economic Forum – Global Risks Report 2024 – 19th Edition

¹⁰ Business & Human Rights Resource Centre

¹¹ Copernicus (EU) Climate Change Service – World Meteorological Organization

¹² ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure)

¹³ European Environment Agency (EEA) – European Climate Risk Assessment

¹⁴ The leading sustainability intelligence platform for global supply chains | EcoVadis

¹⁵ Welcome – GRESB

¹⁶ Scores and A Lists – CDP

Below is an example table and explanation of each term:

Table 4 Evaluation Criteria for materiality assessment

MEASUREMENT CRITERIA			
Actual positive impact	Potential positive impact	Actual negative impact	Potential negative impact
Magnitude: Extent, Scope	Magnitude: Extent, Scope	Magnitude: Extent, Scope, Remediability	Magnitude: Extent, Scope, Remediability
	Probability		Probability

- by **magnitude** we mean the concept that encompasses the factors magnitude and extent of positive and negative impacts (and the non-remediable nature of the negative impact):
 - by **extent** we mean how severe the negative impact is or how beneficial the positive impact is for people or the environment;
 - for **scope** means how widespread the impact is (e.g. in the case of an adverse environmental impact, the scope can be understood as the geographical extent of the environmental damage);
 - **remediability** means the extent to which the harm can be remedied, if at all possible;
- **probability** means the possibility or otherwise of such an impact occurring.

As described within the standard, in the case of a potential negative impact on human rights, the severity of the impact has outweighed its likelihood.

The same impacts were subsequently subjected to evaluation by the **stakeholders**, via the same questionnaire used for the internal evaluation, in order to be able to make more qualitative considerations on the results of the internal analysis. Stakeholder mapping was carried out by starting with the categories in the Accountability 1000 standard and then relating them to the stakeholders identified by TESISQUARE during last year's reporting process. These categories were then analysed according to the criteria of influence¹⁷ and dependence¹⁸ in order to identify the level of materiality. Following the assessment, the following categories were found to be strategic and therefore to be involved in the analysis:

- Top management;
- Employees and collaborators;
- Customers;
- Suppliers;
- Banks.

Financial materiality

In performing the financial materiality assessment, TESISQUARE has considered the list of sustainability issues covered in the Thematic ESRS, starting with the table in ESRS 1, Appendix A, RA 16. Consistent with the same ESRS requirement, a list of potentially significant risks and opportunities associated with the Group's business has been drawn up. To this end, the Group considered its specific situation by assessing the business and market environment, as detailed below:

¹⁷ From the AA1000 standard, the definition of influence: "Groups or individuals who can have an impact on the strategic or operational decision-making process of the organisation or an interested party".

¹⁸ From the AA1000 standard, the definition of dependency: "Groups or individuals who are directly or indirectly dependent on the organisation's activities, products or services and associated benefits, or on whom the organisation depends to operate".

- consultant of the ENCORE¹⁹ platform, which allowed the Group to verify its dependencies on natural and social resources. This initial screening revealed no significant dependencies for TESISQUARE's business;
- analysis of relevant company documentation;
- consultation of key stakeholders involved in sustainability reporting as part of the preliminary context analysis carried out;

With regard to **risks and opportunities**, the assessment was carried out by involving the CFO and the Core Group through the use of an ad hoc tool, combining the magnitude of the potential financial effects and the probability that the risk/opportunity has of occurring.

In detail, by means of the **magnitude** the extent to which the risk or opportunity has a material influence on the development of the organisation, its financial position, profit and loss, cash flow, access to finance or the cost of capital in the short, medium or long term is assessed. With regard to **risks**, the inherent risk is taken into account for the materiality assessment, which, as prescribed by the ESRS, does not take into account any control methods already adopted by the Group. The assessment of the **probability** was made taking into account the probability of the risk/opportunity in question occurring. Finally, the **time horizon** was also taken into account, assessing how much the risk/opportunity changes in a given period. In particular, change in the medium to long term (beyond 5 years) was assessed.

The results

In order to obtain the list of impacts, risks and opportunities (IROs) relevant to the Group, each category of IRO was assigned a specific **materiality threshold** placed close to the value obtained by calculating the average of the "overall scores" achieved by the IROs belonging to the category in question. Any IRO with an 'overall score' equal to or above the threshold thus defined is considered relevant, and any sustainability issue with at least one impact, risk or opportunity considered relevant is also considered relevant.

As a result of the assessment, of the 28 potentially material issues that emerged from the benchmark analysis, **22** are **relevant**, for which the Group discloses information in accordance with the corresponding disclosure requirements of the relevant thematic ESRS.

The results of the double materiality assessment were then discussed with the Internal Working Group and subsequently approved by the Board of Directors.

The table below describes, for each relevant issue, the relevant impacts (positive and negative), risks and opportunities that crossed the materiality threshold and thus made the issue relevant.

¹⁹ Platform recognised by the European Commission and promoted by the UN with the objective of identifying impacts and dependencies on natural and social resources for financial institutions and companies. The platform allows one to select the type of sector, sub-sector and activity to narrow the scope of analysis and identify the specific dependencies of a particular business. Please note that ENCORE only lists direct potential dependencies and impacts of production processes on ecosystem services and natural capital, excluding dependencies and impacts occurring through the supply chain.

Table 5 List of Relevant Issues and Relevant IROs

LIST OF RELEVANT ISSUES AND RELEVANT IROs					
SUBJECT	RELEVANT ISSUE	SIGNIFICANT NEGATIVE IMPACTS	SIGNIFICANT POSITIVE IMPACTS	RELEVANT RISKS	RELEVANT OPPORTUNITIES
E1 – Climate Change	Climate change adaptation			Transition risk: Impact of new regulatory developments related to climate change on the range of services offered	
				Transition risk: Increased costs due to delayed adoption of less impactful technologies	
				Physical risk: Extreme weather events with structural damage and increased costs	
				Physical risk: Chronic: Long-term climate change as mean temperature and sea level rise	
	Reduced use of emissions				Efficient use of resources and cost cutting
	Sustainable energy management	Increased energy footprint linked to increased business activity	Covering a significant portion of the company's energy needs through the use of energy from renewable sources	Sudden and unexpected changes in energy costs (example: energy crisis)	Use of new technologies and low-emission energy sources
					Efficient use of resources and cost cutting
E4 – Biodiversity and ecosystems	Protection of biodiversity				Increased market share
E5 – Circular Economy	Sustainable materials management	Lack of responsible management, more waste of Materials and resources			Improved reputation and consequent increase in market share (sustainability-conscious customers)

LIST OF RELEVANT ISSUES AND RELEVANT IROs

SUBJECT	RELEVANT ISSUE	SIGNIFICANT NEGATIVE IMPACTS	SIGNIFICANT POSITIVE IMPACTS	RELEVANT RISKS	RELEVANT OPPORTUNITIES
S1- Own work force	Secure employment		Improved perception by customers, investors and other stakeholders, improved attraction and retention capabilities		
	Occupational health and safety protection		Possibility of positively affecting the level of psycho-physical well-being of employees, with consequent impact on the actual opportunity for each employee to realise his or her full potential, through the provision of a positive, healthy working environment characterised by a set of programmes aimed at improving the work-life balance of employees	Risk of penalties and exposure to legal action	
			Possibility of positively impacting staff health and safety by reducing accident rates within the organisation and levels of work-related stress experienced by company staff		
	Improved employee well-being		Improved reputation, increased chances of attraction and retention, increased business		Increased company attraction and retention
					Enhanced reputation
					Stakeholder trust
	Training and education for workers		Opportunity for each employee to realise their full potential thanks to stimulating career paths		Development of employee potential and consequent increase in productivity

LIST OF RELEVANT ISSUES AND RELEVANT IROs					
SUBJECT	RELEVANT ISSUE	SIGNIFICANT NEGATIVE IMPACTS	SIGNIFICANT POSITIVE IMPACTS	RELEVANT RISKS	RELEVANT OPPORTUNITIES
					Increased company attraction and retention
					Enhanced reputation
					Stakeholder trust
	Protection of diversity and equal opportunities	Increased Gender Pay Gap or unintentional D&I-related bias in personnel selection processes and in defining career paths within the company	Protection of the fundamental rights of company personnel and all persons with whom the company interacts.	Failure to develop resources and reduced productivity	
	Countering incidents of discrimination		Promotion of equal treatment and opportunities between genders within the company organisation, both in relation to professional figures that are recognised as male in the market, and by favouring access for women to top positions within the company		
S2 – Workers in the Supply Chain	Safe and fair working conditions			Negative impacts along the value chain with potential business continuity disruptions Risk of penalties and legal liability, resulting in reputational damage and loss of stakeholder confidence	
	Equal treatment and opportunities for all		Fostering an inclusive and diverse environment, stimulating creativity and innovation, and improving the company's competitiveness		

LIST OF RELEVANT ISSUES AND RELEVANT IROs						
SUBJECT	RELEVANT ISSUE	SIGNIFICANT NEGATIVE IMPACTS	SIGNIFICANT POSITIVE IMPACTS	RELEVANT RISKS	RELEVANT OPPORTUNITIES	
	Management of relationships with suppliers	Lack of transparency and monitoring of suppliers with regard to respect for workers' rights and respect for the environment		Coordination and integration problems with suppliers		
S3 – Affected communities	Collaboration and sustainable development for local communities		Supporting sustainable development initiatives in favour of local communities			
			Job creation and economic opportunities for the local population			
S4- Consumers and End-Users	Protection of client confidentiality and access to information		Confidentiality of personal data prevents identity theft and fraud, increasing consumer confidence in corporate services	Risk of penalties and legal liability, resulting in reputational damage and loss of stakeholder confidence	Stakeholder trust	
			A strong commitment to data protection enhances the company's reputation and builds customer loyalty, fostering business success			
G1- Business conduct	Corporate culture	Lack of protection for those who raise concerns about business conduct issues	Sharing by all staff of sound ethical principles that guide their daily actions		Greater resilience in the market	
			Contribution to the achievement of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, with impacts on the environmental, social and economic spheres			
			Management of financial resources for the benefit of the company and the economic ecosystem in which it operates (e.g. sector, geographical district, etc.)			Corporate reputation
			Maintaining relations with the main stakeholders with whom the organisation interacts			Improved attraction and retention
Protection of legality and prevention of unlawful behaviour (re-investment of profits from illegal activities, bribery, etc.)						

LIST OF RELEVANT ISSUES AND RELEVANT IROs					
SUBJECT	RELEVANT ISSUE	SIGNIFICANT NEGATIVE IMPACTS	SIGNIFICANT POSITIVE IMPACTS	RELEVANT RISKS	RELEVANT OPPORTUNITIES
	Fight against corruption		Enhancing corporate reputation and image		
	Prevention of anti-competitive behaviour				Partnership opportunities
	Protecting customer privacy	Potential leakage of sensitive consumer information	Protecting the security and sensitive information of a specific stakeholder.	Risks from cyber insecurity and technological obsolescence that may lead to loss of market share	Mitigation of corporate reputational damage
					Reduced exposure to penalties, litigation and fraud prevention
				Stakeholder trust	
	Sustainable procurement practices	Increased bargaining power of some suppliers	Ability to passively influence the company's ability to place sustainable services on the market, mitigation of the risk of disruptions or inefficiencies in supply, ability to score better in ratings for ESG issues, ease of compliance with future developments in European regulations, improved perception by customers, investors and other stakeholders	Increased supply costs also due to supply disruptions and increased supplier power	
Other topics	Technological Development and Innovation		Feeding the supply with new market drivers and new market segments, as well as competitiveness.		Development of new services through R&D

The last step of the double materiality assessment has determined which information on material issues should be reported in this Consolidated Sustainability Report. To this end, the Group followed the procedures regulated in ESRS 1 (including Appendix E), the Implementation Guidance “EFRAG IG 1 – Materiality Assessment” and the additional paper “Links between AR16 and disclosure requirements”.

The material issue Technological Development and Innovation not related to any ESRS will be addressed within the Information on Entity-Specific Issues chapter and entity-specific indicators will be used, using best practices and/or available reporting frameworks or principles on the topic.

[ESRS 2 IRO-2]

INFORMATION FRAMEWORK AND EU REGULATORY REFERENCES

With reference to the **list of disclosure obligations** that TESISQUARE has complied with in preparing this Report based on the results of the materiality assessment, please refer to the **Appendix** of this document.

In addition, please refer to the same section to view the **EU Datapoint Table**, as a table of all information items stemming from other EU legislative acts listed in Appendix B of the ESRS Disclosure Requirement 2 (“General Information”) of Delegated Regulation (EU) 2023/2772.

[ESRS 2 MDR-P]

POLICIES SAFEGUARDING SUSTAINABILITY

TESISQUARE’s policies for each relevant sustainability issue are designed to prevent, mitigate and remedy actual and potential impacts, address risks and seize opportunities.

An **overview** of policies related to specific sustainability aspects is provided below. Reporting on actions and resources (MDR-A), metrics (MDR-M) and effectiveness monitoring (MDR-T) is provided in relation to each thematic ESRS on the following pages.

Table 6 Policies adopted to manage relevant sustainability issues

POLICY	DESCRIPTION OF KEY CONTENTS AND OBJECTIVES	SCOPE OF THE POLICY	POLICY OWNER	EXTERNAL REFERENCE STANDARDS	AVAILABILITY	ESRS LINKED
Code of Ethics	<i>The Code of Ethics is an integral part of the system and organisational model pursuant to Legislative Decree 231/2001 TESISQUARE has equipped itself with, and governs the rights and responsibilities that TESISQUARE assumes towards all the parties with which it interacts in the performance of its business</i>	The Code of Ethics is addressed to: <ul style="list-style-type: none"> members of governance and collegial bodies; employees (any contractual form provided for by law); continuous contractors; external and internal consultants, agents; suppliers of goods and services; any other person who may act in the name and on behalf of the Organisation either directly or indirectly, permanently or temporarily, and those who establish relations or relationships with the Organisation and work to pursue its objectives. 	Human Resources / Legal	Legislative Decree No. 231/2001 and other regulations	Electronic company notice board; hard copy given to employees and collaborators at the time of recruitment. With regard to customers, suppliers and other corporate stakeholders, the document is referred to in standard contractual documentation.	ESRS 2 ESRS E ESRS S ESRS G1
Charter of Values	<i>The document summarises the ethical and business values shared within TESISQUARE.</i>	All employees	Human Resources	N/A	Electronic company notice board; hard copy given to employees and collaborators at the time of recruitment.	ESRS 2 ESRS G1

Internal Company Regulations	<i>The document is drafted in order to provide useful and essential indications on the proper execution of the main daily behaviours and fulfilments, to standardise the rules to be adopted within the corporate structure and to optimise collaboration.</i>	All employees and collaborators of the organisation	Human Resources	Articles 2104 and 2105 of the Civil Code Law 300/1970 Art. 7	Electronic company notice board; hard copy given to employees and collaborators at the time of recruitment.	ESRS 2 ESRS S ESRS G1
ESG Policy	<i>The Policy is designed to foster the integration of sustainability issues into strategic and operational processes, promoting knowledge and awareness of the commitments made to pursue sustainable development in the medium and long term and to report in more detail on Environmental, Social and Governance objectives.</i>	The policy is addressed to all TESISQUARE employees and TESISQUARE's affiliated and/or subsidiary companies who decide to adopt it within their organisation, as well as to TESISQUARE's various stakeholders who will read and accept its contents.	Legal / AFC	Directive 2022/2464	Corporate electronic notice board.	ESRS 2 ESRS E ESRS S ESRS G1
Environmental Policy	<i>The policy outlines the values, objectives, commitments and certain actions undertaken by TESISQUARE to prevent, manage and reduce the environmental impacts of its activities, i.e. its direct impacts.</i>	The policy is addressed to all TESISQUARE employees and TESISQUARE's affiliated and/or subsidiary companies, as well as to TESISQUARE's various stakeholders who will read and accept its contents.	Procurement / legal	N/A	Corporate electronic notice board.	ESRS 2 ESRS E
Study support policy and self-education	<i>Il documento si pone come obiettivo quello di sostenere attivamente tutti coloro che siano impegnati in progetti di studio superiore, universitario e post-laurea oltreché in progetti di autoformazione volti ad acquisire certificazioni professionali e nuovi skill utili alla mission aziendale. Il sostegno attivo oggetto di questa politica aziendale è aggiuntivo rispetto ai riconoscimenti previsti dal CCNL in materia di diritto allo studio e si inserisce nel più generale contesto di politica di welfare aziendale.</i>	Il documento è destinato a tutti i lavoratori dipendenti della Società.	Human resources	CCNL	Il documento è disponibile su richiesta.	ESRS 2 ESRS S1
Quality Policy (ISO 9001)	<i>The document describes TESISQUARE's vision in relation to quality. Quality' is confirmed as a distinctive element of TESISQUARE® towards the customer and the market; confident that its pursuit and the continuous quest for improvement are a fundamental tool for customer satisfaction and consequently customer loyalty.</i>	The document is addressed to all TESISQUARE employees.	Quality, Legal	ISO 9001	Electronic notice board.	ESRS 2 ESRS S4

Information Security Policy (ISO 27001)	<p>The document describes the company's policies on the subject to ensure the confidentiality, integrity and availability of information to stakeholders, to minimise the impact in the event of information security incidents, to guarantee the continuity of services as defined by current regulations and contractual SLAs, and to continuously improve information security by balancing the continuous evolution of technological aspects.</p>	<p>The document is addressed to all TESISQUARE employees.</p>	<p>Quality, Legal</p>	<p>ISO 27001, Directive 2022/2555</p>	<p>Electronic notice board.</p>	<p>ESRS 2 ESRS S4 ESRS G1</p>
Network security policy	<p>The Network Security Policy sets out TESISQUARE's overall approach to maintaining the integrity, confidentiality and availability of its IT infrastructure and establishes responsibilities for ensuring compliance with these guidelines.</p>	<p>The document is addressed to all TESISQUARE employees.</p>	<p>Quality, Legal</p>	<p>ISO 27001, Directive 2022/2555</p>	<p>Electronic notice board.</p>	<p>ESRS 2 ESRS S4 ESRS G1</p>
Operation security policy	<p>The objectives of the Policy are:</p> <ul style="list-style-type: none"> ▪ to prevent loss, damage, theft or compromise of assets and disruption of the organisation's operations; ▪ ensure that information and information processing facilities are protected against malware; ▪ protect against loss of data and enable the service to be restored; ▪ record events and generate evidence; 	<p>The document is addressed to all TESISQUARE employees.</p>	<p>Quality, Legal</p>	<p>ISO 27001, Directive 2022/2555</p>	<p>Electronic notice board.</p>	<p>ESRS 2 ESRS G1</p>
Access Control Policy	<p>The purpose of the policy is to define the roles and rules of access to the various systems, tools, applications, information, based on the access requirements imposed by business and security rules.</p>	<p>The document is addressed to all TESISQUARE employees.</p>	<p>Quality, Legal</p>	<p>ISO 27001, Directive 2022/2555</p>	<p>Electronic notice board.</p>	<p>ESRS 2 ESRS S4 ESRS G1</p>
Backup policy	<p>The data backup policy provides comprehensive documentation of the regulations applicable in the company and the measures taken to back up data.</p>	<p>The document is addressed to all TESISQUARE employees.</p>	<p>Quality, Legal</p>	<p>ISO 27001, Directive 2022/2555</p>	<p>Electronic notice board.</p>	<p>ESRS 2 ESRS G1</p>

Encryption Policy	<i>As indicated by various compliance standards and industry best practices, encryption is a mandatory requirement to protect against unauthorised disclosure of data by ensuring data integrity and confidentiality.</i>	The document is addressed to all TESISQUARE employees.	Quality, Legal	ISO 27001, Directive 2022/2555	Electronic notice board.	ESRS 2 ESRS G1
Contingency policy	<i>Define a Contingency Plan according to the adverse actions to be managed and their degree of severity.</i>	The document is addressed to all TESISQUARE employees.	Quality, Legal	ISO 27001, Directive 2022/2555, Leg. Decree No. 138/2024	Electronic notice board.	ESRS 2 ESRS G1
Whistleblowing Policy	<i>The objective pursued by the Policy is to remove factors that may hinder or discourage the use of whistleblowing, such as doubts and uncertainties about the procedure to be followed and fears of retaliation or discrimination. The Policy also aims to regulate the process of receiving, analysing and processing of reports, whether sent or transmitted by anyone, including anonymously, and describes the communication channels set up by TESISQUARE through which reports can be made pursuant to the Policy.</i>	The Whistleblowing Policy applies to TESISQUARE and all its subsidiaries. In particular, the addressees of the Policy are: top management and members of corporate bodies; employees and company collaborators (by way of example only: interns, trainees, temporary workers, etc.); business partners, customers, suppliers, consultants, shareholders and, more generally, anyone who is in a relationship of interest with TESISQUARE.	Legal	Directive 2019/1937, Legislative Decree No. 24/2023	Electronic company notice board, TESISQUARE website, internal training.	ESRS 2 ESRS G1
Donations policy	<i>TESISQUARE recognises the importance of contributing to the well-being of society through concrete actions of social responsibility. Donations made by TESISQUARE to third parties are aligned with the company's values, are intended for deserving and well-identified beneficiaries, must ensure broad transparency and visibility in the management of funds, and must ultimately have a real social impact.</i>	The document is addressed to all TESISQUARE employees.	AFC, Legal	N/A	Electronic notice board.	ESRS 2 ESRS S3
Privacy policy	<i>TESISQUARE is committed to ensuring the applicability of EU Regulation 2016/679, in the form and manner defined by the company. To this end, TESISQUARE puts in place data protection tools and measures to ensure maximum and ongoing compliance with the GDPR.</i>	The document is addressed to all TESISQUARE employees.	Legal	Directive 2016/679	Electronic company notice board, internal training.	ESRS 2 ESRS G1

Policy "privacy by design and by default"	<i>TESISQUARE complies with the provisions of the EU Regulation 2016/679, which requires protection of the rights and freedoms of data subjects during both the design phase of solutions and the data processing phase.</i>	The document is addressed to all TESISQUARE employees.	Legal	Directive 2016/679	Electronic company notice board, internal training	ESRS 2 ESRS G1
Data retention policy	<i>TESISQUARE undertakes to collect, maintain and process Personal Data in compliance with all applicable laws and to retain Personal Data only for as long as is strictly necessary to achieve the purposes for which it was collected and processed, in accordance with the principle of retention limitation.</i>	The document is addressed to all TESISQUARE employees.	Legal	Directive 2016/679	Electronic company notice board, internal training	ESRS 2 ESRS S4 ESRS G1
System Administrator Policy	<i>The policy defines the identification in the organisation of system administrators as defined in the Order of the Data Protection Authority of 27 November 2008.</i>	The document is addressed to all TESISQUARE employees.	Legal	Ombudsman Order of 27 November 2008, Directive 2016/679	Electronic company notice board, internal training.	ESRS 2 ESRS S4 ESRS G1
Policy for assigning devices to employees	<i>When allocating company smartphones and SIM cards, TESISQUARE complies with all data protection regulations, minimising the processing of personal data to what is strictly necessary to protect its company information and IT systems by means of technical security measures.</i>	The document is addressed to all TESISQUARE employees.	Legal	Directive 2016/679	Electronic company notice board, a copy of the Policy is handed out upon recruitment and assignment of the device.	ESRS 2 ESRS S1

ENVIRONMENTAL INFORMATION

[ESRS E1]

FIGHT AGAINST CLIMATE CHANGE

[ESRS 2 GOV-3]

With reference to this disclosure, please refer to the section entitled “**INCENTIVE SYSTEM [ESRS 2 GOV-3]**”.

[ESRS 2 SBM-3]

IROs RELEVANT TO THE FIGHT AGAINST CLIMATE CHANGE

With reference to this disclosure, please refer to the section entitled “**SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES [ESRS 2 SBM-3]**”.

Focus: Climate risks

It is clear that the extreme climatic events that characterise our time are a complex and urgent challenge, one destined to have a major impact on the future of the planet and society. Such events entail considerable costs, not only financial ones, but also environmental and social ones and, consequentially, impacts and repercussions on companies.

Although climate change affects almost all sectors of the economy, the level and type of exposure and the impact of climate-related risks differ by sector, industry, geography and organisation. The financial impacts of climate-related issues are driven by specific risks and opportunities to which the organisation is exposed. Indeed, its strategic decisions must be aimed at managing these risks (i.e. mitigation, acceptance, or control) and exploiting the related opportunities

To this end, the Task Force on Climate-related Financial Disclosures (TCFD) has structured disclosure recommendations that focus on four key thematic areas relevant to all types of organisations. These key elements are designed to connect with and influence each other.

The four general recommendations are supported by eleven recommended disclosures that construct the framework that will help investors and others understand how organisations assess climate-related risks and opportunities. Recognising that climate-related financial reporting is still evolving, the Task Force's recommendations aim to improve the quality of traditional financial reporting on the potential effects of climate change on organisations today and in the future, and to increase investor engagement with boards and senior management on climate-related issues.

With regard to risks, the Task Force divided climate-related risks into two main categories: (1) risks related to the transition to a low-carbon economy and (2) risks related to the physical impacts of climate change.

1. **Transition risks** are risks to the business arising from the transition to a low-carbon and climate-resilient economy. These include:
 - a. policy-related risks, e.g. from the imposition of energy efficiency requirements, carbon pricing mechanisms that raise the price of fossil fuels, or policies to encourage sustainable land use;
 - b. legal risks, e.g. the risk of litigation in the event of failure to take measures to avoid or reduce adverse climate impacts or in the event of failure to adapt to climate change;
 - c. technological risks, for example where a more climate-damaging technology is replaced by a less harmful one;

- d. market risks, e.g. if the choices of consumers and business customers veer towards less climate-damaging products and services;
- e. reputational risks, e.g. the difficulty of attracting and retaining customers, employees, business partners and investors if the company has a poor environmental reputation.

In general, the company with the largest negative climate impact will be more exposed to transition risks.

2. **Physical risks** are risks to the business arising from the physical consequences of climate change. They include:
 - a. acute physical risks, which arise from particular phenomena, especially meteorological, such as storms, floods, fires or heat waves, that can damage production facilities and disrupt value chains;
 - b. chronic physical risks, which result from longer-term climate changes, such as changes in temperature, sea level rise, reduced water availability, loss of biodiversity and changes in soils and soil productivity. The exposure of a company to physical risks is not directly dependent on its potential negative impact on the climate.

Efforts to mitigate and adapt to climate change also produce **opportunities** for organisations, e.g. through resource efficiency and cost savings, adoption of low-emission energy sources, development of new products and services, access to new markets and strengthening resilience.

Although the Group has identified and assessed as relevant in its dual significance process two transition risks and two expected physical risks related to climate change adaptation²⁰, it has not currently conducted a resilience analysis to climate change of its strategy and business model. However, TESISQUARE is considering these issues in its risk management and sustainability strategies. In line with evolving best practices and improved tools, more in-depth assessments will be developed to identify and proactively address the challenges posed by climate change.

[ESRS 2 IRO-1]

With reference to this disclosure, please refer to the section entitled “**IDENTIFICATION OF TESISQUARE’S SIGNIFICANT SUSTAINABILITY ISSUES [ESRS 2 IRO-1]**”.

[ESRS E1-1]

TOWARDS THE TRANSITION TO CLIMATE CHANGE MITIGATION

The Transition Plan for climate change mitigation is a strategic tool designed to outline the company's efforts to align its operating model and business strategies with sustainability and climate neutrality goals. Although TESISQUARE, as part of its **Environmental Policy** and **ESG Policy**, has expressed a concrete commitment to a more sustainable business model, it has not yet formalised such a plan. However, the company intends to elaborate on this in the near future, with the aim of strengthening the level of planning required for a successful transition. Complementary to the development of the transition plan, during 2024, TESISQUARE developed a Roadmap in relation to CSRD, with the aim of guiding the Group towards full compliance with the regulation and, consequently, with the plan itself.

[ESRS E1-2]

CLIMATE AND SUSTAINABILITY: STRATEGIC POLICIES

²⁰ As specified in the table in the Appendix “ESRS 2 SBM-3”.

TESISQUARE, with a view to identifying, assessing and mitigating relevant impacts, risks and opportunities related to climate change and adaptation to it, has developed an ad hoc Environmental Policy and a more general ESG Policy.

The first document²¹ sets out TESISQUARE's values, objectives and commitments to prevent, manage and reduce the environmental impacts of its business. In this context, the **Environmental Policy** was designed to integrate sustainability issues within strategic and operational processes, fostering awareness and knowledge of the commitments made to pursue sustainable development.

TESISQUARE recognises the central role of companies in the transition to a sustainable development model and the influence their activities and products have on the environment. For this reason, the Environmental Policy is addressed to all employees, affiliated and subsidiary companies, as well as to TESISQUARE's various stakeholders who, as part of their involvement with the company, read it and accept the principles outlined in it.

TESISQUARE's Environmental Policy includes concrete actions to mitigate and adapt to climate change. In this framework, TESISQUARE has implemented measures to reduce the environmental impact of its operations, including self-generation of electricity and procurement from renewable sources, optimisation of energy consumption, CO₂ absorption initiatives, installation of electric vehicle charging infrastructure and continuous monitoring of consumption through the SCADA system.

The **ESG Policy** is a document that integrates and environmental, social and governance issues, in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). The document was drafted after a double materiality assessment, aimed at identifying Materials issues for the Group through a structured Impacts, Risks and Opportunities (IRO) assessment. To support this process, TESISQUARE has actively involved top management and strategic stakeholders to ensure the effective integration of sustainability issues into corporate strategies. TESISQUARE's ESG Policy also defines, among others, climate change mitigation and adaptation objectives, focusing on three main areas: adapting corporate strategies to reduce climate risks, reducing greenhouse gas emissions through the use of renewable energy sources, and energy efficiency resulting from sustainable energy management, optimising IT infrastructure consumption and promoting internal awareness.

[ESRS E1-3]

MITIGATE, MONITOR, IMPROVE

In pursuit of its strategic climate sustainability goals, TESISQUARE has developed and planned a number of initiatives focused on reducing environmental impacts and improving energy efficiency. These initiatives have been structured and formalised within a corporate document entitled the '*Procedures Manual Index*', which summarises the main procedures adopted to ensure effective monitoring of the implemented activities.

Monitoring and measuring energy consumption

TESISQUARE monitors its electricity consumption through the EGEA platform, for which it has prepared the "Procedure for monitoring electricity consumption", a document designed to facilitate its use. In order to further strengthen its surveys, the Group is implementing **SCADA**, an advanced system for the detailed measurement of electricity consumption, with the aim of having it operational by 2025 at its headquarters in Roreto di Cherasco (Cuneo), which also houses the Digital Innovation Gate for XXI Century (DIG421) and the annexed laboratories in the facility. SCADA is based on data acquisition tools and will enable the collection, storage and processing of information. This technology will allow not only a detailed analysis of consumption, but also the monitoring of the energy efficiency activities already undertaken. In addition, the system will facilitate load

²¹ The Legal Department is responsible for its implementation.

control and optimisation of plant performance, enabling a preventive and predictive maintenance approach, reducing the risk of operational inefficiencies.

Mitigation initiatives through nature-based solutions



TESISQUARE has created **TESILAND**, a multifunctional green space at its Cherasco headquarters, designed to promote environmental and social wellbeing. The area, accessible to both employees and the community, covers 18,000 square metres and is divided into five sections with specific functions: entertainment, sports, play, educational orchard and community. The project includes the planting of 200 trees, 2,200 shrubs, 7,000 ground cover plants and 2,200 bulbs, representing an important CO₂ absorption action and enhancing local biodiversity.

An educational orchard with 32 fruit trees, including apple, jujube, plum and cherry trees, was created within the area to support educational activities for schools and provide natural products for the company's employees. In addition, TESILAND is equipped with a multi-sports area, an area for recharging and repairing electric bicycles and a play area with wooden games, made with respect for the surrounding ecosystem.

From the point of view of resource management, the area has been designed to minimise water consumption through groundwater from wells: irrigation is limited to only the areas needed, thanks to the use of herbaceous essences with very low water demand. The lighting is entirely LED and equipped with dimmer systems to adjust intensity, thereby optimising the energy from the company's photovoltaic system.



Initiatives to reduce energy consumption

Finally, a further action implemented was the technological upgrade of the **Server Room**, which resulted in a **significant reduction in energy consumption**. Specifically, consumption was reduced from 6000 watts to 2000 watts, which is beneficial both in terms of environmental sustainability and optimisation of energy efficiency. This initiative represents a further step towards the adoption of more responsible and environmentally friendly practices, consolidating the commitment to sustainable technological development.

The resources allocated by the Group to actions related to climate change mitigation and adaptation are reported in the section Disclosure pursuant to Article 8 of Regulation (EU) 2020/852.

[ESRS E1-4]

FROM INTENTION TO ACTION: FIRST CLIMATE TARGETS

The Group has not currently defined a structured plan with specific quantitative targets related to the relevant impacts identified, particularly with regard to climate change mitigation and adaptation objectives.

However, TESISQUARE's ESG Policy outlines qualitative objectives, which are monitored in accordance with the Environmental Policy and divided into the following areas:

Climate change adaptation. TESISQUARE assesses the risks and opportunities arising from climate change, adapting its strategies and operations, including software production, design and development, to a changing environment. This may include the development of software solutions that help customers adapt to climate change or reduce their environmental impact.

Reducing greenhouse gas emissions. TESISQUARE monitors and pursues the goal of reducing its greenhouse gas emissions, which mainly originate from the energy consumption of its offices, data centres and the business trips of its employees. TESISQUARE will promote energy efficiency in offices, the use of renewable energy sources to power its data centres and the reduction of travel-related emissions (e.g. by incentivising the use of sustainable means of transport).

Sustainable energy management. TESISQUARE uses energy efficiently and responsibly, optimising the energy consumption of its IT infrastructures (servers, data centres, etc.), favouring the purchase of energy from renewable sources and raising employee awareness of energy saving.

[ESRS E1-5]

ENERGY CONSUMPTION AND MIX

TESISQUARE's energy consumption reflects the energy used during the financial year 2023 for operational activities directly managed by TESISQUARE, with particular reference to Tesisquare S.p.A., Ansel Technology, Elision S.r.l. and Tesi International B.V. As of 2024, Puissance I Sas²² was also included in the scope following its acquisition.

The table below provides a detailed overview of TESISQUARE's energy consumption with a breakdown by category and energy source.

Table 2 Energy consumption and energy mix years 2023 and 2024

ENERGY CONSUMPTION & MIX ²³	Unit of measurement	FY 2023	FY 2024
Total energy consumption	MWh	2.271	2.572
1) Consumption of coal fuels and coal products	MWh	0	0
2) Consumption of fuels from crude oil and petroleum products	MWh	1.399	1.536

²² With regard to the additional companies included in the scope of consolidation – i.e. Nexttop S.r.l., Value Performance Support S.r.l., Tesi France Sas, Tesi Spain & Portugal S.L., Tesi Deutschland GmbH, Tesi North America Inc. and Den4ce B.V. - it should be noted that no energy consumption is reported, as energy is already included in the leases of the buildings where these companies operate.

²³ The conversion factors used to calculate energy consumption refer to DEFRA – Department for Environmental, Food & Rural Affairs.

3) Consumption of fuels from natural gas	MWh	185	126
4) Consumption of fuels from other non-renewable sources	MWh	0	0
5) Consumption of electricity, heat, steam or cooling from purchased or acquired fossil sources	MWh	485	35
6) Total energy consumption from fossil sources	MWh	2.068	1.697
Share of consumption from fossil sources in total energy consumption (%)		91%	66%
7) Consumption from nuclear sources	MWh	0	0
Share of consumption from nuclear sources in total energy consumption (%)		0%	0%
8) Fuel consumption from renewable sources, including biomass (also includes industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.)	MWh	0	14
9) Consumption of electricity, heat, steam or cooling from purchased or acquired renewable sources	MWh	58	498
10) Consumption of self-generated renewable energy without using fuels	MWh	145	363
11) Total energy consumption from renewables	MWh	203	875
Share of consumption from renewable sources in total energy consumption (%)		9%	34%

During 2024, total energy consumption increased compared to the previous year, rising from 2,271 MWh to 2,572 MWh. However, reliance on fossil fuels was significantly reduced. Total fossil energy consumption decreased substantially, dropping from 2,068 MWh to 1,697 MWh. This represents a considerable reduction in the share of fossil fuels within total consumption, falling from 91% to 66%.

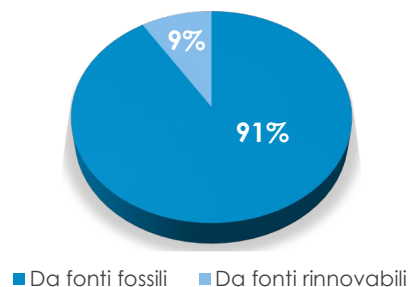
The energy mix for electricity and heating saw self-production from photovoltaics jump from 16% to 36%, purchased renewable sources rise from 7% to 48%, and fossil fuel sources plummet from 77% to 16%.

This positive result was primarily driven by the increase in self-produced renewable energy (covering both consumed and sold energy), which climbed from 145 MWh in 2023 to 363 MWh in 2024, and by the purchase of electricity, heat, steam, and cooling from renewable sources, which totalled 498 MWh in FY 2024.

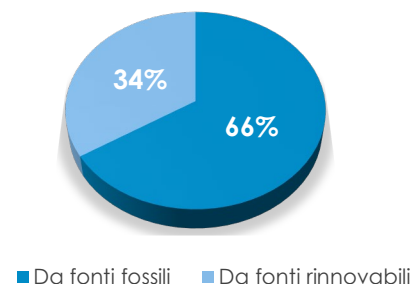
However, because fuel for motor transport represents almost two-thirds of energy consumption, the adoption of electric vehicles (EVs) and plug-in hybrids remains limited due to a challenging cost-sustainability ratio and complexity of use.

Specifically, consumption of petroleum-derived fuels increased from 1,399 MWh to 1,536 MWh, while natural gas consumption decreased from 185 MWh to 126 MWh.

Energy consumption FY 2023



Energy consumption FY 2024



[ESRS E1-6]

EMISSIONS INTO THE ATMOSPHERE

In the first year of reporting, TESISQUARE provides greenhouse gas (GHG) emissions data, consistent with the consolidated reporting scope. Emissions are reported according to scope 1 and scope 2 categories, following both a location-based and market-based approach.

GHG emissions ²⁴	Unit of measurement	FY 2023	FY 2024
Scope 1 gross GHG emissions	tCO ₂ eq	385	406
Scope 2 gross GHG emissions (location-based)	tCO ₂ eq	140.87	122.32
Scope 2 gross GHG emissions (market-based)	tCO ₂ eq	264.00	0.49
Scope 3 gross GHG emissions ²⁵	tCO ₂ eq	N/A	N/A
Total gross GHG emissions (location-based)	tCO₂eq	526.28	528.67
Total gross GHG emissions (market-based)	tCO₂eq	631.40	406.84

²⁴ The emission factors used for the calculation of scopes refer to DEFRA – Department for Environmental, Food & Rural Affairs (for the calculation of scopes 1 and 2), TERNA as the national operator of electricity transmission grids (for the calculation of scope 2 location-based approach) and AIB – Association of Issuing Bodies (for the calculation of scope 2 purchased energy).

²⁵ Scope 3 emissions are currently not reported as the relevant internal measurement and reporting methodology is currently being defined.

In the two-year period from 2023 to 2024, Scope 1 emissions from direct emission sources increased from 385 tCO₂eq in 2023 to 406 tCO₂eq in 2024. This change is attributable to both a greater use of fossil fuels linked to the expansion of the company car fleet, and to the extension of the Group's scope, which has been enriched by a new company.

A particularly remarkable result has been recorded with regard to scope 2 emissions, calculated according to the market-based methodology, which decrease from 264.00 tCO₂eq in 2023 to 0.49 tCO₂eq in 2024. This significant reduction can be attributed to the Group's strategic decision to source mainly from renewable sources with Guarantee of Origin (GO), thus contributing to the reduction of the environmental impact of its activities.

Total gross GHG emissions, taking into account the market-based approach, stand at 406.84 tCO₂eq in 2024, down significantly from 631.40 tCO₂eq in 2023. This trend confirms the effectiveness of TESISQUARE's energy transition strategy.

Below is the intensity of TESISQUARE's GHG emissions; i.e. total GHG emissions, according to both calculation methods used, compared to net revenue in millions of euro.

GHG intensity in relation to net revenue ²⁶	FY 2023	FY 2024	Change %
Total GHG emissions (position-based) vs. net revenues (tCO ₂ eq/Millions €)	9.93	7.82	-22%
Total GHG emissions (market-based) vs. net revenues (tCO ₂ eq/Millions €)	11.91	5.92	-50%

[ESRS E4]

BIODIVERSITY AND ECOSYSTEMS

[ESRS 2 SBM-3]

With reference to this disclosure, please refer to the section entitled “**SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES [ESRS 2 SBM-3]**”.

[ESRS 2 IRO]

With reference to this disclosure, please refer to the section entitled “**IDENTIFICATION OF TESISQUARE'S SIGNIFICANT SUSTAINABILITY ISSUES [ESRS 2 IRO-1]**”.

²⁶ The value of net revenue included in the emission intensity calculation includes all net revenue of the Group's consolidated scope for FY 2023 and 2024.



[ESRS E4-1]

BIODIVERSITY AND ECOSYSTEMS IN THE STRATEGY AND BUSINESS MODEL

Although TESISQUARE, as part of its Environmental Policy and ESG Policy, has expressed a concrete commitment to a more sustainable business model, it has not yet formalised a plan to transition and focus on biodiversity and ecosystems in its strategy and business model.

[ESRS E4-2]

BIODIVERSITY AND ECOSYSTEM POLICIES

TESISQUARE recognises the importance of protecting biodiversity and ecosystems as part of its sustainability strategy, taking measures to reduce the environmental impact of its activities and to promote nature conservation through concrete initiatives. Therefore, with a view to identifying, assessing and mitigating relevant impacts, risks and opportunities related to biodiversity and ecosystems, it developed an **Environmental Policy** and an **ESG Policy**. These documents, as reported in the previous paragraphs, set out the values, objectives, and commitments by TESISQUARE to prevent, manage and reduce the environmental impacts of its activities.

In relation to biodiversity impact factors²⁷, the Group has developed initiatives aimed at reducing soil artificialisation and the sustainable management of water resources, contributing to the **creation of green spaces** and the **optimisation of water consumption**. On the ecosystem protection front, TESISQUARE integrates reforestation and environmental monitoring strategies to improve land resilience and operational sustainability. In addition, TESISQUARE is committed to responsible value chain management, integrating ESG criteria in supplier selection and applying circular practices in materials management. Particular attention is also paid to the social implications of environmental impacts, resulting in environmental education initiatives, corporate welfare programmes and measures to encourage sustainable mobility.

²⁷ Considering that the double materiality assessment in relation to this topic has resulted in a material opportunity, the Group has not yet analysed in detail the impacts of the undertaking: on the status of species; on the extent and condition of ecosystems, including through soil degradation, desertification and soil sealing; on ecosystem services and dependencies on them.

[ESRS E4-3]

TESILAND AND BEYOND: ENVIRONMENTAL PROJECTS AND POSITIVE IMPACTS

TESISQUARE has implemented several initiatives to address biodiversity impact factors, protect ecosystems and ensure sustainable management along the value chain.

Soil management and ecosystem enhancement

In order to counteract soil artificialisation and promote biodiversity, TESISQUARE developed the TESILAND project, an 18,000 m² green area with more than 200 trees and a variety of plant species. This space contributes to the absorption of CO₂, the creation of natural habitats and the reduction of soil sealing, while providing a utilisation area for employees and local communities, with educational and recreational functions.

TESISQUARE has also adopted urban reforestation and greening strategies, paying particular attention to the selection of indigenous and low-water-demanding essences, with the aim of reducing water consumption and fostering the resilience of local ecosystems.

At TESILAND, the API Project was also launched: this is a pilot initiative dedicated to the protection of biodiversity and the preservation of pollinating insects, through the installation of bug hotels and bee houses. These refuges have been placed in areas rich in melliferous essences, also selected for their low water requirements, capable of providing nourishment and encouraging the establishment of pollinators, thus contributing to the resilience of local ecosystems. The project has also a significant educational value, particularly for schools, through visits and educational activities aimed at raising awareness among the new generations on the importance of biodiversity protection and respect for the environment.



Sustainable water resource management

The company has installed a 33,000-litre rainwater storage tank for the irrigation of green spaces. Eventually, the system will also be used to supply toilets, contributing to the reduction of drinking water consumption.

Value Chain Management and Environmental Traceability

The company promotes a circular approach to Materials Management, with initiatives to reduce paper use, recycle hardware and purchase refurbished devices. In parallel, TESISQUARE integrates ESG criteria into supplier selection, incentivising more sustainable practices along the value chain.

Social consequences and awareness-raising initiatives

On a social level, TESISQUARE has developed an educational orchard within TESILAND and promotes educational initiatives aimed at employees, schools and local communities to raise awareness of the importance of biodiversity. The Hortobot collaborative project, an automated farm garden, combines technology and sustainability, allowing the cultivation of vegetables with reduced water consumption and reduced use of chemicals. The aim is to create a corporate vegetable garden in the vicinity of TESISQUARE's operational headquarters in Cherasco, via Savigliano 48. The project envisages that the cultivation of different types (vegetables, floriculture, medicinal herbs, etc.) on this plot of land will be entrusted to an automated prototype solution created by HORTOBOT, so as to test its operation and attract the interest of any other companies interested in such a solution, under the terms better described in the Memorandum of Understanding.

The project has allowed TESISQUARE to offer its employees and collaborators corporate welfare initiatives related to vegetable harvesting. As early as spring 2023, the machinery was installed and, between June and November, with the involvement of TESISQUARE and DIG421 employees, the vegetables and herbs produced were harvested and the return parameters measured.

In addition, the company has installed charging stations for electric vehicles, encouraging sustainable mobility patterns and contributing to the reduction of air pollution and impacts on biodiversity.



[ESRS E4-4]

TOWARDS CONCRETE TARGETS FOR BIODIVERSITY

The Group has not currently defined a structured plan with specific quantitative targets related to the relevant opportunity identified.

Nonetheless, as mentioned above, TESISQUARE has drawn up an ESG Policy in 2024, which, based on the IROs relevant to the Group, it has defined principles and commitments for the future on which specific targets per relevant issue will be subsequently defined. In particular, in relation to the protection of biodiversity and ecosystems, TESISQUARE declares that it is committed to the protection and promotion of biodiversity in its business strategies, supporting biodiversity conservation actions and initiatives.

[ESRS E4-5]

IMPACT METRICS

To date, the Group has not identified any sites located within or in close proximity to biodiversity-sensitive areas that could be negatively impacted directly or indirectly. However, it is recognised that a more in-depth analysis should be conducted in order to assess in detail any environmental risks and implement appropriate mitigation measures if necessary.

No significant impacts related to land use change or the extent or conservation status of ecosystems were identified. Consequently, no specific metrics related to this area are currently applicable.

[ESRS E5]

SUSTAINABLE MATERIALS MANAGEMENT

[ESRS 2 SBM-3]

With reference to this disclosure, please refer to the section entitled “**SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES [ESRS 2 SBM-3]**”.

[ESRS 2 IRO-1]

With reference to this disclosure, please refer to the section entitled “**IDENTIFICATION OF TESISQUARE’S SIGNIFICANT SUSTAINABILITY ISSUES [ESRS 2 IRO-1]**”.

[ESRS E5-1]

POLICIES FOR SUSTAINABLE RESOURCE MANAGEMENT

TESISQUARE takes a strategic and integrated approach to managing resources and promoting a model in line with the principles of sustainability and environmental responsibility. This commitment is realised through the provisions outlined in the Environmental Policy and the ESG Policy, both of which are outlined earlier in this document.

These policies define the company’s guidelines and objectives on optimising the use of resources, with a focus on sustainable materials management, reducing waste and promoting reuse and recycling practices. In particular, hardware recycling is addressed and strategies to minimise waste generation are outlined.

[ESRS E5-2]

CONCRETE ACTIONS FOR A CIRCULAR MODEL

TESISQUARE has implemented a set of initiatives aimed at optimising the use of resources and promoting a circular economy model, with the objective of reducing environmental impact and ensuring sustainable Materials management. The actions taken, outlined in the Environmental Policy and ESG Policy, are based on hardware recycling and waste management reduction; actions that reflect the Group’s commitment to pursuing a transition to more responsible and environmentally friendly practices.

With reference to **hardware recycling**, TESISQUARE has developed a responsible life-cycle management system for electronic equipment. Computer devices discarded by employees undergo repair and reconditioning operations, allowing them to be reused with a view to extending their useful life. Subsequently, these devices are given free of charge to employees for personal use, with the only condition being that they make a voluntary donation to “Amici di Cecilia”, a voluntary association long supported by the company. This initiative makes it possible to combine the reuse of materials with a positive social impact, while reducing the production of electronic waste.

As far as **waste reduction and management** is concerned, TESISQUARE has adopted a structured approach, making separate waste collection compulsory at all its sites to ensure proper management and disposal of Materials. In addition, the company distributed thermal water bottles to all employees, with the aim of limiting the consumption of disposable plastic bottles. This initiative was accompanied by the installation of water dispensers within the offices, further contributing to the reduction of plastic use and promoting sustainable behaviour among employees.

The resources allocated to deal with relevant impacts have not yet been defined on the basis of the double materiality assessment findings, but in consideration of the basic assumptions of the business plan.

[ESRS E5-3]

TOWARDS CONCRETE TARGETS FOR RESOURCE USE AND THE CIRCULAR ECONOMY

The Group has not currently defined a structured plan with specific quantitative targets related to the identified impact and opportunity.

However, in 2024 TESISQUARE drew up an ESG Policy that, starting with the IROs most relevant to the Group, established future principles and commitments. On this basis, specific objectives will subsequently be defined for each relevant topic. With regard to sustainable materials management, the Group states that it is committed to adopting a circular approach to materials management, reducing the use of paper in offices, promoting separate waste collection and reducing waste wherever possible. TESISQUARE favours the purchase of refurbished hardware or hardware made from recycled materials and, by responsibly managing the life cycle of electronic equipment, it ensures its proper disposal and recycling at the end of its life.

[ESRS E5-5]

WASTE MANAGEMENT

TESISQUARE's resource outflows are exclusively office waste, as the group's business focuses on the provision of digital software and services, without the generation of a physical product. Consequently, while TESISQUARE is committed to optimising management and reducing the amount of waste produced, the incidence of waste is relatively limited. Currently, there is no specific monitoring of the volumes of waste generated, which are entrusted to local waste management companies for treatment and disposal. Being assimilable to municipal waste, the main types include paper, plastic, glass, aluminium, packaging and food waste.

SOCIAL INFORMATION

[ESRS S1]

THE PEOPLE OF TESISQUARE

[ESRS 2 SBM-3]

With reference to this disclosure, please refer to the section entitled “**SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES [ESRS 2 SBM-3]**”.

[ESRS S1-1]

TESISQUARE'S COMMITMENT TO ITS WORKFORCE



TESISQUARE, with a view to managing the impacts on its own workforce, developed the ESG Policy in 2024. Through it, the Group pays particular attention to the creation of a safe, inclusive and employee-oriented working environment, ensuring stable and quality working conditions.

In addition to the ESG Policy, TESISQUARE over the years has drawn up the **Code of Ethics**, the **Corporate Internal Rules**, the **Active Study and Self-Study Support Policy**, the **Procedure for Entry, change in employment and exit of Human Resources** and the **Human Capital Development: Appraisal Process**. Through these documents, the person, understood as a member of its workforce, is placed at the centre of the Group's daily operations, with the aim of constantly developing and enhancing human resources, who are considered essential to the company's success. TESISQUARE promotes professionalism, loyalty, fairness and transparency in all interactions, as well as confidentiality and the protection of health and safety at work.

TESISQUARE is committed to the **Protection of Human Rights** for its workforce, giving the principles of integrity, fairness and mutual respect a prominent role in its organisational culture. Through its Code of Ethics, the Group promotes respect for the fundamental rights of workers, guaranteeing decent working conditions, fair treatment and combating all forms of discrimination²⁸ based on age, gender, ethnicity, state of health, nationality, political or religious opinions.²⁹

Although the adopted Code of Ethics does not explicitly refer to the United Nations Guiding Principles on Business and Human Rights or the OECD Guidelines for Multinational Enterprises, it is nevertheless a relevant tool for promoting and monitoring respect for human rights within the organisation. Group companies also facilitate the inclusion of people with disabilities in their business activities in accordance with the requirements of the respective national laws, such as Law 68/99 and subsequent amendments in Italy.

In addition, TESISQUARE has formalised the **Workplace Safety Policy** as an element of its responsibility towards the health and physical integrity of human resources. This policy is integrated with the principles and rules of the Code of Ethics.

²⁸ The Group does not have a specific policy aimed at eliminating discrimination and promoting equal opportunities and other solutions to support diversity and inclusion.

²⁹ The Group also combats human trafficking, forced or compulsory labour and child labour.

[ESRS S1-2]

THE ACTIVE INVOLVEMENT OF EMPLOYEES

TESISQUARE encourages a **constant and constructive dialogue** with the **worker representatives** (WRs) and with the **worker safety representatives** (WSRs), complementing this approach with moments dedicated to listening directly to employees, organised periodically and open to specific groups or individuals. In addition, Group employees have the opportunity to elect their own representative to the Board of Directors, with the aim of strengthening the dialogue between governance and the workforce, promoting a more inclusive and employee-friendly corporate environment.

The highest-level function and role within the organisation with operational responsibility for ensuring the active involvement of the workforce in business decisions lies with the **Employer**, who ensures that the information gathered through these channels is adequately considered in business strategies and decision-making processes. No specific agreement has been formalised with the workers concerning the management of these aspects; however, the company is committed to maintaining a working environment open to discussion, valuing the active participation of staff in the management of sustainability and safety issues. Currently, there is no structured system in place to evaluate the effectiveness of such involvement activities.

[ESRS S1-3]

PROTECT AND RESPOND: TESISQUARE'S PROCESSES FOR WORKERS' WELFARE

In order to allow workers to express concerns and receive support, TESISQUARE has set up a specific reporting channel through the **whistleblowing platform**, accessible through the official website. Reports are handled in accordance with the procedures defined and published by TESISQUARE, in compliance with current legislation, in particular with Legislative Decree no. 24/2023. For more information, please refer to the section "**BUSINESS CULTURE AND ETHICS [ESRS G1-1]**".

In addition, the company takes a proactive approach to identifying, addressing and resolving such issues, assessing the most appropriate corrective measures on a case-by-case basis depending on the nature and severity of the reported case. In this regard, the organisation makes various direct channels available to its workforce. These channels include informal interviews, e-mail communications and formal letters, which ensure that workers can express their needs or concerns with confidence and confidentiality. TESISQUARE is committed to HR Management's response to individuals who report any problems or violations from any form of retaliation.

TESISQUARE recognises the importance of constantly monitoring the awareness and actual use of these tools by its employees, although it has not yet formalised specific verification processes. The company will consider further steps in the future to improve and structure these mechanisms, thereby increasing their effectiveness and employee participation.

[ESRS S1-4]

TESISQUARE'S INITIATIVES FOR ITS WORKFORCE

The company protects the personal data of its employees, guaranteeing fully transparent processing, described in detail in the specific employee information notice given to each employee.

The Company is committed to disseminating and consolidating a culture of safety in terms of prevention, developing risk awareness and promoting responsible behaviour by all persons, who are ensured adequate training to guarantee full and punctual compliance with the internal rules and procedures, with identification of the persons who are asked to promptly report any shortcomings or non-compliance with the applicable rules.

The Group has not currently defined a structured plan with actions targeting the identified impacts, risks and opportunities; however, it has implemented a number of activities to this end. Measures to remedy any significant impacts and risks would be determined on the basis of the specificity of the case in question. The resources allocated to deal with them have not yet been defined on the basis of the double materiality assessment findings, but in consideration of the basic assumptions of the business plan.

In terms of **safe employment**, the company guarantees job stability through the application of National Collective Labour Agreements (CCNL), a tool that provides a clear regulatory framework and protects employees.

With regard to **health and safety**, TESISQUARE implements initiatives aimed at protecting the physical and psychological well-being of its employees. The company constantly monitors work-related risks, with a focus on ergonomic risks and work-related stress in the IT sector.

TESISQUARE also promotes the **wellbeing of its employees** through initiatives that foster work-life balance. In this sense, the possibility of working remotely, regulated by an individual agreement for an indefinite period of time, in accordance with Article 19 of Law No. 81/2017, is provided for. This tool makes it possible to reconcile personal and family needs with organisational ones, while maintaining high standards of productivity and quality of work.

Other initiatives such as "Kids in the office with mum and dad", "Table football and chess tournaments", Participation in "Various Marathons", "PetFriendly" "Food Truck", "Fruit at lunchtime" are undertaken to improve employee well-being and personal satisfaction. They increase people's motivation, reduce stress and serve to promote a better working environment.

On the **training** front, TESISQUARE invests in the continuous development of its staff's skills, with a focus on new technologies and digital innovation. For a more in-depth look at training initiatives, please refer to the section "Training and Skills Development Metrics". In addition, TESISQUARE educates employees through the *Active Policy of Supporting Study and Self-Training*. This policy makes it easier for employees to continue their education, be it secondary, university, post-graduate or self-study. To this end, the company provides dedicated study spaces within its premises and provides incentives and rewards commensurate with the results achieved.



With regard to **protecting diversity and equal opportunities**, the company has formalised its commitment through the ESG Policy, which promotes the inclusion and enhancement of diversity in all its forms, guaranteeing equal opportunities to all employees, regardless of gender, age, nationality,

sexual orientation, gender identity, disability or other personal characteristics. TESISQUARE adopts a zero-tolerance approach to all forms of discrimination, ensuring a fair and respectful working environment.

[ESRS S1-5]

TESISQUARE'S OBJECTIVES FOR IMPROVING THE WELL-BEING OF ITS EMPLOYEES

TESISQUARE has not currently defined specific quantitative targets in relation to the relevant impacts identified, with particular reference to the management of its own workforce. However, the Group recognises that investment in human capital is a key strategic lever. For this reason, it has adopted an **ESG Policy** that enshrines its commitment to mitigate negative impacts, enhance positive ones and effectively manage the risks and opportunities associated with its workforce.

The commitment made is first concretely implemented in the initiatives described in the section **"THE TESISQUARE INITIATIVES FOR THE WORKFORCE [ESRS S1-4]"** of this document, to which we refer for more details.

[ESRS S1-6]

CHARACTERISTICS OF TESISQUARE EMPLOYEES AND COLLABORATORS

TESISQUARE their well-being and development are central to the sustainability of the business.

Different types of contract are adopted within the Group, each designed to respond effectively to business needs while ensuring flexibility and employment stability. Of these, the open-ended contract represents the most stable form of employment, offering continuity of employment and greater guarantees for employees. Alongside this type, there is the fixed-term contract, used to meet specific and temporary needs, such as fixed-term projects or production peaks.

In order to meet special organisational needs and to facilitate a better work-life balance, the group also provides part-time contracts, which allow a reduced work commitment compared to full-time.

Over the reporting period, TESISQUARE's workforce stands at 490 employees in 2023 and **541 in 2024**, showing substantial growth. The gender breakdown shows a distribution of 174 women in 2023 and **181 women in 2024** and an increase in the number of men, from 316 in 2023 to **360 in 2024**.

TOTAL NUMBER OF EMPLOYEES BY GENDER AND COUNTRY	Female		Male		Other*		Not reported		Total employees	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL	174	181	316	360	-	-	-	-	490	541

From a contractual point of view, **all employees are on open-ended contracts**, confirming the employment stability within the company; 28 trainees were included in 2023 and 23 in 2024.

Analysing working time, a predominance of full-time contracts is observed, with an overall change from 441 in 2023 to 521 in 2024. At the same time, the number of part-time contracts increased from 17 in 2023 to 20 in 2024, with a more pronounced growth among women (from 10 to 18).

EMPLOYEES BY TYPE OF CONTRACT BY GENDER AND REGION	Female		Male		Other*		Not reported		Total employees	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024

Open-ended contract	165	178	277	320	-	-	-	-	442	498
Fixed Term Contract	9	3	39	40	-	-	-	-	48	43
TOTAL	174	181	316	360	-	-	-	-	490	541
Full-time contract	165	167	312	354	-	-	-	-	477	521
Part-time contract	9	14	4	6	-	-	-	-	13	20
Contract with variable hours	-	-	-	-	-	-	-	-	-	-
TOTAL	174	181	316	360	-	-	-	-	490	541

Interns and interim workers were also included in the headcount for both years.

An analysis of turnover shows a **reduction in incoming and outgoing mobility** in 2024 compared to the previous year, with new hires increasing from 95 to 60 plus the newly acquired subsidiary's 30 hires, and terminations decreasing from 46 to 39.

NEW HIRES, TERMINATIONS AND TURNOVER	No. of employees		No. of new hires		No. terminated		Positive turnover rate		Negative turnover rate	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL	490	541	95	90	46	39	19,38%	16,63%	9,38%	7,21%

The positive turnover rate went from 19.38% to 16.63% while the negative turnover rate went from 9.38% to 7.21%.

[ESRS S1-7]

Within the Group, in addition to employees with traditional contracts, there are also a number of non-employees who contribute with specific skills and flexibility to support the company's activities. These include **external** contractors, such as consultants and freelancers, whose relationship with the company may be regulated through occasional services or coordinated collaboration contracts, depending on operational needs.

Another category of non-employee workers is staff employed through staff leasing agencies, which enable companies to meet temporary staffing needs with qualified resources available for fixed periods.

Finally, the company also welcomes trainees, offering them **opportunities for training and professional growth** through structured paths that allow them to acquire practical experience and skills useful for future entry into the world of work.

NON-EMPLOYED WORKERS BY TYPE OF CONTRACT BY GENDER AND REGION	Female		Male		Other*		Not reported		Total non-employees	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Self-employed	-	-	7	5	-	-	-	-	7	5
Temporary staff	5	-	-	-	-	-	-	-	5	-

Interns and trainees	8	2	20	21	-	-	-	-	28	23
Contractors	-	2	-	7	-	-	-	-	-	9
Sub-contractors	-	-	-	-	-	-	-	-	-	-
Interim workers and Sales Agents	-	-	20	20	-	-	-	-	20	20
TOTALE	13	4	47	53	-	-	-	-	60	57

[ESRS S1-8]

COLLECTIVE BARGAINING COVERAGE AND SOCIAL DIALOGUE

The policies and procedures followed by the Group for the management of labour relations comply with the National Collective Labour Agreements (CCNL), to which TESISQUARE refers. **100% of the employees** of Italian companies are covered by National Collective Agreements.

Although local labour laws differ from that of the Italian state, it is estimated³⁰ that all employees of foreign companies are also covered by comparable contracts regulated by local legislations.

EMPLOYEES COVERED BY THE NATIONAL COLLECTIVE AGREEMENT	2023	2024
Total No. of employees covered by the national collective bargaining agreement	490	541
Total number of employees	490	541
Percentage of employees covered by the national collective agreement	100%	100%

At the same time, employee representation in the workplace, in **conformity with the regulations applicable in the EEA**, involved 92.04% of employees in 2023 and 85.02% in 2024, reflecting a slight reduction in coverage in this area due to the acquisition of international legal entities where there is no employee representation.

WORKPLACE REPRESENTATION (EEA* ONLY) PER COUNTRY	2023	2024
Total no. of employees covered by workers' representatives	451	460
Total number of employees	490	541
Percentage of employees covered by the national collective agreement	92,04%	85,02%

* European Economic Area

³⁰ It is specified that this estimate has a high degree of uncertainty.

DIVERSITY AND INCLUSION, SOCIAL PROTECTION AND PROTECTED CATEGORIES

[ESRS S1-9]

Over the two-year period 2023-2024, the composition of TESISQUARE's workforce shows a **growth in leadership positions**, with the total number of managers and executives increasing from 94 in 2023 to 109 in 2024. Specifically, the female presence in senior management is 29.78% in 2023 and 27.52% in 2024 while the male presence is 70.22% in 2023 and 72.48% in 2024.

SENIOR MANAGEMENT BY GENDER	Female		Male		Other*		Not reported		Total senior management	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Senior managers	1	1	6	6					7	7
Middle managers	27	29	60	73					87	102
TOTAL	28	30	66	79					94	109
PERCENTAGE	29,78%	27,52%	70,22%	72,48	%	%	%	%	100%	100%

With regard to the distribution by age group, a **prevalence of employees in the 30-50 age group** can be observed, constituting 62% of the total (290 out of 542 in 2024). However, the presence of HUMAN resources under 30 is also significant, accounting for 39% of the workforce (179 employees in 2024), highlighting a corporate strategy geared towards the recruitment of young talent. The presence of employees over 50 (16% of the total) also demonstrates TESISQUARE's focus on experience and the balanced management of professional growth within the organisation.

EMPLOYEES BY AGE GROUP	< 30 years		30-50 years		> 50 years		Total employees	
	2023	2024	2023	2024	2023	2024	2023	2024
TOTAL	187	179	235	290	68	72	490	541

[ESRS S1-11]

TESISQUARE declares that **all employees** of TESISQUARE are covered by social protection against loss of income due to sickness; unemployment; work-related injury and acquired disability; parental leave; retirement. For international companies, we apply the law in force in the individual countries in accordance with the regulations.

[ESRS S1-12]

TESISQUARE, in line with its desire to respect and **promote diversity in the company**, offers concrete stable employment opportunities to workers belonging to protected categories pursuant to L. 68/99 Art. 18 (17 in 2023 and 17 in 2024), with the aim of protecting the most fragile individuals and promoting their professional growth.

PERCENTAGE OF PROTECTED CATEGORIES BY GENDER	Female		Male		Other*		Not reported		Total employees	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Total employees	174	181	316	360					490	541

Employees with disabilities	5	5	12	12					17	17
TOTAL	2,87%	2,76%	3,80%	3,33%	%	%	%	%	3,47%	3,14%

[ESRS S1-13]

TRAINING AND SKILLS DEVELOPMENT

TESISQUARE's approach to training is **structured and diversified**, with compulsory, functional, technical and personal development courses. Particular attention is paid to health and safety training, for which the company promotes a culture of prevention, providing information and raising awareness of risks and promoting responsible behaviour. To this end, the Risk Assessment Document is the main reference tool for defining operational instructions and training programmes, with constant updates and the support of qualified resources. In addition, First Aid and Emergency Response Officers are identified and trained for each location and periodic medical examinations for fitness for work and evacuation tests are organised.

TESISQUARE promotes a culture of continuous learning, supported by a structured training model strategically oriented towards human capital development. To this end, it has defined and formalised, within an internal document called the **Corporate Academy**, a set of training activities, through which all the courses implemented in the company are collected and documented. Complementary to compulsory training, the offer consists of customised professional development programmes, with courses ranging from technological innovation to project management, from language skills to soft skills development.

TESISQUARE adopts flexible and modern teaching methodologies, including **Microlearning**, which offers short and targeted content, and peer-to-peer knowledge sharing, enhancing internal know-how. This approach favours rapid skills upgrading (**reskilling**) and training that can be adapted to individual and organisational needs, enabling development paths that go beyond career progression to include the acquisition of soft skills.

During the induction phase, the company guarantees a dedicated training plan for apprentices and a structured path for trainees, ensuring effective and conscious integration right from the start. Each employee also receives specific training on the principles of the General Data Protection Regulation (**GDPR**), with operational instructions aimed at ensuring the correct handling of personal data in compliance with the applicable legislation.

The entire training framework reflects TESISQUARE's strategic vision, which is geared towards enhancing skills, innovation and creating a working environment in which learning is a fundamental pillar for individual and collective growth.

TESISQUARE's commitment to training and developing the skills of its employees resulted in a significant increase in the number of training hours provided, from 3,060 in 2023 to **5,051** in 2024, for an average value per employee of 6.24 and 9.3 respectively. This increase testifies to the company's willingness to invest in ongoing and targeted learning, offering training opportunities at all levels of the organisation.

TESISQUARE adopts a **structured performance appraisal process**, aimed at supporting the professional growth of employees and the alignment of skills with the strategic needs of the company. This process is not intended solely as a measurement tool, but as an opportunity for discussion between employee and manager, with the aim of highlighting strengths, identifying areas for improvement and defining personalised development plans.

Over the two-year period 2023-2024, the percentage of TESISQUARE employees undergoing a periodic performance appraisal remained high, with an overall increase from 73% in 2023 to **86%** in 2024 for the middle management category, and from 95% to 98% for office workers.

PERCENTAGE OF EMPLOYEES WHO RECEIVED A PERIODIC PERFORMANCE APPRAISAL BY JOB CATEGORY AND GENDER	Female		Male		Other*		Not reported		Total employees	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
Senior managers	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Middle managers	85%	93%	67%	83%	0%	0%	0%	0%	73%	86%
Office workers	95%	99%	94%	96%	0%	0%	0%	0%	95%	98%
Factory workers	0%	100%	0%	100%	0%	0%	0%	0%	0%	100%

In the pursuit of an impartial and growth-oriented evaluation of both the individual employee and the entire Group, TESISQUARE formalised the **Human Capital Development procedure: Appraisal Process**, aimed at standardising performance evaluation methods. According to this procedure, the performance of employees is evaluated through structured periodic interviews, during which the manager provides detailed feedback on the activities carried out, supported by concrete examples, with the aim of making the feedback constructive and motivating. The process involves the following steps:

- Preparation: the manager fills out an evaluation form with the assigned ratings and collects concrete evidence to support the feedback.
- Evaluation interview: employee and manager discuss results, compare expectations and identify strengths and areas for improvement.
- Definition of a development plan: specific objectives are set, with timeframes and monitoring methods, to ensure continuous improvement of skills.
- Monitoring: infra-annual follow-ups are planned to check progress and adjust any development strategies.

The appraisal system adopted by TESISQUARE and governed by the *Human Capital Development: Appraisal Process* aims to ensure an **alignment between individual performance and corporate objectives**, fostering professional growth with a view to ongoing learning. The process is designed to incentivise open dialogue and employee empowerment, as well as to ensure human resource management oriented towards merit and constant improvement of skills.

[ESRS S1-14]

OCCUPATIONAL HEALTH AND SAFETY

TESISQUARE complies with Italian and European legislation on health and safety in the workplace, as governed by Legislative Decree No. 81 of 9 April 2008 (Consolidated Law on Health and Safety) and special Italian and international legislation on health and safety in the workplace. TESISQUARE is committed to **providing a work environment that protects the health and safety of its staff** and in general of those who access the company's premises, considering this obligation a productive investment and a factor of growth and added value for the Company.

In this context, within Tesisquare S.p.A., an Italian company of the TESISQUARE Group, there are three **Workers' Safety Representatives** (WSR), who are appointed through a secret ballot and universal suffrage election process via an online election form. Each of them has been provided with training in accordance with the requirements of the regulations in force, including both initial training and periodic updates. WSRs play a key role in monitoring safety conditions, actively participating in risk assessment, defining emergency and first aid plans, staff training and selecting and using Personal Protective Equipment. Their consultation is systematic at all stages, for the continuous improvement of health and safety conditions at work.

Furthermore, the company is committed to protecting the moral and physical integrity of its employees, consultants, collaborators and all its stakeholders. To this end, it **promotes responsible** and safe behaviour and adopts all the safety measures required by technological developments to ensure a safe and healthy working environment, in full compliance with the applicable prevention and protection regulations, and with the specific aim of preventing the offences referred to in Articles 589 and 590, third paragraph, of the Criminal Code (culpable homicide and grievous or very grievous bodily harm), committed in violation of the rules on accident prevention and on the protection of hygiene and health at work.

TESISQUARE provides **for the fulfilment of all legal obligations** (Legislative Decree No. 81/2008 Art. 30, Consolidated Law on Safety):

- on compliance with the technical and structural standards laid down by the law relating to equipment, plants, workplaces, chemical, physical and biological agents, where applicable;
- on risk assessment and the organization of the consequential prevention and protection measures;
- on activities of an organisational nature, such as emergency management, first aid, contract management, regular safety meetings, consultation of workers' safety representatives where required by law;
- on health surveillance activities;
- on information and training for workers;
- on supervisory activities with reference to workers' compliance with procedures and instructions for health and safety at work;
- on the acquisition of documents and certifications required by law;
- on periodic checks on the application and effectiveness of the measures adopted.

For all company locations, a **DVR** (Risk Assessment Document) has been drawn up and is continuously being updated, containing the precise assessment of the work risks at that specific location. The Company uses its Risk Assessment Document as a reference tool for its prevention activities, drawing up operating instructions and personnel training and education programmes on the basis of what is set forth in the Document, the gradual updating and maintenance of which is ensured with the assistance and support of suitably qualified human resources in terms of experience, competence and skills.

As prescribed by the regulations, for sites with more than 10 employees, an **Operational Emergency Plan** (available on the virtual notice board and shared with all Emergency Officers) has been drawn up, to be scrupulously adhered to in the event of an emergency.

In order to train and inform personnel about the aforementioned regulations, **training courses** on the subject are provided for, and the company also organises periodic medical examinations for fitness for work and performs evacuation tests.

All employees of TESISQUARE for the two-year period 2023-2024 are covered by the Occupational Health and Safety Management System (HSMS). 92% in 2023 and 95% in 2024 of non-employees are also covered by the HSMS. All international workers are covered by the official measures in force in the various countries.

TOTAL NUMBER OF EMPLOYEES AND NON-EMPLOYEES COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM	2023	2024
No. of employees	490	541

No. of employees covered by HSMS	490	541
Percentage of employees covered by HSMS	100%	100%
No. of non-employee workers	24	41
No. of non-employees covered by HSMS	22	39
Percentage of non-employees covered by HSMS	92%	95%

Within the Group, there were no major accidents at work and no occupational diseases in 2023 and 2024 for employees and non-employees. There were 74 cumulative workdays lost in 2024 due to accidents or illnesses not related to the work performed but which occurred on the way home from work.

[ESRS S1-15]

WORK-LIFE BALANCE AND EMPLOYEE WELL-BEING

The regulation of **maternity and paternity leave** is governed by the current legislation, both with regard to periods of abstention and to the modalities of application and access. TESISQUARE, as expressed in the company's internal regulations, ensures full compliance with these rules, guaranteeing all employees the right to take parental leave.

In the 2023-2024 two-year period, **100%** of TESISQUARE employees were entitled to take parental leave, confirming the full coverage of the measure for the benefit of the entire company population. The rate of actual take-up of parental leave was 4% of total employees in both reference years, with a slight increase among women, from 9.8% in 2023 to 11.6% in 2024. During the same period, no male employees took parental leave.

PARENTAL LEAVE	Female		Male		Other*		Not reported		Total employees	
	2023	2024	2023	2024	2023	2024	2023	2024	2023	2024
No. of employees	174	181	316	360	-	-	-	-	490	541
Employees entitled to parental leave	174	181	316	360	-	-	-	-	490	541
Percentage of employees entitled to parental leave	100%	100%	100%	100%	%	%	%	%	100%	100%
Eligible employees who have taken parental leave	17	21							17	21
Percentage of eligible employees who took parental leave	9,8%	11,6%	%	%	%	%	%	%	3,5%	3,9%

[ESRS S1-16]

WAGES AND SALARIES

TESISQUARE's remuneration policy is based on principles of neutrality, **guaranteeing equal treatment** regardless of gender or any other form of diversity, as stated in the Group's ESG Policy. The evaluation and remuneration criteria are based exclusively on merit and professional competence.

Below is the TESISQUARE gender pay gap for the two-year period 2023-2024³¹:

GENDER PAY GAP	2023	2024
Pay gap	15%	16%

Below is the TESISQUARE total annual rate of remuneration of for the two-year period 2023-2024³²:

TASSO DI REMUNERAZIONE TOTALE	2023	2024
Tasso di remunerazione totale	2,74	3,04

[ESRS S1-17]

INCIDENT PREVENTION, REPORTING AND PROMOTION OF HUMAN RIGHTS

TESISQUARE is deeply committed to respecting and promoting human rights, a principle that is significantly reflected in its strategy and business model. Human rights are an essential element of the core values of the company, which considers a respectful and inclusive working environment indispensable for the well-being of employees and long-term success.

In this logic, if incidents of discrimination were to occur, they would be challenged and sanctioned at disciplinary level. The company states that in both 2023 and 2024 **there were no incidents and complaints regarding discrimination and no serious human rights incidents.**

[ESRS S2]

WORKERS IN THE VALUE CHAIN OF TESISQUARE

[ESRS 2 SBM-3]

The process of the double materiality assessment carried out by TESISQUARE in 2024 identified relevant indirect impacts related to workers along the downstream value chain. For further information on significant impacts, risks, and opportunities related to workers along the value chain, please refer to the section "**RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]**".

[ESRS S2-1]

TESISQUARE'S COMMITMENT TO WORKERS IN THE VALUE CHAIN

TESISQUARE recognises the fundamental importance of **the protection of workers' rights and welfare throughout the entire value chain.** To this end, it has implemented several policies to effectively manage significant impacts, as well as associated risks and opportunities. In order to ensure fair working conditions, the Group has introduced **specific contractual clauses for suppliers**, which require compliance with the minimum wages set by current legislation or applicable collective agreements, safety in the workplace, as well as compliance with statutory working hours.

In parallel, TESISQUARE promotes skills development through joint **training programmes** with its suppliers in order to meet the specific needs of various projects.

³¹ The pay age gap is calculated by subtracting the average gross hourly wage of female employees from the same average male employee, dividing the result by the average gross hourly wage of male employees and multiplying the result by 100

³² The rate of remuneration is calculated by dividing the annual total remuneration of the highest paid person in the company by the median annual total remuneration of employees (excluding the highest paid person)

Currently, the company does not have a formalised **sustainable procurement policy** that includes respect for human rights along the value chain. However, an initiative to this effect, based on the highest international standards, is being developed to further strengthen the company's commitment to sustainability and social responsibility.

[ESRS S2-3]

PROTECT AND RESPOND: TESISQUARE PROCESSES FOR THE WELL-BEING OF WORKERS IN THE VALUE CHAIN

Although TESISQUARE has defined quality objectives within its **ESG Policy**, it has not yet implemented specific policies or procedures designed to remedy, or help remedy, any significant negative impact on workers in the value chain. However, through the general purchasing conditions submitted to suppliers, the company requires compliance with the Code of Ethics and health and safety at work provisions also with regard to the personnel employed by its business partners.

In order to allow workers in the value chain to express any concerns or needs directly to the Group and receive the relevant support, TESISQUARE has set up a specific **reporting channel** via the whistleblowing platform, which is accessible through the corporate website. This tool makes it possible for employees and suppliers to report any conduct that is unlawful or contrary to company policy. Reports are handled in accordance with the procedures defined and published by TESISQUARE, in compliance with current legislation, in particular with Legislative Decree no. 24/2023.

Please refer to the section "**BUSINESS CULTURE AND ETHICS [ESRS G1-1]**" for information regarding the policies in place to protect persons who use these structures and processes from retaliation.

[ESRS S2-4]

TESISQUARE'S INITIATIVES FOR WORKERS IN THE VALUE CHAIN

The Group has not currently defined a structured plan with actions targeting the identified impacts, risks and opportunities; however, it has implemented a number of activities to this end³³.

During 2024, TESISQUARE promoted **training initiatives** targeting workers in its value chain, with the aim of strengthening technical skills and promoting professional opportunities. These include the activation of an **Academy** dedicated to the Coldfusion programming language, the main technology used by the Group, also aimed at employees of suppliers. In addition, an in-person training session – the **Platform Developers Day** – was organised at the Turin headquarters for the new release of the proprietary software, with the involvement of key technology partners. In order to ensure continuity of the project, these activities will be continued and enhanced during 2025.

With regard to the preventive management of significant impacts on workers in the value chain, TESISQUARE intends to strengthen its monitoring tools through a supplier qualification process that will include verification of respect for human rights as of 2025. To this end, a sustainable procurement policy is being formalised that will integrate ESG criteria into the selection and monitoring decision-making processes.

TESISQUARE is committed to ensuring that all workers along the value chain have access to effective **reporting mechanisms** and that reports are handled in a timely, impartial and transparent manner. To identify appropriate measures in response to potential negative impacts, TESISQUARE adopts a process consisting of the following steps:

³³ Measures to remedy any significant impacts and risks would be determined on the basis of the specificity of the case in question. The resources allocated to deal with them have not yet been defined on the basis of the double materiality assessment findings, but in consideration of the basic assumptions of the business plan.

- Identification and reporting: any signs of critical issues are intercepted through internal and external audits, data analysis, collection of feedback and the whistleblowing channel;
- Verification: reports are analysed with the direct involvement of the workers concerned;
- Definition of corrective actions: the most appropriate measures are determined based on the severity of the impact, available resources, applicable regulations and industry best practices;
- Documentation and communication: an action plan is drawn up with defined responsibilities, timeframes, resources and monitoring mechanisms;
- Monitoring and evaluation: Actions are subject to verification over time in order to ascertain their real effectiveness;
- Ongoing learning: results and experiences are systematised to improve internal processes and prevent the recurrence of similar situations.

TESISQUARE reports that, to date, no serious human rights problems or incidents related to the value chain have been detected, either upstream or downstream. The recently established ESG Committee is responsible for managing these aspects.

[ESRS S2-5]

TESISQUARE'S OBJECTIVES REGARDING WORKERS IN THE VALUE CHAIN

has not currently defined specific quantitative objectives in relation to the relevant impacts identified, however it has defined, as part of its ESG activities, a qualitative objective focused on the **development of the professional skills** of workers in the value chain, with reference to the main suppliers of software development services located in Italy, with the aim of enhancing their skills, improving productivity and increasing their satisfaction. This objective is part of the broader framework of the company's human capital development policy and translates into the promotion of targeted training programmes.

To date, this target is not yet measured by quantitative or qualitative indicators; however, TESISQUARE has initiated an internal process to review its sustainability policies with the aim of setting measurable, results-oriented targets for managing impacts on workers from 2025 onwards. To this end, the Group intends to implement a structured **monitoring and evaluation system**, which takes into account the satisfaction, priorities and concerns expressed by direct and indirect workers via currently active communication channels.

Although there is currently no structured process for goal-setting, **priorities** are identified on the basis of the **feedback** received from workers in the value chain, with the intention of gradually integrating these elements within a more organic and transparent management system.

[ESRS S3]

COMMUNITIES AFFECTED IN TESISQUARE LOCAL AREAS



DIG421- The project, developed from the Open Innovation concept, is aimed at creating an innovation ecosystem around DIG421, consisting of the world of companies, start-ups, institutions (associations and public bodies) and the world of research (universities and innovation poles). The aim is to create moments of debate and sharing, activate the exchange of knowledge, initiate joint projects through the collaboration of different actors working at the same table.

[ESRS 2 SBM-3]

With reference to this disclosure, please refer to the section entitled “**SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES [ESRS 2 SBM-3]**”.

[ESRS S3-1]

TESISQUARE'S COMMITMENT TO LOCAL COMMUNITIES

In the context of its **ESG Policy**, TESISQUARE integrated the affected communities among the sustainability issues that emerged as significant from the double materiality assessment. The Group recognises the importance of this category of stakeholders and has formalised specific commitments and objectives aimed at mitigating negative impacts and risks, as well as promoting positive impacts and opportunities in favour of the social and territorial fabric.

TESISQUARE is actively engaged in **cooperation with local communities**, promoting sustainable development by supporting social and environmental initiatives. The main modes of intervention include the creation of partnerships with schools and universities, support for voluntary activities and participation in projects aimed at local development.

Consistent with its mission, with the values expressed in the **Code of Ethics** and with its ongoing commitment to sustainability and the **enhancement of territories**, the Group supports initiatives that go beyond the strictly economic sphere, contributing in a concrete manner to the collective wellbeing. With this in mind, TESISQUARE promotes interventions capable of generating positive social, environmental, humanitarian and cultural impacts, while fostering the pursuit of the company's strategic objectives by strengthening the relationship of trust with the communities concerned.

[ESRS S3-3]

PROTECT AND RESPOND: TESISQUARE PROCESSES FOR THE WELL-BEING OF LOCAL COMMUNITIES

Although TESISQUARE has defined quality objectives within its ESG Policy, it has not yet implemented specific policies or procedures designed to remedy, or help remedy, any significant negative impact on affected communities.

However, in order to allow affected communities to express any concerns or needs directly to the Group and receive the relevant support, TESISQUARE has set up a specific **reporting channel** through the whistleblowing platform, accessible through the official website. This tool makes it possible to report unlawful conduct or conduct contrary to company policy. Reports are handled in accordance with the procedures defined and published by TESISQUARE, in compliance with current legislation, in particular with Legislative Decree no. 24/2023.

Please refer to the section “**BUSINESS CULTURE AND ETHICS [ESRS G1-1]**” for information regarding the policies in place to protect persons who use these structures and processes from retaliation.

[ESRS S3-4]

TESISQUARE'S INITIATIVES FOR LOCAL COMMUNITIES

The Group has not currently defined a structured plan with actions targeting the identified impacts; however, it has implemented a number of activities to this end.

TESISQUARE has defined **initiatives in favour of local communities**, directing available resources towards actions consistent with its sustainability strategies, corporate mission and the principles contained in the Code of Ethics. Actions are selected on the basis of an assessment of the effects on stakeholders, budget availability and the social and environmental relevance of the impacts, while ensuring traceability of funds and transparency of the results achieved.

During the financial year 2024, the following projects were realised or planned, concretely contributing to the creation of shared value:

Bra-Cherasco-Roreto cycle and pedestrian project

TESISQUARE actively supports the **promotion of sustainable mobility** through its participation in the project to build a bicycle path that will connect the territory of the municipality of Bra with that of Cherasco. The multi-stage initiative aims to generate direct benefits for workers and citizens, including improving air quality, reducing vehicle traffic and promoting psychophysical well-being. The route will be accessible to the public and equipped with appropriate signage, equipped areas and points of cultural and natural interest, thus contributing to valuing the area.

Company park for public use in agreement with the Municipality of Cherasco

TESISQUARE initiated **a green park** adjacent to its headquarters, with both corporate and community purposes. The infrastructure, accessible to the public in the spring and summer season during daytime hours, will be monitored and used for environmental educational activities and cultural initiatives in cooperation with educational institutions and local associations. The park, designed as a place of well-being and aggregation, also serves as a biodiversity and air quality improvement facility, in line with the company's environmental objectives.



Multi-year project for the environmental remediation of a disused quarry

In the area adjacent to the headquarters, TESISQUARE has initiated a comprehensive environmental remediation and land regeneration project. The plan provides for the removal of residual materials by 2025, the creation of a photovoltaic park with three times the total power of the current one (700 kW), the installation of a rainwater collection system with a 10,000 m³ reservoir, and the creation of a 2-hectare forest. The intervention will generate structural environmental benefits: production of renewable energy, mitigation of hydrogeological risk, improvement of the ecological resilience of the territory and increase of the CO₂ absorption capacity.



Further local initiatives

In addition to the actions described above, TESISQUARE also contributed to the construction of a **public car park** in agreement with the Municipality of Cherasco, as well as to the support of numerous local social, educational, cultural and sports initiatives, including:

- contributions to the Alba-Bra Hospital Foundation and the Sant' Antonino Nursery School;
- support for the design and construction of the new nursery school in Roreto di Cherasco;
- funding to social, recreational and leisure associations operating in the municipalities of Bra and Cherasco.

No human rights problems and/or incidents were reported in relation to the communities concerned during the reporting period.

[ESRS S3-5]

TARGETS FOR IMPROVING THE WELL-BEING OF LOCAL COMMUNITIES

TESISQUARE has not currently defined specific targets in relation to relevant impacts; however, the Group recognises that investment in this issue is a key strategic lever. For this reason, it has adopted an **ESG Policy** that enshrines a commitment to enhancing positive impacts and effectively managing any risks and opportunities associated with affected communities.

This commitment is implemented in the initiatives described in the section “**THE TESISQUARE INITIATIVES FOR LOCAL COMMUNITIES [ESRS S3-4]**” of this document, to which we refer for more details.

[ESRS S4]

CONSUMERS AND END USERS: THE CUSTOMER AT THE CENTRE

[ESRS SBM-3]

With reference to this disclosure, please refer to the section entitled “**SIGNIFICANT IMPACTS, RISKS, AND OPPORTUNITIES [ESRS 2 SBM-3]**”.

[ESRS S4-1]

TESISQUARE'S COMMITMENT TO ITS CUSTOMERS

As outlined above, TESISQUARE has adopted and implemented the **ESG Policy**, which governs the management of relevant impacts, risks and opportunities in relation to consumers and end-users and was developed based on the results of the company's dual relevance analysis. For more information on the ESG Policy and its scope, please refer to the section “**THE CORPORATE GOVERNANCE MODEL [ESRS 2 GOV-1]**” and the section “**SUSTAINABILITY POLICIES [ESRS 2 MDR-P]**”.

In particular, with reference to the impacts, risks and opportunities identified with regard to the protection of customer confidentiality and access to information, TESISQUARE declares, within its Policy, the adoption of programmes to comply with the regulations in force on the protection of personal data and information security. To this end, the company implements specific initiatives and equips itself with appropriate tools to guarantee the confidentiality of customer information and the security of its software and services. In addition, the **Company Internal Rules** defines customers as one of the organisation's main assets and states that the style of behaviour towards customers must be characterised by availability and respect, with a view to a highly professional relationship. It also requires its employees to conduct themselves in line with the company's quality policy (pursuant to ISO 27001 and 9001 certification) in order to meet customer expectations and needs, as well as to make use of transparency in communications.

Indeed, the Group has adopted **numerous policies** to manage this issue, which refer not only to ISO 27001 and ISO 9001 certifications, with which Tesisquare S.p.A. is endowed, and to the relevant legislation in force (GDPR), but also to industry best practices such as customer satisfaction surveys and ongoing monitoring of processes to improve the service offered in terms of performance and security.

The policies adopted and implemented by the Group are listed below³⁴:

- *Information Security Policy (ISO 27001)*
- *Quality Policy (ISO 9001)*
- *Network security policy*
- *Operation security policy*
- *Access Control Policy*

³⁴ For more information on the scope and recipients of such corporate documentation, please refer to para. “**POLICIES TO ENSURE SUSTAINABILITY [ESRS 2 MDR-P]**”.

- Backup policy
- Encryption Policy
- Contingency policy
- Privacy Policy
- Policy “privacy by design and by default”
- Data retention policy
- System Administrator Policy

These policies define TESISQUARE's approach towards its consumers and end users, which is based on the following fundamental principles:

- **Proactivity:** TESISQUARE is committed to proactively identifying, assessing and monitoring potential negative impacts;
- **Prevention:** the company takes preventive measures to prevent negative impacts from occurring;
- **Remedy:** where a negative impact occurs, TESISQUARE is committed to remedying it in a timely and effective manner;
- **Collaboration:** TESISQUARE collaborates with its stakeholders, including consumers and end users, to address negative impacts;
- **Continuous Improvement:** the company is committed to continuous improvement of its negative impact management processes.

The policies cover all types of consumers and end-users in the Group as a whole. During FY 2024, there were no instances of non-compliance concerning health and safety impacts of products and services, nor violations of the principles of the UN Global Compact and the OECD Guidelines.

[ESRS S4-2]

THE ACTIVE INVOLVEMENT OF CUSTOMERS

Customers are one of TESISQUARE's main assets, and their active involvement is central to the company's approach; indeed, the company encourages **direct consultation with consumers** and experts to better understand the issues and improve the services offered. Collaboration with sector organisations and other relevant actors enables critical issues to be addressed jointly, while **transparent communication** ensures that monitoring results, actions taken and progress made are always accessible to stakeholders.

In particular, the main types of customers the Group interacts with are large companies, which have a primary interest in the impact that the software solutions offered generate on their business in terms of operational efficiency and sustainability. At the same time, end users, including employees of client companies, their suppliers and carriers, use the software on a daily basis and are directly involved in its functionality, usability and how it affects their work operations. In order to gather and integrate the views of customers and end-users in decision-making processes and in the management of relevant impacts, the company has implemented several engagement tools.

Firstly, continuous communication between sales departments and customers is ensured, maintaining an **open and constant dialogue** through regular meetings, conference calls, e-mails and online support platforms. These tools allow discussion of software performance, new features and potential impacts, while gathering suggestions for future improvements.

In addition, the Group collects structured feedback through **customer satisfaction surveys and questionnaires**, which allow various aspects of the software and services to be evaluated, identifying any critical issues and areas for improvement. Indeed, TESISQUARE organises an annual meeting with the main contact persons of its corporate customers and submits an evaluation questionnaire to customers to collect feedback on the services

and solutions offered. These activities are managed by the Quality Manager, in cooperation with the Key Account Managers. The data collected, which concern the quality of the solution from a design perspective, satisfaction of use and technological innovation, are analysed to define corrective actions and develop optimisation strategies.

Another key instrument is the workgroups with customers (**Customer Advisory Board**), organised every two years and dedicated to the most relevant customers. During these meetings, topics of strategic interest, including software usability and supply chain sustainability, are discussed in depth, with the aim of gathering detailed insights and guiding the development of the product roadmap.

At the operational level, during project execution, the company organises monthly **Steering Committees**, where TESISQUARE Project Managers and Key Account Managers, together with project managers and customer-side sponsors, monitor progress in terms of quality, time and cost, taking corrective action if necessary.

After the conclusion of the project, to ensure continuous **monitoring** of service performance, periodic SLAs and **service KPI analyses** are organised. These meetings, managed by the Service Manager in collaboration with the relevant Business Units, make it possible to evaluate key indicators such as the number of open tickets, anomalies encountered, resolution times and compliance with SLAs, in order to ensure constant improvement in service quality.

Finally, the effectiveness of customer and end-user involvement is evaluated by analysing the information collected, which is integrated into business processes to guide development strategies, improve customer satisfaction and optimise the quality of the software and services offered.

[ESRS S4-3]

PROTECT AND RESPOND: TESISQUARE PROCESSES FOR CUSTOMER MANAGEMENT

TESISQUARE is aware of the importance of identifying, preventing and managing the negative impacts its products and services may have on consumers and end users, including direct customers and software users. To ensure a structured and effective approach and to turn the fundamental principles described above into practice, the company has implemented specific processes for monitoring and managing critical issues, aimed at safeguarding the quality of the services offered and responding promptly to any problems.

The Group has therefore structured a process to manage this issue in the following steps:

- **Identification and Evaluation of Impacts:** Issues are identified and analysed through comprehensive mapping of areas of potential impact, both positive and negative, on consumers and end users. This process includes the evaluation of fundamental aspects such as product safety, quality of service and privacy protection. Risk analysis makes it possible to assess the probability and severity of each issue, thus establishing priorities for intervention. In addition, TESISQUARE actively involves stakeholders, including customers, industry experts and others, gathering information to identify the most relevant issues and possible solutions.
- **Adoption of preventive measures:** with the aim of reducing the risk of negative impacts, measures such as the following are implemented:
 - careful design of software solutions with a focus on security and regulatory compliance;
 - application of strict quality control procedures, supported by ISO 9001 and ISO 27001 certifications;
 - ongoing staff training to ensure a high level of customer and end-user protection;
 - clear and transparent communication with customers for a correct understanding of products and services.
 - adoption of a code of ethics governing the behaviour of employees in their interactions with customers.

- **Complaint handling:** a structured system is in place for handling complaints, which can be submitted through various channels, including telephone, e-mail, certified e-mail and website. Each report is handled promptly and professionally, and is then analysed to identify potential areas for improvement.
- **Adoption of corrective actions:** if a negative impact is established, targeted corrective measures are taken, including:
 - changes to products or services to solve potential problems;
 - updating of internal procedures to prevent recurrence;
 - where contractually provided for, any forms of compensation or indemnification for the customers involved.

With regard to the specific channels implemented, in order to guarantee constant support to consumers and end users, TESISQUARE provides several **reporting channels** (formal and informal) through which it is possible to report issues, receive assistance and obtain information. These include:

- the Customer Service Unit as a dedicated group, reachable by telephone and e-mail, which provides technical and operational support to solve any problems encountered by customers;
- the Support Section on the website that includes a dedicated area with FAQs, user manuals and contact information to facilitate access to support;
- TESISQUARE's Social Media active on the main outlets allowing customers to interact directly with the company and receive updates on the solutions offered;
- events, workshops and customer initiatives organised regularly to gather direct feedback from customers and improve services, as reported in the previous chapter.

In order to ensure effective interaction with end-users, TESISQUARE constantly checks the effectiveness of its communication channels. This is done by **mapping all channels used**, including the website, social media, the Service Unit, the ticketing system and e-mail communication. The effectiveness of each channel is measured in terms of coverage, level of involvement, user satisfaction and problem-solving capacity. In addition, stakeholder feedback is collected to assess the clarity, accessibility and usefulness of the information provided.

In addition, TESISQUARE implements a structured approach to assess its consumers' awareness of the processes implemented. This evaluation includes various survey methods such as opinion polls, interviews, focus groups and analysis of data from the different communication channels implemented to identify any trends that indicate any potential criticism of the implemented remedial actions. The measurement of awareness is based on specific key indicators such as the percentage of consumers who are aware of the available communication channels, the frequency of use of complaint mechanisms and the level of overall satisfaction. Following this evaluation, **improvement** actions are implemented in the communication strategy, as well as any simplifications of processes and procedures to make customer information and feedback more efficient. Specific policies are also in place to protect from retaliation consumers who use the facilities and processes to express concerns and needs. TESISQUARE ensures that information related to reports is treated confidentially and that the privacy of the consumers involved is protected. The implemented policies are available through different communication channels.

Below is an example of the implementation of the process described. When reporting a malfunction in software developed by TESISQUARE, the process starts with registering the report through one of the available channels to report the problem. The technical team then analyses the report and identifies the cause of the malfunction. Based on the analysis, a solution is proposed, which may include a software fix, the release of a patch or a technical alternative. After discussion with the customer, the solution is implemented and tested to ensure its effectiveness. Once the problem has been solved, TESISQUARE collects feedback from the customer to ensure that the solution adopted has been effective and that the negative impact has been resolved in a satisfactory manner.

Indeed, the process described above, being applied in accordance with ISO 9001 and ISO 27001 certifications, undergoes **review** annually, **guaranteeing monitoring**. The data are then used to identify areas for improvement and optimise the implemented process. Ongoing monitoring of this information makes it potential to identify any critical issues early on and take rapid action to resolve them. Through these processes, TESISQUARE guarantees a structured and proactive approach to managing negative impacts, ensuring a high-quality service and continuous improvement of its solutions.

[ESRS S4-4]

TESISQUARE'S INITIATIVES FOR THE CORRECT HANDLING OF CONSUMERS AND END USERS

TESISQUARE adopts a structured approach to mitigate impacts on consumers and end-users, manage risks and seize development opportunities, ensuring continuous improvement of the solutions offered. For customers, modular and customisable software is developed, advanced data protection systems implemented and dedicated consulting and technical support services provided. In addition, the company offers training programmes to optimise the use of the software and constantly monitors customer satisfaction through tools such as Voice of Customer (VoC). In relation to end-users, TESISQUARE designs intuitive and user-friendly interfaces, develops online tutorials and guides, organises customised training sessions and provides an efficient help desk support service.

In managing potential risks, the company takes specific measures to ensure data security, through regular audits and specific tests, modular solutions to reduce software dependency and timely technical support. In order to address the resistance to change, common to many users, the Group develops appropriate communication and training strategies. In parallel, TESISQUARE seizes development opportunities by introducing new software features, expanding into new markets, creating strategic partnerships and continuously improving its services.

The effectiveness of the actions taken is measured through specific data and indicators, including customer satisfaction rate, the number of successfully resolved support tickets, the contract renewal rate, positive user feedback and the number of new software implementations. Communication with customers and end users takes place through multiple channels, including direct feedback, the company website, blogs and social media, newsletters and dedicated events such as webinars and meetings.

TESISQUARE's activities for Consumers and End Users focus on several strategic initiatives to improve the customer experience and support sustainability. The main actions include:

- **Development of modular and customisable software solutions:** aims to offer flexible solutions that adapt to customer needs, with the objective of reducing costs;
- **Continuous User Experience (UX):** focuses on the intuitiveness of interfaces, reducing learning time and increasing user satisfaction;
- **Implementation of advanced security measures:** aims to strengthen data protection and increase customer confidence by aligning with privacy regulations;
- **Training programmes for customers and end-users:** aims to improve skills in using the software, increasing productivity and reducing errors;
- **Strengthening the help desk support team:** ensures fast and effective support, improving customer satisfaction and reducing resolution times;
- **Customer Feedback and Satisfaction Monitoring:** enables us to understand customer needs and continuously improve our products and services.

Ogni Each action contributes to TESISQUARE's sustainability goals, such as innovation, data security, product excellence and customer support, with resources dedicated to each process. The scope of actions mainly concerns the **development of software, support services** to the customer and **training**. These actions impact both the design and development phase upstream in the value chain and the use of services by customers, and involve both the customer company and their employees and partners, as well as TESISQUARE's internal software development, training and customer support teams. Indeed, in the event of negative impacts such as critical issues or disservices, the company is committed to providing timely support through the Customer Success or Service Unit, which via various channels is always in contact with the customer. The Group is committed to resolving any problems quickly and implementing corrective measures to prevent similar situations from recurring. The progress of the actions undertaken is continuously monitored through action-specific key performance indicators (KPIs). Such KPIs include, for example, customer satisfaction rate (via VoC), number of support tickets resolved, percentage of customers renewing their contracts, positive feedback from end-users, number of participants in training courses, and evaluation of the effectiveness of training courses. The results obtained are communicated through periodic reports.

This approach is based on **ongoing investments**, managed by the Product Team, which works throughout the year to improve existing solutions and to develop new ones, which are then transferred to the business for marketing and distribution to customers and prospects. From a financial point of view, these investments are entirely supported by the company's own resources, drawing on available capital. With the planned listing on the stock exchange in 2026, the funds raised from the market will be earmarked for continued investment in products and international expansion, particularly in countries currently unmanned or with a limited presence. Currently, TESISQUARE devotes around 9% of its turnover to the development of new products, with the aim of strengthening its market positioning. The Group will continue to allocate a percentage of annual turnover to investments in product development, indicatively in the range of 8%-9% on an annual basis. Furthermore, further financial initiatives aimed at acquiring capital from the external market are not excluded, with the aim of supporting the development of new products, in particular for expansion in international markets. In this regard, a stock market listing in the second half of 2026 is currently being considered.

In relation to the protection of client confidentiality and access to information, TESISQUARE found no significant negative impacts.

The processes implemented in order to identify any actions to remedy these impacts are detected through the implementation of the procedure described in "**PROTECT AND RESPOND: THE TESISQUARE PROCESSES FOR CUSTOMER MANAGEMENT [ESRS S4-3]**". Potential actions identified, in addition to those described above, may include:

- **Miglioramento dei processi interni:** revisione e ottimizzazione dei processi aziendali per prevenire o mitigare gli impatti negativi;
- **Internal process improvement:** review and optimisation of business processes to prevent or mitigate negative impacts;
- **Development of new products and services:** designing innovative products and services that meet consumer needs and generate positive impacts;
- **Communication and customer engagement:** activation of communication channels to inform customers about products and services, collect feedback and promote constructive dialogue;
- **Collaboration with partners and stakeholders:** involvement of external partners and stakeholders to address complex impacts requiring a multi-stakeholder approach;

In general, Tesisquare SpA's intervention approach varies according to the type and relevance of any report. In general, a proactive and preventive approach is adopted, acting early to mitigate risks and maximise opportunities.

In particular, in order to mitigate risks assessed as relevant in relation to the subject matter, the Group adopts **advanced security measures** to protect customers' personal data, in line with privacy regulations (e.g. **GDPR**). In addition, regular audits of security systems, penetration tests and data breach monitoring are organised. To maximise the relevant opportunity identified, TESISQUARE adopts a strategic approach aimed at enhancing the customer experience, creating shared value and strengthening its leadership in the industry. Firstly, the company invests in the development of innovative products and services, with an increasingly personalised and engaging offer. The evaluation of the effectiveness of these initiatives is based on the analysis of customer satisfaction, retention rates and the use of the proposed solutions. In parallel, TESISQUARE promotes the creation of shared value by collaborating with customers and stakeholders to develop projects with positive impacts on both business and society, such as environmental and social sustainability initiatives. The success of these activities is measured through the analysis of the impact generated and the active involvement of stakeholders in the evaluation of results. Finally, to strengthen its industry leadership, the company continues to invest in research and development, anticipating market trends and developing cutting-edge technologies. The measurement of effectiveness is based on monitoring market share, positioning against competitors and recognition within the industry.

TESISQUARE regularly conducts **due diligence analyses** to identify and assess the potential negative impacts of its activities on consumers and end users. This includes the analysis of marketing, sales and data use practices, as well as the assessment of security risks of products and services. Based on the risk assessment, preventive measures are implemented to avoid or mitigate negative impacts. These measures may include establishing codes of conduct, internal guidelines, security protocols and staff training. The Group constantly monitors the effectiveness of preventive measures and takes corrective action in the event of problems or potential problems. In addition, TESISQUARE adopts responsible marketing and sales practices, ensuring transparency in communication, respect for consumer rights and promotion of conscious and sustainable consumption. In parallel, it is committed to the ethical use of data, ensuring transparency in data collection, protection of personal data and compliance with privacy regulations, such as the GDPR. Finally, TESISQUARE takes a balanced approach to managing tensions between business objectives and social or environmental impacts. It carefully evaluates the consequences of its strategic choices, actively involves stakeholders in the decision-making process and promotes solutions based on compromise and collaboration. No serious human rights problems or incidents related to consumers and/or end users were reported in the reporting period. The management of relevant impacts related to the topic is assigned to the Chief Business Officer function.

[ESRS S4-5]

OBJECTIVES RELATED TO IMPROVING PERFORMANCE VIS-À-VIS CUSTOMERS AND END USERS

Although TESISQUARE has not, to date, structured specific quantitative ESG targets in relation to relevant impacts, risks and opportunities on the issue, it has formalised its commitment within the **ESG Policy**.

Furthermore, by placing the customer, both as consumer and end-user, at the centre of its strategy, TESISQUARE has for years been committed to pursuing continuous improvement goals in relation to this issue. This allowed not only to implement the above actions, but also to develop new initiatives aimed at strengthening the company's positive impact, anticipating market needs and responding more effectively to emerging ESG challenges.

In particular, to ensure the **protection of personal data** that may be managed on behalf of customers, the company has implemented an information security management system that complies with ISO 27001 certification. This includes a structured Incident Management process, which ensures transparency in the management of incidents, defines their severity and provides for improvement actions. All events are recorded in the Incident Register, allowing constant monitoring. The company's goal is to keep the number of incidents related to personal or sensitive data breaches at zero, which was fully achieved in 2024.

The **sustainable management of IoT devices** is another area of focus. TESISQUARE set up an IoT Competence Centre dedicated to monitoring available technologies to identify solutions with a lower environmental impact. In this context, the company stipulated that at least 5% of the Competence Centre's time should be dedicated to research into more sustainable devices. In order to ensure precise measurement, a time recording system was implemented, which monitors the time actually allocated to these activities. In 2024, the target was exceeded, reaching an allocation of 6%.

In parallel, TESISQUARE has **developed innovative solutions** that generate positive ESG impacts for end users. The company's collaborative platform offers advanced support for supply chain management and sustainability, integrating tools for supplier qualification and auditing, order and delivery management, environmental impact calculation (PEF/PCF) and Digital Product Passport management. Furthermore, through the use of IoT technologies, the company allows products to be tracked throughout their life cycle, promoting the reuse and recycling of Materials and offering end consumers transparent information on traceability and environmental impact.

The adoption of systems based on **artificial intelligence** also makes it possible to analyse large amounts of data from sensors, satellites and other sources, with the aim of monitoring environmental risks, such as air and water pollution, deforestation and climate change, and social risks, such as the violation of human rights by stakeholders.

Corporate objectives were defined through a detailed analysis of the services and products offered, assessing their **potential ESG impact**. To ensure this is achieved, TESISQUARE adopts an approach based on scientific and auditable methodologies, ensuring traceability of implemented actions and continuous monitoring of results. The company is committed to sustainable growth, with a constant focus on reducing risks and creating value for customers and the ecosystem in which it operates.

DISCLOSURES ON GOVERNANCE

[ESRS G1]

ETHICS AND BUSINESS CONDUCT

[ESRS G1 GOV-1 – IRO-1]

With reference to this disclosure, please refer to the sections “**THE CORPORATE GOVERNANCE MODEL [ESRS 2 GOV-1]**” and “**IDENTIFICATION OF THE RELEVANT SUSTAINABILITY ISSUES OF TESISQUARE [ESRS 2 IRO-1]**”

[ESRS G1-1]

CORPORATE CULTURE AND BUSINESS ETHICS

The Parent Company Tesisquare S.p.A. monitors and manages relevant impacts and risks, including those related to corruption, through the adoption and continuous updating of three main documents the **Charter of Values**, the **Code of Ethics** and the **Model of Organisation, Management and Control under Legislative Decree no. 231/2001**. From these documents, a series of policies, regulations, procedures and internal processes branch out operationally, consolidating and spreading the corporate culture based on the principles of integrity, independence, transparency, legality, impartiality and prudence. These documents include the **ESG Policy**, which, as mentioned above, is drafted to guide corporate decisions and make concrete commitments to ensure responsible business management. All companies within the reporting perimeter (both Italian and foreign) operate in compliance with the Parent Company's guidelines and Code of Ethics, including on anti-corruption and human rights protection. Lastly, the **Company Internal Rules** aim to promote ethical behaviour and compliance with the principles of the organisation set out in the documents presented above.

The Model, together with the Code of Ethics, serves a dual purpose: on the one hand, it outlines the system of procedures and controls prescribed by the Board of Directors in order to mitigate the risk of committing crimes under current legislation; on the other hand, it provides behavioural requirements and prohibitive provisions aimed at ensuring ethically responsible management of the company's activities, compliance with applicable regulatory provisions, and optimization of operational effectiveness and efficiency, in the interest of all stakeholders.

Within the Code, an integral part of the MOG 231, attention is paid to **combating corruption**, with a specific prohibition on offering or accepting undue payments, as well as gifts, entertainment or other undue benefits. A further focus is on safeguarding full transparency in relations with customers, the market and suppliers. The issue of corruption is also mentioned among the responsible business conduct principles of TESISQUARE's ESG Policy. In the context of Model adoption, TESISQUARE also identified the corporate functions most exposed to risks of commission of such offences³⁵. By constantly monitoring and strengthening control procedures, the company ensures that related activities are conducted with the highest level of integrity and transparency.

There is also an internal mechanism for confidential reporting and subsequent assessment of any non-compliant conduct, known as **Whistleblowing**³⁶ under Legislative Decree 24/2023 (hereinafter also 'WB'). Tesisquare S.p.A. has sought to comply with current legislation with its Whistleblowing Reporting Policy (the 'Policy') and has also adopted the Whistleblowing Reporting Procedure. The WB system implemented provides for several

³⁵ The following is the list of corporate functions most exposed to the risk of bribery or corruption: management of relations with the public administration, supplier selection, management of entertainment expenses, allocation of consultancy and professional services, subsidised finance, human resources, legal proceedings, sponsorships and gifts, contracts, public and private tenders, solidarity initiatives, accounting and budgeting, treasury and management of products and services.

³⁶ The system was introduced pursuant to Legislative Decree No. 24/2023, adopted in transposition of Directive (EU) 2019/1937, which amended the Whistleblowing legislation with the aim of increasing the protection of persons who report violations, aligning with European requirements.

reporting channels, accessible to all, through which it is possible to report any offences such as violations of the law, of the principles included in the Code of Ethics³⁷ or of company policies. Reports can be made directly to one's line manager, to one of the members of the Whistleblowing Team or via the Corporate Whistleblowing Portal³⁸ available on the Group's website, in which case reports are dealt with by the Legal Department and the HR team. The mechanism guarantees confidentiality and anonymity; the protection of whistleblowers is also ensured by guaranteeing protection in case of retaliation. WB Team members and managers are responsible for taking reports and investigating them with the utmost discretion, ensuring a fair and transparent process.

In addition to the portal set up under the WB mechanism, employees can directly address the **Supervisory Board** ('SB') designated within the scope of application of Legislative Decree No. 231/2001 and endowed with broad autonomous powers of proposal, intervention and control. In accordance with the Decree's provisions, the Supervisory Board meets the requirements of professionalism, independence and continuity of action, with the task of monitoring the implementation, effectiveness and compliance with the Model, as well as ensuring that it is constantly updated.

Through these figures, TESISQUARE is committed to investigating any incident concerning corporate conduct promptly and independently, including any corruption-related violations.

The Group's **training plan** also includes corporate conduct topics, is addressed to all personnel and is defined and implemented in compliance with regulations, as well as according to the specific needs related to the strategies adopted from time to time.

During 2024, courses were organised on the topics of Data Protection ex Regulation **GDPR**, cybersecurity (IT security and phishing) and occupational safety (Legislative Decree 81/2008). In addition, the entire company workforce received specific compulsory training on the organisational and management model pursuant to Leg. Decree No. 231/2001 and whistleblowing channel. As of 2025, a new corporate Learning Management System will enable the company to expand and improve its training offerings on these topics, ensuring constant and targeted updating.

[ESRS G1-2]

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

The Group is committed to managing its procurement processes with the aim of ensuring fairness and sustainability along its chain by managing, as far as possible, the indirect environmental and social impact of outsourcing and purchasing goods and services from third-party suppliers, who in turn act to minimise their own environmental and social impact.

This commitment is also formalised in the Group's **ESG Policy**, in which the Group's commitment to select suppliers in compliance with the principles of transparency, competition, equal treatment of offers and on the basis of objective assessments (competitiveness, quality, usefulness and price of the supply) and rotation is shared. In addition, the policy makes explicit the group's willingness to implement supplier selection criteria that take into account social and environmental aspects, promoting sustainability in the supply chain and collaborating with suppliers to improve their ESG performance, fostering cooperation with local and national suppliers.

Although TESISQUARE does not currently have a policy to avoid late payments, the AFC department³⁹ has adopted special **payment procedures** to minimise the risk of late payments to any supplier, including SMEs. Indeed, the procedure consists of the following steps:

³⁷ These include reports of offences concerning corruption.

³⁸ <https://tesisquare.openblow.it/>

³⁹ Administration, Finance and Control

1. The procurement clerk proceeds with the formal check of the authorisation.
2. By the 10th of the month following the deadline, the administration office prepares the payment in the system and generates the payment slips electronically. It also prepares a list of supplier schedules that the finance and control manager validates with indication of the signatures required.
3. Authorised users (access is regulated by Smart Cards/Tokens on the basis of deposited proxies) append the electronic signature to the payment mandate.
4. The data are transmitted to the banking system as a payment order.

The **management of the procurement chain** is described in the document 'General Procurement Terms', approved by the Board of Directors, which require suppliers to comply with TESISQUARE's Code of Ethics and Model 231, as well as to comply with Occupational Health and Safety regulations and the standards dictated by ISO 9001. In order to manage its procurement chain risks and related impacts, TESISQUARE currently requires two self-certifications for each new supplier regarding compliance with health and safety regulations and the proper conduct of business, the signing of TESISQUARE's DUVRI, and a declaration regarding current employees. Following the analysis of this documentation, the Group categorises and approves the supplier.

In accordance with the ESG Policy objectives on the subject, the Group started in 2024 to develop processes and procedures for the **verification of ESG compliance** of its business partners, which will be formalised in the 2025 financial year. The selection process will also take into consideration criteria relating to compliance with Regulation (EU) 2016/679 (GDPR) and the verification of technical and IT security measures adopted by suppliers with the aim of integrating compliance with current and future regulations on the subject into the evaluation criteria, including, most recently, the 'NIS2 Directive⁴⁰'.

Therefore, the Group currently selects suppliers according to which ones guarantee proper remuneration to their employees and the payment of the social security contributions required by law; moreover, as mentioned above, it requires suppliers **to adhere to its Code of Ethics**, which, by including ESG issues among its principles, allows for value alignment and contributes to building a responsible and sustainable supply chain. At present, however, TESISQUARE does not select its suppliers on the basis of social and/or environmental criteria.

[ESRS G1-3]

ANTI-CORRUPTION: PREVENTION AND MONITORING

In order to prevent, identify and manage allegations or cases of corruption and bribery, TESISQUARE has adopted a **Code of Ethics** and an **Organisation, Management and Control Model** pursuant to Legislative Decree No. 231/2001.

In addition to these internal regulations, TESISQUARE has adopted further specific documents to support the prevention of the offences included in the Model, including **corruption risks**:

- Administrative Procedures Manual, which includes several sections to regulate Purchasing Cycle, Sales Cycle, Treasury Cycle, Payroll and Personnel Cycle, Assets Cycle, General Accounting Cycle and Financial Statements;
- Internal company regulations;

⁴⁰ Directive 2022/2555: Network and Information Security Directive 2.

- HR management procedure (joiner/mover/leaver).

In the event of attempted corruption on the part of public officials, the persons concerned are required to refuse any undue request and promptly inform the designated figure, **the Supervisory Board**, appointed at the same time as the approval of the 231 Model with broad and independent powers of proposal, intervention and control. Indeed, its composition includes two external professionals and one internal TESISQUARE professional, ensuring impartiality and independence in the verification process. The members of the body must document that they meet the requirements of autonomy and professionalism required by the relevant legislation.

With regard to combating corruption, reference is also made to the corporate **Code of Ethics** and the **ESG Policy**.

The SB reports directly to the Board of Directors, **ensuring maximum transparency** in the communication of the results of its activities. On an annual basis, a detailed report is also drawn up detailing the checks carried out and any corrective actions taken.

In order to ensure the dissemination and understanding of the company's policies on corruption prevention, TESISQUARE makes all its regulatory documents, including the OCM 231, the Code of Ethics and the Company Regulations, available through the **company notice board**.

[ESRS G1-4]

In the period between the 2022 and 2024 fiscal years, TESISQUARE did not suffer any conviction for violations of regulations against corruption and bribery. The company maintains a **rigorous approach to the prevention of such offences**, adopting control and monitoring measures that ensure compliance with applicable laws and regulations.

As part of its risk management, TESISQUARE closely monitors its value chain, ensuring that any non-compliance is promptly identified and managed. Thanks to the efficient handling of this issue, no cases that required corrective action or disciplinary measures in the area of anti-corruption were found.

[ESRS G1-5]

CONTROL AND TRANSPARENCY OF POLITICAL INFLUENCE AND LOBBYING

TESISQUARE does not engage in any lobbying activities or exert political influence through contributions or other forms of direct or indirect participation. The company maintains a **position of neutrality** with respect to political and regulatory decision-making processes, focusing its resources on the development of its own business.

TESISQUARE is not registered in the European Union Transparency Register or in any equivalent register of a Member State. None of the members of TESISQUARE's administrative, management and supervisory bodies held comparable positions in public administration or regulatory authorities in the two years prior to their appointment.

SECTOR-RELATED DISCLOSURE

TECHNOLOGICAL DEVELOPMENT AND INNOVATION

In the context of rapid technological change and increasing attention to ESG issues across global supply chains, innovation represents a strategic and transversal factor for TESISQUARE, capable of enabling significant transformations both internally and within the ecosystem of its customers and partners.

Constant technological development enables the company to anticipate emerging trends, proactively respond to new regulatory and market requirements, and generate digital solutions that foster sustainable and integrated supply chain management. In this perspective, innovation is not only a competitive lever, but also a powerful tool to contribute to a more resilient, efficient and transparent economic system.

In light of these considerations, the issue of '**Technological Development and Innovation**' was assessed as part of the double materiality assessment, which revealed its materiality in terms of positive impacts and opportunities. The following disclosure presents how the company oversees this area, the effects generated and the output indicators used to monitor its concrete implementation.

Technological development represents for TESISQUARE a **central and distinctive element** of its strategic approach, as well as a key lever to sustain competitiveness in the long term. As part of the double materiality assessment process, this area emerged as material, generating both a positive impact and a sustainability-relevant opportunity. Although not formally falling under one of the three ESG thematic areas (environmental, social and governance), the topic is of cross-cutting and strategic for TESISQUARE, being also included in the company's vision and mission. For this very reason, the company's commitment has been formalised in the ESG Policy, which explicitly includes technological development and innovation among the company's priorities.

INNOVATION AT THE CORE
"The best way to predict future is to create it" Alan Kay

 **8.5% Investments in Innovation**

 **Innovation Round Table**

 **Innovation Community**

 **Open Innovation Model**

Technological development contributes to business offerings through **new market drivers** and **access to emerging segments**, enabling the creation of digital solutions increasingly responsive to the needs of resilience, efficiency and transparency of supply chains. This capacity for innovation directly fuels TESISQUARE's competitiveness and strengthens its positioning as a strategic partner for the sustainable digital transformation of supply chains. In parallel, a concrete opportunity was identified related to the **development of new services through research and development** (R&D) activities. This opportunity manifests itself in the possibility of expanding the portfolio of digital solutions with ESG-oriented functionalities, aimed at supporting customers in managing environmental and social impacts, tracking sustainability data along the supply chain and compliance with European and international regulations. For more information, please refer to the section on 'Objectives concerning the management of material negative impacts, the improvement of positive impacts and the management of material risks and opportunities'.

As evidence of the strategic importance attached to these aspects, TESISQUARE constantly monitors the evolution of its innovative capacity through specific internal indicators, with the aim of measuring the actual contribution of innovation to the creation of sustainable value. An example is provided by the new innovative efficiency, control and measurement technologies implemented by the Group in order to monitor performance and reduce the energy consumption associated with its activities. For more information, please refer to chapter 'E1-3 Actions and Resources in Relation to Climate Change Policies'

APPENDIX

BP-2

The following table responds to the request in ESRS 2 BP-2, paragraph 16, on disclosure requirements incorporated by reference.

List of disclosure requirements included by reference

Disclosure obligation	ESRS	Reference in the text
General basis for preparation of the sustainability statements	BP – 1	GENERAL BASIS FOR PREPARATION [ESRS 2 BP-1]
Disclosures in relation to specific circumstances	BP – 2	GENERAL BASIS FOR PREPARATION [ESRS 2 BP-2]
The role of the administrative, management and supervisory bodies	GOV – 1	THE CORPORATE GOVERNANCE MODEL [ESRS 2 GOV-1]
Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	GOV – 2	GOVERNANCE AND SUSTAINABILITY ISSUES [ESRS 2 GOV-2]
Integration of sustainability-related performance into incentive schemes	GOV – 3	INCENTIVE SYSTEM [ESRS 2 GOV-3]

Statement on sustainability due diligence	GOV – 4	INTEGRATION OF DUE DILIGENCE [ESRS 2 GOV-4]
Risk management and internal controls over sustainability reporting	GOV – 5	RISK MANAGEMENT AND INTERNAL AUDIT OF SUSTAINABILITY REPORTING [ESRS 2 GOV-5]
Strategy, business model and value chain	SBM – 1	FROM CORE BUSINESS TO SUSTAINABILITY GOALS [ESRS 2 SBM-1]
Interests and views of stakeholders	SBM – 2	STAKEHOLDER ENGAGEMENT [ESRS 2 SBM-2]
Material impacts, risks and opportunities and their interaction with strategy and business model	SMB – 3	RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]
Description of the process to identify and assess material impacts, risks and opportunities	IRO – 1	IDENTIFICATION OF THE RELEVANT SUSTAINABILITY ISSUES OF TESISQUARE [ESRS 2 IRO-1]
Disclosure requirements in ESRS covered by the undertaking's sustainability statement	IRO – 2	EU REGULATORY FRAMEWORK AND REFERENCES [ESRS 2 IRO-2]
Policies adopted to manage relevant sustainability issues	MDR – P	POLICIES TO ENSURE SUSTAINABILITY [ESRS 2 MDR-P]
Integration of sustainability-related performance into incentive schemes	GOV – 3	INCENTIVE SYSTEM [ESRS 2 GOV-3]
Transition Plan for climate change mitigation	E1 – 1	TOWARDS THE TRANSITION FOR THE MITIGATION OF CLIMATE CHANGE [ESRS E1-1]
Material impacts, risks and opportunities and their interaction with strategy and business model	SBM – 3	THE RELEVANT IROS RELATED TO THE FIGHT AGAINST CLIMATE CHANGE [ESRS 2 SBM-3]

Description of the processes to identify and assess material climate-related impacts, risks and opportunities	IRO – 1	IDENTIFICATION OF THE RELEVANT SUSTAINABILITY ISSUES OF TESISQUARE [ESRS 2 IRO-1]
Policies related to climate change mitigation and adaptation	E1 – 2	CLIMATE AND SUSTAINABILITY: STRATEGICALLY GUIDED POLICIES [ESRS E1-2]
Actions and resources in relation to climate change policies	E1 – 3	MITIGATE, MONITOR, IMPROVE [ESRS E1-3]
Targets related to climate change mitigation and adaptation	E1 – 4	FROM INTENTION TO ACTION: FIRST OBJECTIVES FOR CLIMATE [ESRS E1-4]
Energy consumption and mix	E1 – 5	CONSUMER AND ENERGETIC MIX [ESRS E1-5]
Gross Scopes 1, 2, 3 and Total GHG emissions	E1 – 6	EMISSIONS IN ATMOSPHERE [ESRS E1-6]
Material impacts, risks and opportunities and their interaction with strategy and business model	SBM – 3	RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]
Description of processes to identify and assess relevant impacts, risks, dependencies and opportunities related to biodiversity and ecosystems	IRO – 1	IDENTIFICATION OF THE RELEVANT SUSTAINABILITY ISSUES OF TESISQUARE [ESRS 2 IRO-1]
Transition plan and consideration of biodiversity and ecosystems in strategy and business model	E4 – 1	BIODIVERSITY AND ECOSYSTEMS IN STRATEGY AND BUSINESS MODEL [ESRS E4-1]
Policies related to biodiversity and ecosystems	E4 – 2	POLICIES RELATING TO BIODIVERSITY AND ECOSYSTEMS [ESRS E4-2]
Actions and resources related to biodiversity and ecosystems	E4 – 3	TESILAND AND BEYOND: ENVIRONMENTAL PROJECTS AND POSITIVE IMPACTS [ESRS E4-3]

Targets related to biodiversity and ecosystems	E4 – 4	TOWARDS CONCRETE GOALS FOR BIODIVERSITY [ESRS E4-4]
Impact metrics related to changes in biodiversity and ecosystems	E4 – 5	METRICS OF IMPACT [ESRS E4-5]
Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	IRO – 1	IDENTIFICATION OF THE RELEVANT SUSTAINABILITY ISSUES OF TESISQUARE [ESRS 2 IRO-1]
Policies on resource use and circular economy	E5 – 1	SUSTAINABLE RESOURCE MANAGEMENT POLICIES [ESRS E5-1]
Actions and resources related to resource use and circular economy	E5 – 2	CONCRETE ACTIONS FOR A CIRCULAR MODEL [ESRS E5-2]
Targets related to resource use and circular economy	E5 – 3	TOWARDS CONCRETE OBJECTIVES FOR RESOURCE USE AND THE CIRCULAR ECONOMY [ESRS E5-3]
Resource outflows	E5 – 5	WASTE MANAGEMENT [ESRS E5-5]
Material impacts, risks and opportunities and their interaction with strategy and business model	SBM – 3	RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]
Policies related to own workforce	S1 – 1	THE COMMITMENT TO TESISQUARE FORCE FOR WORK [ESRS S1-1]
Processes for engaging with own workers and workers' representatives about impacts	S1 – 2	THE ACTIVE INVOLVEMENT OF EMPLOYEES [ESRS S1-2]
Processes to remediate negative impacts and channels for own workers to raise concerns	S1 – 3	TREAT AND RESPOND: TESISQUARE PROCESSES FOR WORKERS' WELL-BEING [ESRS S1-3]

Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	S1 – 4	THE TESISQUARE INITIATIVES FOR THE WORKFORCE [ESRS S1-4]
Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S1 – 5	TESISQUARE'S GOALS FOR IMPROVING THE WELL-BEING OF ITS EMPLOYEES [ESRS S1-5]
Characteristics of the undertaking's employees	S1 – 6	THE CHARACTERISTICS OF EMPLOYEES AND COLLABORATORS OF TESISQUARE [ESRS S1-6]
Characteristics of non-employee workers in the undertaking's own workforce	S1 – 7	[ESRS S1-7]
Collective bargaining coverage and social dialogue	S1 – 8	COVERY OF COLLECTIVE CONTRACTING AND SOCIAL DIALOGUE [ESRS S1-8]
Diversity metrics	S1 – 9	[ESRS S1-9]
Social Protection	S1 – 11	[ESRS S1-11]
Persons with disabilities	S1 – 12	[ESRS S1-12]
Training and skills development metrics	S1 – 13	TRAINING AND SKILL DEVELOPMENT [ESRS S1-13]
Health and safety metrics	S1 – 14	OCCUPATIONAL HEALTH AND SAFETY [ESRS S1-14]
Work-life balance metrics	S1 – 15	LIFE-LABOUR BALANCE AND EMPLOYEE WELL-BEING [ESRS S1-15]
Compensation metrics (pay gap and total compensation)	S1 – 16	RETRIBUTION AND SALARIES [ESRS S1-16]

Incidents, complaints and severe human rights impacts	S1 – 17	ACCIDENT PREVENTION, REPORTING AND PROMOTION OF HUMAN RIGHTS [ESRS S1-17]
Material impacts, risks and opportunities and their interaction with strategy and business model	SBM – 3	RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]
Policies related to value chain workers	S2 – 1	THE TESISQUARE COMMITMENT TO WORKERS IN THE VALUE CHAIN [ESRS S2-1]
Processes to remediate negative impacts and channels for value chain workers to raise concerns	S2 – 3	TREAT AND RESPOND: TESISQUARE PROCESSES FOR WORKERS' WELL-BEING IN THE VALUE CHAIN [ESRS S2-3]
Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	S2 – 4	THE TESISQUARE INITIATIVES FOR WORKERS IN THE VALUE CHAIN [ESRS S2-4]
Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S2 – 5	TESISQUARE'S OBJECTIVES WITH REGARD TO VALUE CHAIN WORKERS [ESRS S2-5]
Material impacts, risks and opportunities and their interaction with strategy and business model	SBM – 3	RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]
Policies related to affected communities	S3 – 1	THE COMMITMENT OF TESISQUARE TO THE TERRITORIAL COMMUNITIES [ESRS S3-1]
Processes to remediate negative impacts and channels for own workers to raise concerns	S3 – 3	PROTECT AND RESPOND: TESISQUARE PROCESSES FOR THE WELL-BEING OF LOCAL COMMUNITIES [ESRS S3-3]
Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of such actions	S3 – 4	THE TESISQUARE INITIATIVES FOR LOCAL COMMUNITIES [ESRS S3-4]

Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S3 – 5	TARGETS FOR IMPROVING THE WELL-BEING OF LOCAL COMMUNITIES [ESRS S3-5]
Material impacts, risks and opportunities and their interaction with strategy and business model	SBM – 3	RELEVANT IMPACTS, RISKS AND OPPORTUNITIES [ESRS 2 SBM-3]
Policies related to consumers and end-users	S4 – 1	TESISQUARE’S COMMITMENT TO ITS CUSTOMERS [ESRS S4-1]
Processes for engaging with consumers and end-users about impacts	S4 – 2	ACTIVE CUSTOMER INVOLVEMENT [ESRS S4-2]
Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	S4 – 3	PROTECT AND RESPOND: TESISQUARE PROCESSES FOR CUSTOMER MANAGEMENT [ESRS S4-3]
Actions on relevant impacts on consumers and end-users, approaches to manage relevant risks and achieve relevant opportunities in relation to consumers and end-users, and effectiveness of these actions	S4 – 4	THE TESISQUARE INITIATIVES FOR THE CORRECT MANAGEMENT OF CONSUMERS AND END USERS [ESRS S4-4]
Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	S4 – 5	TARGETS RELATED TO IMPROVING PERFORMANCE IN RELATION TO CUSTOMERS AND END USERS [ESRS S4-5]
The role of the administrative, management and supervisory bodies	GOV – 1	THE CORPORATE GOVERNANCE MODEL [ESRS 2 GOV-1]
Description of the processes to identify and assess material impacts, risks and opportunities	IRO – 1	IDENTIFICATION OF THE RELEVANT SUSTAINABILITY ISSUES OF TESISQUARE [ESRS 2 IRO-1]
Corporate culture and business conduct policies	G1 – 1	BUSINESS CULTURE AND ETHICS [ESRS G1-1]

Management of relationships with suppliers	G1 – 2	RESPONSIBLE SUPPLY CHAIN MANAGEMENT [ESRS G1-2]
Prevention and detection of corruption and bribery	G1 – 3	Anti-corruption: PREVENTION AND MONITORING [ESRS G1-3]
Cases of corruption or bribery	G1 – 4	[ESRS G1-4]
Political influence and lobbying	G1 – 5	CONTROL AND TRANSPARENCY OF POLITICAL INFLUENCE AND LOBBYING [ESRS G1-5]

ESRS 2 SBM-3

The following tables meet the requirements of ESRS 2 SBM-3, paragraph 48.

ESRS	TOPIC	SUB / SUB-SUB TOPIC	SIGNIFICANT IMPACT	POSITIVE / NEGATIVE	ACTUAL / POTENTIAL	VC PHASES GENERATING IMPACT	
ESRS E1	Climate change	Sustainable energy management	Covering a significant portion of the company's energy needs through the use of energy from renewable sources	positive	effective	Installation of photovoltaic systems Energy efficiency initiative	
			Increased energy footprint linked to increased business activity	negative	potential	Increased software sales	
ESRS E5	Circular economy	Sustainable materials management	Lack of responsible management, more waste of Materials and resources	negative	effective	Failure to monitor waste produced	
ESRS S1	Own workforce	Secure employment	Improved perception by customers, investors and other stakeholders, improved attraction and retention capabilities	positive	effective	Management of staff	
		Occupational health and safety protection	Possibility of positively impacting staff health and safety by reducing accident rates within the organisation and levels of work-related stress experienced by company staff	positive	effective	Health and safety training Risk assessment and prevention measures	
			Possibility of positively affecting the level of psycho-physical well-being of employees, with consequent impact on the actual opportunity for each employee to realise his or her full potential, through the provision of a positive, healthy working environment characterised by a set of programmes aimed at improving the work-life balance of employees.	positive	potential	Welfare Initiatives	
			Improved employee well-being	Improved reputation, increased chances of attraction and retention, increased business	positive	potential	Management of staff
			Training and education for workers	Opportunity for each employee to realise their full potential thanks to stimulating career paths	positive	effective	Management of staff

		Protection of diversity and equal opportunities	Protection of the fundamental rights of company personnel and all persons with whom the company interacts	positive	effective	Management of staff
			Increased Gender Pay Gap or unintentional D&I-related bias in personnel selection processes and in defining career paths within the company	negative	potential	Management of staff
			Countering incidents of discrimination	Promotion of equal treatment and opportunities between genders within the company organisation, both in relation to professional figures that are recognised as male in the market, and by favouring access for women to top positions within the company;	positive	effective
ESRS S2	Workers in the Supply Chain	Equal treatment and opportunities for all	Fostering an inclusive and diverse environment, stimulating creativity and innovation, and improving the company's competitiveness	positive	potential	Hiring and Recruitment Training and Development Performance and Remuneration Management Inclusion and Welfare Policies Communication and Awareness Raising Conflict and Reporting Management
		Management of relationships with suppliers	Lack of transparency and monitoring of suppliers with regard to respect for workers' rights	negative	potential	Selection and evaluation of suppliers without clear criteria relating to social responsibility
ESRS S3	Affected communities	Collaboration and sustainable development for local communities	Supporting sustainable development initiatives in favour of local communities	positive	potential	Partnerships with non-governmental organisations (NGOs) and local authorities for the development of sustainable projects
			Job creation and economic opportunities for the local population	Confidentiality of personal data prevents identity theft and fraud, increasing consumer confidence in corporate services.	positive	potential
ESRS S4	Consumers and end-users	Protection and security of customers and access to information	A strong commitment to data protection enhances the	positive	potential	Data Management and Information Security
					positive	potential

		company's reputation and builds customer loyalty, fostering business success				
ESRS G1	Business Conduct	Sharing by all staff of sound ethical principles that guide their daily actions	positive	effective	Total activities and initiatives implemented by Tesisquare	
		Contribution to the achievement of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, with impacts on the environmental, social and economic spheres	positive	effective	Economic and financial management BoD	
		Corporate culture Management of financial resources for the benefit of the company and the economic ecosystem in which it operates (e.g. sector, geographical district, etc.)	positive	effective	Economic and financial management	
		Maintaining relations with the main stakeholders with whom the organisation interacts	positive	effective	Stakeholder engagement Economic and financial management	
		Lack of protection for those who raise concerns about business conduct issues	negative	potential	Total activities and initiatives implemented by Tesisquare Supervisory bodies	
		Protection of legality and prevention of unlawful behaviour (re-investment of profits from illegal activities, bribery, etc.)	positive	effective	Total activities and initiatives implemented by Tesisquare Supervisory bodies	
		Fight against corruption	positive	potential	Total activities and initiatives implemented by Tesisquare Supervisory bodies	
		Protecting customer privacy	Protecting the security and sensitive information of a specific stakeholder	positive	effective	Managing sensitive data of customers, employees and other stakeholders
			potential leakage of sensitive consumer information.	negative	potential	Managing sensitive data of customers, employees and other stakeholders
		Ethical and sustainable	Increased bargaining power of some suppliers	negative	effective	Responsible supply chain management

	procurement practices	Ability to passively influence the company's ability to place sustainable services on the market, mitigation of the risk of disruptions or inefficiencies in supply, ability to score better in ratings for ESG issues, ease of compliance with future developments in European regulations, improved perception by customers, investors and other stakeholders	positive	potential	Responsible supply chain management
Other topics	Technological Development and Innovation	Development of new services through R&D	positive	effective	Customer involvement Product and sales management Team Design & Development

ESRS	TOPIC	SUB / SUB-SUB TOPIC	RISK / OPPORTUNITY	R / O	TYPE OF RISK/BENEFIT	TIME HORIZON SHORT TO MEDIUM TERM
ESRS E1	Climate Change	Climate change adaptation	Transition risk: Impact of new regulatory developments related to climate change on the range of services offered	R	Strategic risk	Risk increases
			Transition risk: Increased costs due to delayed adoption of less impactful technologies	R	Strategic risk	Risk increases
			Physical risk: Extreme weather events with structural damage and increased costs	R	Pure risk	Risk increases
			Physical risk: Chronic: Long-term climate change as mean temperature and sea level rise	R	Pure risk	Risk increases
		Reduced use of emissions	Efficient use of resources and cost cutting	O	Market shares Access to greater credit EU incentives for decarbonisation	Opportunity increases
		Sustainable energy management	Sudden and unexpected changes in energy costs (example: energy crisis)	R	Market risk (financial risk)	Risk increases

			Use of new technologies and low-emission energy sources	O	Market shares Access to greater credit Technological innovation	Opportunity increases
			Efficient use of resources and cost cutting	O	Market shares Access to greater credit Incentives for energy efficiency	Opportunity increases
ESRS E4	<i>Biodiversity and ecosystems</i>	Protection of biodiversity	Increased market share	O	Process development Technological innovation Market shares Access to greater credit	Opportunity increases
ESRS E5	<i>Circular economy</i>	Sustainable materials management	Improved reputation and consequent increase in market share (sustainability-conscious customers)	O	Process development Technological innovation Market shares Visibility and reputation	Opportunity increases
ESRS S1	Own workforce	Occupational health and safety protection	Risk of penalties and exposure to legal action	R	Operational risk	Risk remains unchanged
		Protection of diversity and equal opportunities	Failure to develop resources and reduced productivity	R	Strategic risk	Risk increases
		Improved employee well-being	Increased company attraction and retention	O	Productivity	Opportunity increases
			Enhanced reputation	O	Productivity	Opportunity increases
			Stakeholder trust	O	Productivity	Opportunity increases
		Training and education for workers	Development of employee potential and consequent increase in productivity	O	Human resources quality Improvement of business processes Innovation	Opportunity increases
			Increased company attraction and retention	O	Human resources quality Improvement of business processes Innovation	Opportunity increases
			Enhanced reputation	O	Human resources quality Improvement of business processes Innovation	Opportunity increases
			Stakeholder trust	O	Human resources quality	Opportunity increases

					Improvement of business processes Innovation		
ESRS S2	<i>Workers in the Supply Chain</i>	Safe and fair working conditions	Negative impacts along the value chain with potential business continuity disruptions	R	Operational risk	Risk remains unchanged	
			Risk of penalties and legal liability, resulting in reputational damage and loss of stakeholder confidence	R	Reputational risk	Risk remains unchanged	
		Management of relationships with suppliers	Coordination and integration problems with suppliers	R	Strategic risk	Risk remains unchanged	
ESRS S4	<i>Consumers and end-users</i>	Protection of client confidentiality and access to information	Risk of penalties and legal liability, resulting in reputational damage and loss of stakeholder confidence	R	Reputational risk	Risk increases	
		Protection and confidentiality of customers and access to information	Stakeholder trust	O	Market shares Reputation	Opportunity increases	
ESRS G1	<i>Business Conduct</i>		Greater resilience in the market	O	Reputation Intellectual property protection Business opportunities	Opportunity increases	
			Corporate culture	Corporate reputation	O	Reputation Intellectual property protection Business opportunities	Opportunity increases
				Improved attraction and retention	O	Reputation Intellectual property protection Business opportunities	Opportunity increases
			Prevention of anti-competitive behaviour	Partnership opportunities	O	Reputation Business opportunities	Opportunity increases
			Protecting customer privacy	Risks from cyber insecurity and technological obsolescence that may lead to loss of market share	R	Operational risk	Risk increases
				Mitigation of corporate reputational damage	O	Reputation Data Protection	Opportunity increases

		Reduced exposure to penalties, litigation and fraud prevention	○	Reputation Data Protection	Opportunity increases
		Stakeholder trust	○	Reputation Data Protection	Opportunity increases
	Ethical and sustainable procurement practices	Increased supply costs also due to supply disruptions and increased supplier power	R	Market risk (financial risk)	Risk increases
Other topics	Technological Development and Innovation	Development of new services through R&D	○	Market shares Improving operational processes Technological and innovative infrastructure Patents and trademarks	Opportunity increases

IRO – 2

The following is a list, in tabular form, of the disclosure requirements TESISQUARE fulfilled in preparing this Report based on the results of the materiality assessment.

General Disclosures – ESRs 2

STANDARD	ESRS INDICATOR	PARAGRAPH
General basis for preparation	BP – 1 General basis for preparation of the sustainability statements	General basis for preparation
	BP – 2 Information in connection with specific circumstances	General basis for preparation
Governance	GOV – 1 Role of Administrative, Management and Control Bodies	Corporate Governance Model
	GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Governance and sustainability issues
	GOV – 3 Integrating Sustainability Performance into Incentive Systems	Incentive system
	GOV – 4 Duty of Care Statement	Duty of Diligence
	GOV-5 – Risk management and internal controls over sustainability reporting	Risk management and internal audit of sustainability reporting
Strategy	SBM – 1 Strategy, business model and value chain	From core business to sustainability goals
	SBM – 2 Stakeholder interests and opinions	Stakeholder Engagement
	SBM – 3 Material impacts, risks and opportunities and their interaction with strategy and business model	Relevant impacts, risks and opportunities
Management of IROs – Information on the materiality assessment process	IRO – 1 Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	Double materiality assessment
	IRO – 2 Disclosure requirements in ESRs covered by the undertaking's sustainability statement	EU Regulatory Framework and Reference
Management of IROs – Information on policies and actions	MDR – P Policies adopted to manage relevant sustainability issues	Policies safeguarding sustainability
	MDR – A Actions and resources related to relevant sustainability issues	Subdivided into Thematic ESRs
IRO management – Metrics and targets	MDR – M Metrics on relevant sustainability issues	Subdivided into Thematic ESRs
	MDR – T Monitoring the effectiveness of policies and actions through targets	Subdivided into Thematic ESRs

Environmental Information – ESRs E

STANDARD	RELEVANT ISSUE (IRO)	ESRS INDICATOR	PARAGRAPH
E1 Climate Change	Climate change adaptation; Reduced use of emissions; Sustainable energy management	E1 - 1 Transition Plan for climate change mitigation	Combating Climate Change – Towards the Transition for Climate Change Mitigation
		E1 - 2 Policies related to climate change mitigation and adaptation	Fighting Climate Change – Climate and Sustainability: Strategically Guided Policies
		E1 - 3 Actions and resources in relation to climate change policies	Fighting climate change – Mitigate, monitor, improve
		E1 - 4 Targets related to climate change mitigation and adaptation	Fighting climate change – From intention to action: first climate targets
		E1 - 5 Energy consumption and mix	Combating climate change – Energy consumption and mix
		E1 - 6 Gross Scopes 1, 2, 3 and Total GHG emissions	Combating Climate Change – Atmospheric Emissions
E4 Biodiversity and ecosystems	Protection of biodiversity	E4 - 1 Transition plan and consideration of biodiversity and ecosystems in strategy and business model	Biodiversity and ecosystems – Biodiversity and ecosystems in strategy and business model
		E4 - 2 Policies related to biodiversity and ecosystems	Biodiversity and ecosystems – Policies on biodiversity and ecosystems
		E4 - 3 Actions and resources related to biodiversity and ecosystems	Biodiversity and ecosystems – TESILAND and beyond: environmental projects and positive impacts
		E4 - 4 Targets related to biodiversity and ecosystems	Biodiversity and ecosystems – Towards concrete targets for biodiversity
		E4 - 5 Impact metrics related to changes in biodiversity and ecosystems	Biodiversity and ecosystems – Impact metrics
E5 Resources use and the circular economy	Sustainable materials management	E5 - 1 Policies related to resource use and circular economy	Sustainable Materials Management – Policies for Sustainable Resource Management
		E5 - 2 Actions and resources related to resource use and circular economy	Sustainable Materials Management – Concrete Actions for a Circular Model
		E5 - 3 Targets related to resource use and circular economy	Sustainable Materials Management – Towards concrete targets for resource use and the circular economy
		E5 - 5 Resource outflows	Sustainable materials management – Waste management

Social Information – ESRS S

STANDARD	RELEVANT ISSUE (IRO)	ESRS INDICATOR	PARAGRAPH
S1 Own workforce	Secure employment;	S1 – 1 Policies related to own workforce	TESISQUARE People – TESISQUARE's commitment to its workforce
	Occupational health and safety protection;	S1 – 2 Processes for engaging with own workers and workers' representatives about impacts	The people of TESISQUARE – Active employee involvement
	Improved employee well-being;	S1 – 3 Processes to remediate negative impacts and channels for own workers to raise concerns	TESISQUARE People – Protect and Respond: TESISQUARE's processes for employee well-being
	Training and education for workers;	S1 – 4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	TESISQUARE's workforce initiatives
	Protection of diversity and equal opportunities;	S1 – 5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	TESISQUARE People – TESISQUARE's objectives to improve the well-being of its employees
	Countering incidents of discrimination	S1 – 6 Characteristics of company employees	The people of TESISQUARE – Characteristics of TESISQUARE employees and contractors
		S1 – 7 Characteristics of non-employee workers in the undertaking's own workforce	The people of TESISQUARE – Characteristics of TESISQUARE employees and contractors
		S1 – 8 Collective bargaining coverage and social dialogue	The people of TESISQUARE – Collective Bargaining Coverage and Social Dialogue
		S1 – 9 Diversity metrics	The people of TESISQUARE – Diversity and inclusion, social protection and protected categories
		S1 – 11 Social Protection	The people of TESISQUARE – Diversity and inclusion, social protection and protected categories
		S1 – 12 People with disabilities	The people of TESISQUARE – Diversity and inclusion, social protection and protected categories
		S1 – 13 Training and skills development metrics	The people at TESISQUARE – Training and skills development
		S1 – 14 Health and Safety Metrics	The people at TESISQUARE – Health and safety at work
	S1 – 15 Work-life balance metrics	The people at TESISQUARE – Work-life balance and employee wellbeing	
	S1 – 16 Metrics of remuneration	The people at TESISQUARE – Remuneration and wages	

STANDARD	RELEVANT ISSUE (IRO)	ESRS INDICATOR	PARAGRAPH
		S1 – 17 Incidents, complaints and severe human rights impacts	The people at TESISQUARE – Incident prevention, reporting and promotion of human rights
S2 Workers in the Supply Chain	Safe and fair working conditions; Equal treatment and opportunities for all; Management of relationships with suppliers	S2 – 1 Policies related to value chain workers	Workers in the TESISQUARE value chain – TESISQUARE's commitment to workers in the value chain
		S2 – 2 Processes for engaging with value chain workers about impacts	Stakeholder Engagement
		S2 – 3 Processes to remediate negative impacts and channels for value chain workers to raise concerns	Workers in the TESISQUARE Value Chain – Protecting and Responding: TESISQUARE's processes for worker welfare in the value chain
		S2 – 4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	Workers in the TESISQUARE Value Chain – TESISQUARE's initiatives for workers in the value chain
		S2 – 5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Workers in the TESISQUARE value chain – TESISQUARE's objectives for workers in the value chain
S3 Affected communities	Collaboration and sustainable development for local communities	S3 – 1 Policies related to affected communities	TESISQUARE's commitment to the affected communities in the TESISQUARE territory
		S3 – 2 Processes for engaging with affected communities about impacts	Stakeholder engagement
		S3 – 3 Processes to remediate negative impacts and channels for own workers to raise concerns	TESISQUARE Affected Communities – Protecting and Responding: TESISQUARE's processes for the well-being of local communities
		S3 – 4 Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions	The communities involved in the TESISQUARE area – TESISQUARE initiatives for local communities
		S3 – 5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	The communities concerned in the TESISQUARE area – Objectives for improving the wellbeing of local communities
S4- Consumers and End-Users	Protection of client confidentiality and access to information	S4 – 1 Policies related to consumers and end-users	Consumers and end-users: the customer at the centre – TESISQUARE's commitment to its customers

STANDARD	RELEVANT ISSUE (IRO)	ESRS INDICATOR	PARAGRAPH
		S4 – 2 Processes for engaging with consumers and end-users about impacts	Consumers and end users: the customer at the centre – Active customer involvement
		S4 – 3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	Consumers and end-users: the customer at the centre – Protect and respond: TESISQUARE's customer management processes
		S4 – 4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Consumers and end-users: the customer at the centre – TESISQUARE's initiatives for proper consumer and end-user management
		S4 – 5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Consumers and end-users: the customer at the centre – Objectives related to improving performance towards customers and end-users

Governance information – ESRS G

STANDARD	QUESTIONE RILEVANTE (IRO)	INDICATORE ESRS	PARAGRAPH
G1 Business conduct	Corporate culture;	G1 – 1 Corporate culture and business conduct policies	Business ethics and conduct – Corporate culture and business ethics
	Fight against corruption;		Ethics and Business Conduct – Responsible Supply Chain Management
	Prevention of anti-competitive behaviour;	G1 – 2 Management of relationships with suppliers	Ethics and business conduct – Anti-corruption: prevention and monitoring
	Protecting customer privacy;	G1 – 3 Prevention and detection of corruption and bribery	Ethics and business conduct – Anti-corruption: prevention and monitoring
	Sustainable procurement practices	G1 – 4 – Incidents of corruption or bribery	Ethics and Business Conduct – Control and Transparency of Political Influence and Lobbying
		G1 – 5 Political Influence and Lobbying	

In addition, the 'EU Datapoint Table' below summarises all information items arising from other EU legislative acts listed in Appendix B of the ESRS Disclosure Requirement 2 ('General Information') of Delegated Regulation (EU) 2023/2772.

ESRS	Disclosure obligation	Description of the disclosure obligation	SFDR Reference ⁴¹	Third Pillar Reference ⁴²	Reference to benchmarks regulation ⁴³	EU regulatory reference on climate ⁴⁴	Status of the disclosure obligation	Paragraph
ESRS 2	GOV-1, 21 (d)	Board's gender diversity	Annex I, Table 1, Indicator No. 13		Delegated Regulation (EU) 2020/1816, Annex II ⁴⁵		Reported	General disclosure, governance
ESRS 2	GOV-1, 21 (e)	Percentage of independent board members			Delegated Regulation (EU) 2020/1816, Annex II		Reported	General disclosure, governance
ESRS 2	GOV-4, 30	Statement on sustainability due diligence	Annex I, Table 3, Indicator No. 10				Reported	General disclosure, governance
ESRS 2	SBM-1, 40 (d.i)	Involvement in fossil fuel related activities	Annex I, Table 1, Indicator No. 4	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, ⁴⁶ Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II		Reported TESISQUARE does not operate in the fossil fuel sector	General disclosure, Strategy
ESRS 2	SBM-1, 40 (d.ii)	Involvement in activities related to the production of chemicals	Annex I, Table 2, Indicator No. 9		Delegated Regulation (EU) 2020/1816, Annex II		Reported TESISQUARE does not operate in the chemical	General disclosure, Strategy

⁴¹Regulation (EU) 2019/2088 of the European Parliament and of the Council of 27 November 2019 on sustainability-related disclosures in the financial services sector (SFDR) (OJ L 317, 9.12.2019, p. 1).

⁴² Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and amending Regulation (EU) No 648/2012 (Capital Requirements Regulation "CRR") (OJ L 176 of 27.6.2013, p. 1).

⁴³ Regulation (EU) 2016/1011 of the European Parliament and of the Council of 8 June 2016 on indices used as benchmarks in financial instruments and financial contracts or to measure the performance of investment funds and amending Directives 2008/48/EC and 2014/17/EU and Regulation (EU) No 596/2014 (OJ L 171, 29.6.2016, p. 1).

⁴⁴ Regulation (EU) 2021/1119 of the European Parliament and of the Council of 30 June 2021 establishing the framework for achieving climate neutrality and amending Regulations (EC) No 401/2009 and (EU) 2018/1999 ("European Climate Law") (OJ L 243, 9.7.2021, p. 1).

⁴⁵ Commission Delegated Regulation (EU) 2020/1816 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards the explanation in the benchmark statement of how environmental, social and governance factors are reflected in each benchmark provided and published (OJ L 406, 3.12.2020, p. 1).

⁴⁶ Commission Implementing Regulation (EU) 2022/2453 of 30 November 2022 amending the implementing technical standards laid down in Implementing Regulation (EU) 2021/637 as regards the disclosure of environmental, social and governance risks (OJ L 324, 19.12.2022, p. 1).

							manufacturing sector	
ESRS 2	SBM-1, 40 (d.iii)	Involvement in controversial weapons-related activities	Annex I, Table 1, Indicator No. 14		Article 12(1) of Delegated Regulation (EU) 2020/1818 ⁴⁷ and Annex II to the Delegated Regulation (EU) 2020/1816		Reported TESISQUARE does not operate in areas related to controversial weapons	General disclosure, Strategy
ESRS 2	SBM-1, 40 (d.iv)	Involvement in activities related to tobacco cultivation and production					Reported TESISQUARE is not active in the cultivation and production of tobacco	General disclosure, Strategy
ESRS E1	E1-1, 14	Transition plan to achieve climate neutrality by 2050				Article 2(1) of Regulation (EU) 2021/1119	Not reported	Environmental Information, E1-1 – Transition Plan for Climate Change Mitigation
ESRS E1	E1-1, 16 (g)	Companies excluded from the benchmark indices aligned with the Paris Agreement		Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book Indicators of potential climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Article 12(1)(d) to (g), and Article 12(2) of Delegated Regulation (EU) 2020/1818		Not reported	Environmental Information, E1-1 – Transition Plan for Climate Change Mitigation
ESRS E1	E1-4, 34	GHG emission reduction targets	Annex I, Table 2, Indicator No. 4	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book	Delegated Regulation (EU) 2020/1818, Article 6		Not reported	Environmental Reporting, E1-4 – Climate Change Mitigation and Adaptation Targets

⁴⁷ Commission Delegated Regulation (EU) 2020/1818 of 17 July 2020 supplementing Regulation (EU) 2016/1011 of the European Parliament and of the Council as regards minimum standards for EU Climate Transition Benchmarks and EU Paris-aligned Benchmarks (OJ L 406, 3.12.2020, p. 17).

				Indicators of potential climate change-related transition risk: alignment metrics					
ESRS E1	E1-5, 38	Energy consumption from fossil fuels disaggregated by source (high climate impact sectors only)	Annex I, Table 1, Indicator No. 5 and Annex I, Table 2, Indicator No. 5				Reported	TESISQUARE does not operate in climate high-impact sectors	Environmental disclosure, E1-5 – Energy consumption and mix
ESRS E1	E1-5, 37	Energy consumption and mix	Annex I, Table 1, Indicator No. 5				Reported		Environmental disclosure, E1-5 – Energy consumption and mix
ESRS E1	E1-5, 41-43	Energy intensity associated with activities in high climate impact sectors	Annex I, Table 1, Indicator No. 6				Not reported	TESISQUARE does not operate in climate high-impact sectors	Environmental disclosure, E1-5 – Energy consumption and mix
ESRS E1	E1-6, 44	Gross Scopes 1, 2, 3 and Total GHG emissions	Annex I, Table 1, Indicators 1 and 2	Article 449a of Regulation (EU) No. 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book Indicators of potential climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Articles 5(1), 6 and 8(1) of Delegated Regulation (EU) 2020/1818		Reported		Environmental disclosure, E1-6 – Total GHG Emissions and Scope 1, 2, 3
ESRS E1	E1-6, 53-55	Intensity of gross GHG emissions	Annex I, Table 1, Indicator No. 3	Article 449a of Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Model 3: Banking Portfolio - Indicators of Potential Climate Change Transition Risk: Alignment Metrics	Article 8(1) of Delegated Regulation (EU) 2020/1818		Reported		Environmental disclosure, E1-6 – Total GHG Emissions and Scope 1, 2, 3

ESRS E1	E1-7, 56	GHG removals and carbon credits				Article 2(1) of Regulation (EU) 2021/1119	Not relevant	NA
ESRS E1	E1-9, 66	Exposure of the benchmark index portfolio to physical climate-related risks			Annex II of Delegated Regulation (EU) 2020/1818 and Annex II of Delegated Regulation (EU) 2020/1816		The Group has used phase-in	NA
ESRS E1	E1-9, 66 (a), 66 (c)	a) Breakdown of monetary amounts by acute and chronic physical risk c) Location of significant physical risk activities		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book – Climate change physical risk: Exposures subject to physical risk			The Group has used phase-in	NA
ESRS E1	E1-9, 67 (c)	Breakdown of the book value of its real estate assets by energy efficiency classes		Article 449a of Regulation (EU) No 575/2013; paragraph 34 of Commission Implementing Regulation (EU) 2022/2453; Template 2: Banking book – Indicators of potential climate change transition risk: Loans collateralised by immovable property – Energy efficiency of the collateral			The Group has used phase-in	NA
ESRS E1	E1-9, 69	Degree of portfolio exposure to climate-related opportunities			Delegated Regulation (EU) 2020/1818, Annex II		The Group has used phase-in	NA
ESRS E2	E2-4, 28	Quantity of each pollutant in Annex II of the E-PRTR (European	Indicator number 8 Table #1 of Annex I				Not relevant	NA

		Pollutant Release and Transfer Register) emitted to air, water and soil	Indicator number 2 Table #2 of Annex I Indicator number 1 Table #2 of Annex I Indicator number 3 Table #2 of Annex I					
ESRS E3	E3-1, 9	Water and Marine Resources	Annex I, Table 2, Indicator No. 7				Not relevant	NA
ESRS E3	E3-1, 13	Dedicated policy	Annex I, Table 2, Indicator No. 8				Not relevant	NA
ESRS E3	E3-1, 14	Sustainability of oceans and seas	Annex I, Table 2, Indicator No. 12				Not relevant	NA
ESRS E3	E3-4, 28 (c)	Total water recycled and reused	Annex I, Table 2, Indicator No. 6.2				Not relevant	NA
ESRS E3	E3-4, 29	Total water consumption in m ³ compared to net revenues from own operations	Annex I, Table 2, Indicator No. 6.1				Not relevant	NA
ESRS 2	SBM-3 – E4, 16 (a.i)		Annex I, Table 1, Indicator No. 7				Reported	General Disclosure, Management of Impacts, Risks and Opportunities
ESRS 2	SBM-3 – E4, 16 (b)		Annex I, Table 2, Indicator No. 10				Reported	General Disclosure, Management of Impacts, Risks and Opportunities
ESRS 2	SBM-3 – E4, 16 (c)		Annex I, Table 2, Indicator No. 14				Reported	General Disclosure, Management of Impacts, Risks and Opportunities
ESRS E4	E4-2, 24 (b)	Sustainable agricultural/land-use policies or practices	Annex I, Table 2, Indicator No. 11				Reported	Environmental disclosure, E4-2 Biodiversity policies
ESRS E4	E4-2, 24 (c)	Sustainable sea/ocean use practices or policies	Annex I, Table 2, Indicator No. 12				Reported	Environmental disclosure, E4-2 Biodiversity policies
ESRS E4	E4-2, 24 (d)	Policies to address deforestation	Annex I, Table 2, Indicator No. 15				Reported	Environmental disclosure, E4-2 Biodiversity policies

ESRS E5	E5-5, 37 (d)	Non- recycled waste	Annex I, Table 2, Indicator No. 13				Not reported	Environmental disclosure, E5-5 – Resource Outflows
ESRS E5	E5-5, 39	Hazardous Waste and Radioactive Waste	Annex I, Table 1, Indicator No. 9				Not reported	Environmental disclosure, E5-5 – Resource Outflows
ESRS 2	SBM3 – S1, 14 (f)	Risk of forced labour	Annex I, Table 3, Indicator No. 13				Reported No operations with a serious risk of forced or compulsory labour were encountered	General disclosure, Strategy
ESRS 2	SBM3 – S1, 14 (g)	Risk of child labour	Annex I, Table 3, Indicator No. 12				Reported No operations with a serious risk of child labour were found	General disclosure, Strategy
ESRS S1	S1-1, 20	Political commitments to human rights	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Reported	Social reporting, S1-2 Processes for engaging with own workers and workers' representatives about impacts
ESRS S1	S1-1, 21	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			Delegated Regulation (EU) 2020/1816, Annex II		Reported	Social reporting, S1-2 Processes for engaging with own workers and workers' representatives about impacts
ESRS S1	S1-1, 22	Procedures and measures to prevent human trafficking	Annex I, Table 3, Indicator No. 11				Reported	Social disclosure, S1-1 – Policies related to own workforce
ESRS S1	S1-1, 23	Occupational injury prevention policy or management system	Annex I, Table 3, Indicator No. 1				Reported	Social disclosure, S1-14 – Health and safety metrics
ESRS S1	S1-3, 32 (c)	Mechanisms for dealing with complaints/reports	Annex I, Table 3, Indicator No. 5				Reported	Social disclosures, S1-3 – Processes to remedy negative impacts and channels for the workforce to report concerns

ESRS S1	S1-14, 88 (b), (c)	Number of deaths and number and rate of work-related injuries	Annex I, Table 3, Indicator No. 2		Delegated Regulation (EU) 2020/1816, Annex II		Reported	Social disclosure, S1-14 – Health and safety metrics
ESRS S1	S1-14, 88 (e)	Number of days lost due to injury, fatality or illness	Annex I, Table 3, Indicator No. 3				Reported	Social disclosure, S1-14 – Health and safety metrics
ESRS S1	S1-16, 97 (a)	Unadjusted gender pay gap	Annex I, Table 1, Indicator No. 12		Delegated Regulation (EU) 2020/1816, Annex II		Reported	Social disclosure, S1-16 Remuneration metrics
ESRS S1	S1-16, 97 (b)	Excessive pay gap in favour of the managing director	Annex I, Table 3, Indicator No. 8				Reported	Social disclosure, S1-16 Remuneration metrics
ESRS S1	S1-17, 103 (a)	Discrimination-related incidents	Annex I, Table 3, Indicator No. 7				Reported	Social disclosures, S1-17 – Incidents, complaints and serious impacts on human rights
ESRS S1	S1-17, 104 (a)	Failure to comply with the UN Guiding Principles on Business and Human Rights and the OECD Guidelines,	Annex I, Table 1, Indicator No. 10 and Annex I, Table 3, Indicator No. 14		Delegated Regulation (EU) 2020/1816, Annex II and Article 12(1) of Delegated Regulation (EU) 2020/1818		Reported	Social disclosures, S1-17 – Incidents, complaints and serious impacts on human rights
ESRS 2	SBM-3 – S2, 11 (b)	Serious risk of child labour or forced labour in the labour chain	Indicators number 12 and n. 13 Table #3 of Annex I				Reported There are no geographical areas where there is a significant risk of child, forced or compulsory labour among workers in the company's value chain.	General disclosure, Strategy
ESRS S2	S2-1, 17	Political commitments to human rights	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Reported	Social disclosure, S2-1 Policies related to value chain workers
ESRS S2	S2-1, 18	Policies related to value chain workers	Indicators number 11 and n. 4 Table #3 of Annex I				Reported	Social disclosure, S2-1 Policies related to value chain workers

ESRS S2	S2-1, 19	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Annex I, Table 1, Indicator No. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Reported	Social disclosure, S2-1 Policies related to value chain workers
ESRS S2	S2-1, 19	Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8			Delegated Regulation (EU) 2020/1816, Annex II		Reported	Social disclosure, S2-1 Policies related to value chain workers
ESRS S2	S2-4, 36	Human rights issues and incidents in its upstream and downstream value chain	Annex I, Table 3, Indicator No. 14				Reported	Social reporting, S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action
ESRS S3	S3-1, 16	Political commitments to human rights	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Reported	Social disclosure, S3-1 Policies related to value chain workers
ESRS S3	S3-1, 17	Failure to comply with UN Guiding Principles on Business and Human Rights, ILO principles or OECD guidelines	Annex I, Table 1, Indicator No. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Reported	Social disclosure, S3-1 Policies related to value chain workers
ESRS S3	S3-4, 36	Human rights issues and incidents	Annex I, Table 3, Indicator No. 14				Reported	Social reporting, S3-4 – Taking action on material impacts on affected communities, and approaches to

								managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions
ESRS S4	S4-1, 16	Policies related to consumers and end-users	Annex I, Table 3, Indicator No. 9 and Annex I, Table 1, Indicator No. 11				Reported	Social Disclosure, S4-1 – Consumer and End-User Policies
ESRS S4	S4-1, 17	Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines	Annex I, Table 1, Indicator No. 10		Annex II of Delegated Regulation (EU) 2020/1816 and Article 12(1) of Delegated Regulation (EU) 2020/1818		Reported	Social Disclosure, S4-1 – Consumer and End-User Policies
ESRS S4	S4-4, 35	Human rights issues and incidents	Annex I, Table 3, Indicator No. 14				Reported	Social disclosure, S4-4 – Actions related to material impacts on consumers and end-users, approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and the effectiveness of these actions
ESRS G1	G1-1, 10 (b)	United Nations Convention against Corruption	Annex I, Table 3, Indicator No. 15				Reported	Governance Disclosures, G1-1 – Corporate Culture and Business Conduct
ESRS G1	G1-1, 10 (d)	Protection of whistleblowers	Annex I, Table 3, Indicator No. 6				Reported	Governance Disclosures, G1-1 – Corporate Culture and Business Conduct

ESRS G1	G1-4, 24 (a)	Fines imposed for violations of laws against corruption and bribery	Annex I, Table 3, Indicator No. 17		Delegated Regulation (EU) 2020/1816, Annex II		Reported	Governance disclosures, G1-4 – Incidents of Corruption or Bribery
ESRS G1	G1-4, 24 (b)	Rules for combating corruption and bribery	Annex I, Table 3, Indicator No. 16				Reported	Governance disclosures, G1-4 – Incidents of Corruption or Bribery

Tabella S1-6

Number of employees by geographical area

STATUS	2023	2024
Italy	469	484
France	2	37
Germany	13	12
The Netherlands	3	5
Spain	3	3
TOTAL	490	541