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WIIT
THE PREMIUM CLOUD



Sustainability beyond Cloud

Sustainability Report
2022

WIIT
THE PREMIUM CLOUD

Consolidated non-financial statement pursuant
to Legislative Decree No. 254/2016, prepared
in accordance with the GRI Standards

The WIIT Group, a leading provider of cloud and cyber security services for critical applications, has been accompanying companies on their path to digital transformation for over 20 years. In addition to being among the companies with the highest number of outsourcing operations certifications at the global level, WIIT offers distinctive skills and significant assets: 15 data centres, two of which are Tier-IV certified, with a third under construction. Thanks to the constant commitment of its employees, organic growth and M&A operations carried out in Italy and abroad, in 2022 the company recorded revenues of over € 118.8 million and an EBITDA of over € 39.7 million.*

At the heart of WIIT's strategy there is the trust of its customers, with whom the company builds long-term, high-value relationships.

* As it is a public interest entity, pursuant to Legislative Decree No. 254/16, this document includes in its scope all companies consolidated on a line-by-line basis in the Consolidated Financial Statements

Following the publication of three editions of the Sustainability Report on a voluntary basis, the Group's first consolidated Non-Financial Statement (NFS), prepared in accordance with Legislative Decree No. 254/2016, represents a further step on WIIT's journey towards transparency and integration of sustainability. In line with the indications of the new GRI Standard 2021, the document has been drafted to highlight the performance and progress of the initiatives carried out by the Group in relation to WIIT's material sustainability issues and, not least, to provide the organisation's stakeholders with an accurate, comprehensive and transparent account of the results achieved.

Sustainability beyond Cloud

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Consolidated non-financial statement pursuant to Legislative Decree No. 254/2016, prepared in accordance with the GRI Standards

Sustainability Report
2022

WIIT
THE PREMIUM CLOUD

“WIIT, an ongoing commitment to optimally managing the impacts of our activities and creating shared value over time.”

ALESSANDRO COZZI,
CEO WIIT S.p.A.



Dear WIIT Stakeholders,
A difficult period for maintaining the balance of global socio-economic systems seems to have begun in 2022.

In addition, the risks associated with climate change continue to weigh on economic activities, especially in a year like the that just ended, which set several negative records, such as those relating to rising temperatures and droughts.

European institutions remain closely focused on the sustainable and digital transition of our economies, needed to make Europe the first carbon-neutral continent by 2050. To achieve this goal, Europe is working on developing tools for measuring corporate sustainability that are as objective, uniform and science-based as possible, so as to provide investors with quality information that enables them to direct capital towards truly sustainable economic activities.

In this context, which poses new challenges on a daily basis, WIIT continues its process of corporate expansion, focusing on directing its resources towards **creating a solid, integrated Group, capable of taking a leading role in providing cloud services at a European level**, while also **managing the impacts related to the most important environmental, economic and social issues** for the business and our stakeholders.

After three editions of a voluntarily published Sustainability Report, our **first Consolidated Non-Financial Statement** (Legislative Decree No. 254/2016) marks the Group's entry into mandatory non-financial reporting – a further step in WIIT's journey towards transparency and sustainability integration. Moreover, entering the scope of the directive brings with it the need to measure up against the European Taxonomy for Sustainable Finance (Regulation EU No 2020/852), the first single international classification system for measuring the sustainability of economic activities.

The application of the Taxonomy, together with the results obtained from the evaluations provided by some of the most authoritative ESG rating agencies, confirms WIIT's ability to effectively measure its sustainability performance, aligning itself not only with the standards suggested by the market, but also, and above all, with the indications provided at regulatory level.

Since 2020, WIIT's sustainability priority has been to maintain the Group's commitment **by progressively achieving the 18 targets of the 2030 ESG Plan**, which, in line with the Sustainable Development Goals (SDGs) promoted by the United Nations, outline our current and future development path on sustainability issues that are priorities for us. In addition, 2022 marked the beginning of a journey dedicated to improving the energy efficiency and circularity of our data centres, by verifying the compliance of the Parent Company's assets with the principles of the **European Code of Conduct for Energy Efficiency in Data Centres**, a voluntary initiative promoted by the European Commission's Joint Research Center (JRC).

As you read through the following pages, you will learn in detail about the objectives and initiatives through which we aim to respond to the main environmental, economic and social challenges our Group will face, now and in the future.

We remain confident that a future full of opportunities for shared, sustainable development awaits us and hope you enjoy this report.

Alessandro Cozzi
CEO of the WIIT Group

Sustainability
beyond Cloud

the
2022
overview

WIIT
THE PREMIUM CLOUD

The Premium
Cloud

118.8 mln
TURNOVER

9
GROUP COMPANIES

15
PROPRIETARY DATA CENTRES

18
ESG PLAN 2030 GOALS

92%
SHARE OF REVENUE ELIGIBLE
FOR THE TAXONOMY, AND 40%
ALIGNED

WIIT4
Data

Tier IV
MILAN'S DC SECURITY LEVEL

99.995%
CERTIFIED DATA CENTRE
AVAILABILITY UPTIME

0
SECURITY INCURSIONS AND
BREACHES

53 petabyte
DATA BACKED UP IN WIIT'S DATA
CENTRES

120
PEOPLE INVOLVED IN THE
WIIT SECURITY AWARENESS
PROGRAMME

WIIT4
Innovation

**Metaverse,
Blockchain and AI**
EMERGING TECHNOLOGY TRENDS
CONSIDERED IN THE INNOVATION
STRATEGY

**Kubernetes
on Steroids**
WINNING PROJECT AT THE
DIGITAL360 AWARDS

3
OBSERVATORIES IN
COLLABORATION WITH POLIMI

2
IDEAS RECOGNISED WITH THE
INNOVATION AWARD

11
PROJECTS IN THE AUTOMATION AND
BUSINESS FOCUS TECHNOLOGIES
DEVELOPMENT PIPELINE

WIIT4
Climate

1,548 MWh
ANNUAL MWH SAVED BY
CUSTOMERS THANKS TO THE
WIIT CLOUD

100%
OF ELECTRICITY PURCHASED
IN ITALY IS GENERATED FROM
RENEWABLE SOURCES

61.9 MWh
ANNUAL MWH PER PETABYTE:
ENERGY INTENSITY OF WIIT'S
DATA CENTRES

0.00256
TONNES OF CO₂ PER PETABYTE PER
YEAR: EMISSIONS INTENSITY OF THE
PARENT COMPANY'S DATA CENTRES

105.70
TONNES OF CO₂ ABSORBED WITH
TREEDOM

WIIT4
People

573
PEOPLE, 95% PERMANENT

67
NEW HIRES UNDER 30

29.12
AVERAGE HOURS OF TRAINING
PER EMPLOYEE

17
PEOPLE HIRED THROUGH THE
REFERRAL PROGRAMME

17
EXECUTIVES AND MANAGERS
WHO HAVE COMPLETED A
MINI-MASTER'S DEGREE

2030 ESG Plan

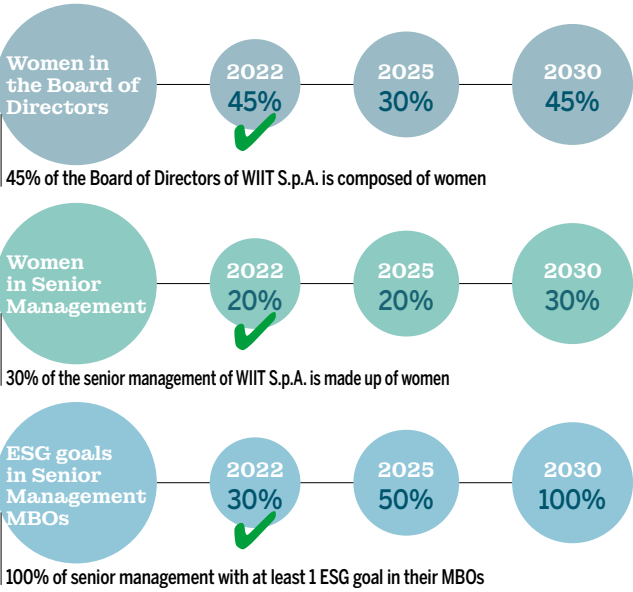
WIIT's 2030 sustainability goals

WIIT's ESG Plan represents the Group's sustainability commitment from now until 2030. It is an ambitious plan drawn up in 2020 and consisting of 18 long-term, measurable goals with intermediate targets for 2025, in line with the Sustainable Development Goals promoted by the United Nations as part of its 2030 Agenda.

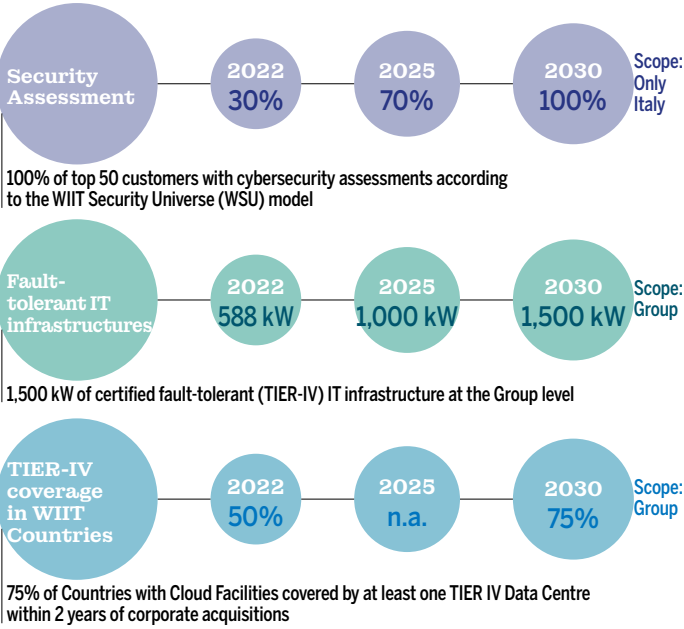
As part of its non-financial reporting, WIIT undertakes to conduct annual monitoring of the progress of the goals set and related initiatives. Monitoring of the Plan may highlight the need to recalibrate the targets defined in response to a change in the context, whether external or internal, such as the impact of new acquisitions on the Group's targets.

The scope of the 2030 ESG Plan is to be considered flexible, and any updates to it the result of WIIT's drive for continuous improvement and value creation over time.

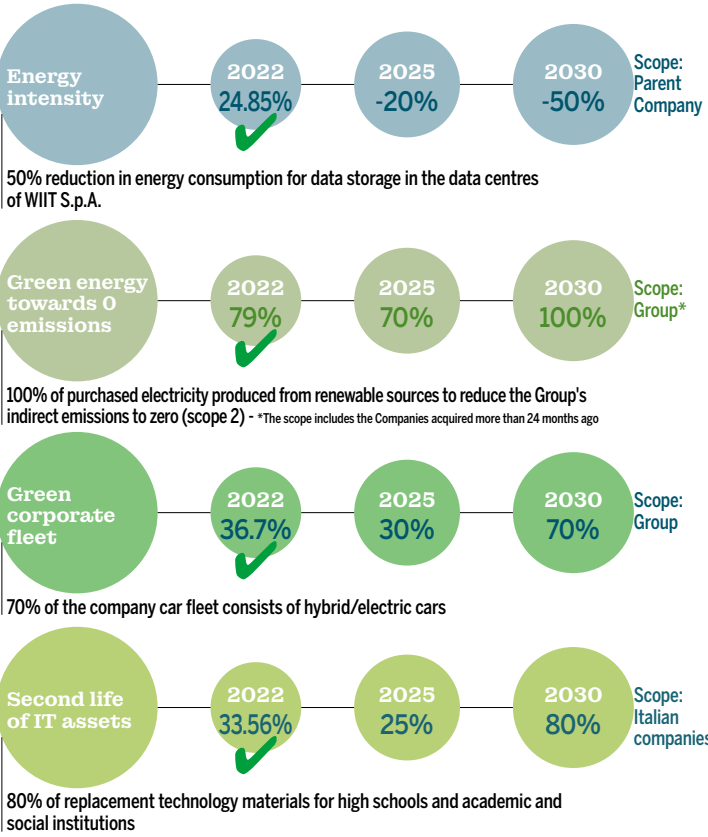
The Premium Cloud



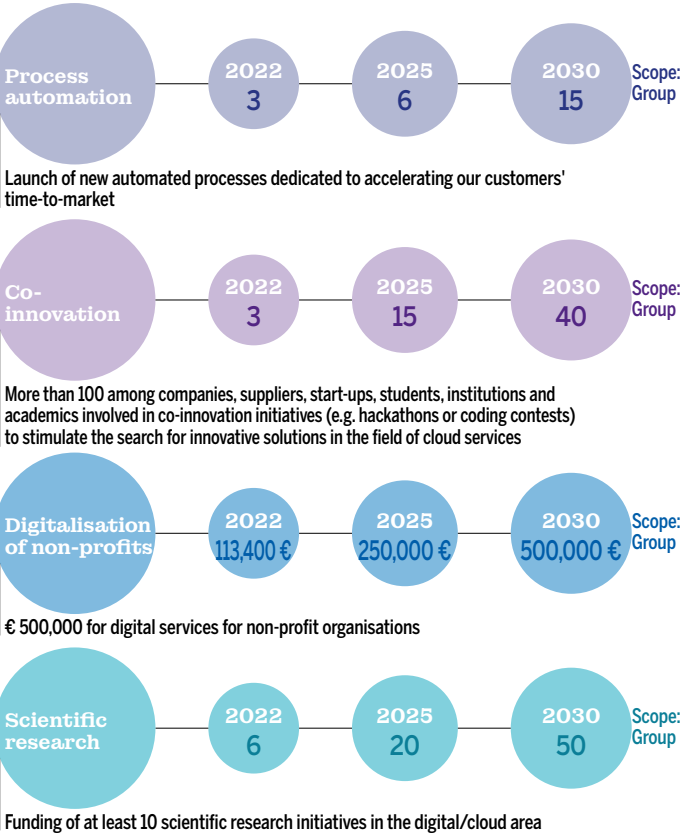
WIIT4 Data



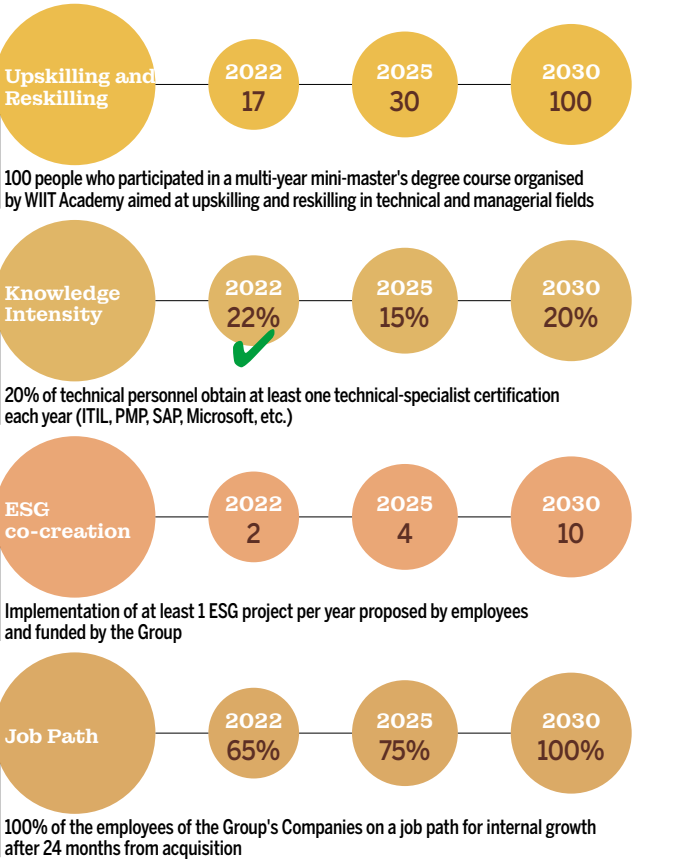
WIIT4 Climate



WIIT4 Innovation



WIIT4 People



UN Sustainable Development Goals - SDGs

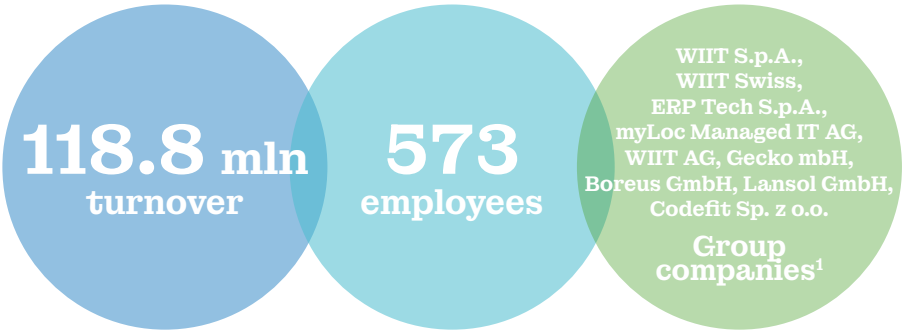


The Premium Cloud

Material topics

Responsible Growth

Responsible Governance



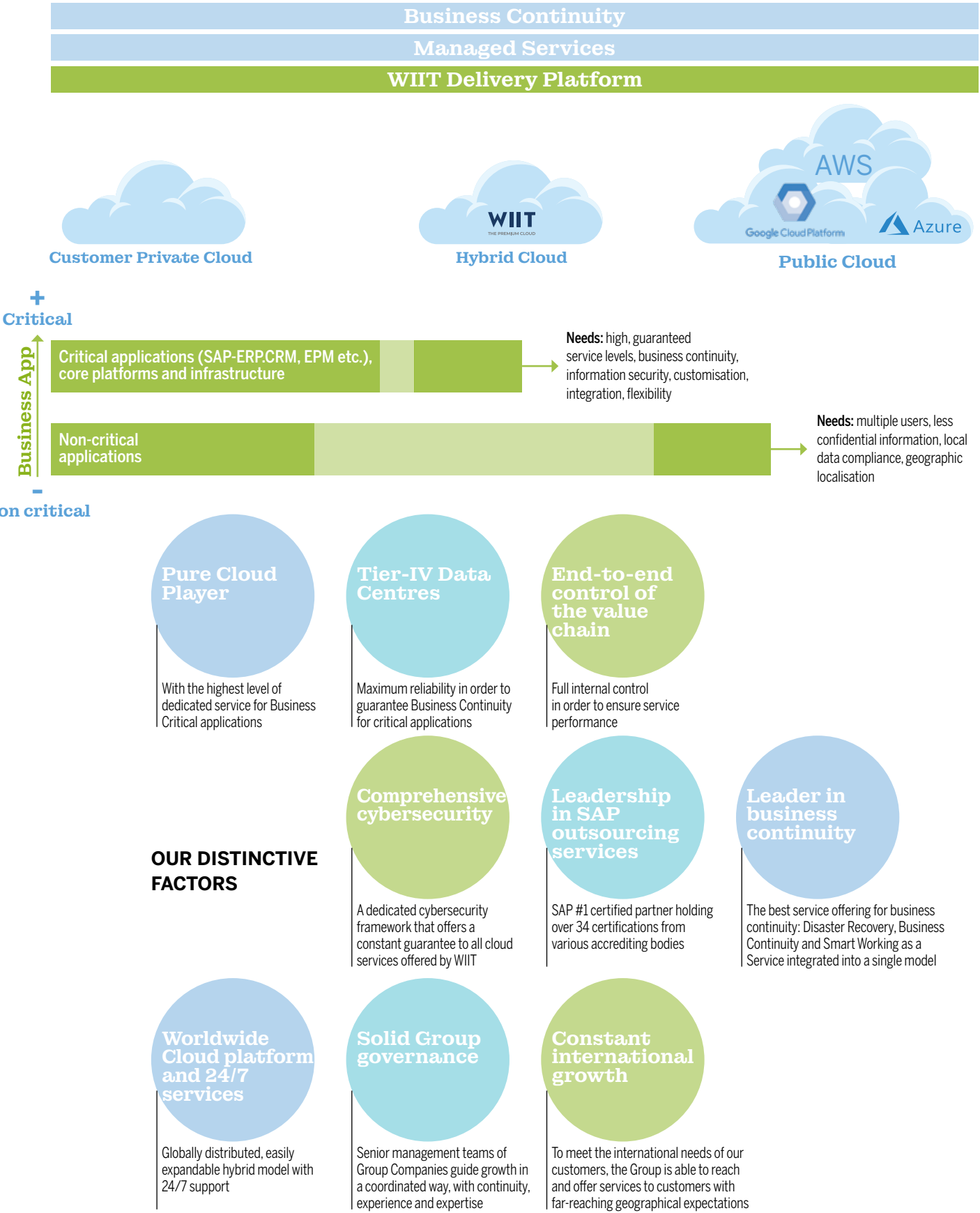
THE EUROPEAN HYBRID CLOUD LEADER

Founded in 1996, the WIIT Group consists of **nine companies** and **573 people** based in **Italy, Germany, and Poland**, contributing to total turnover of over **€118.8 million** in 2022. In April 2019, WIIT debuted in the **STAR segment** of the **Italian stock exchange**. **For over 25 years the Group has been providing hosted private and hybrid cloud services dedicated to companies interested in using the cloud for critical applications in business continuity and cybersecurity.** WIIT was among the first companies in Italy to experiment with the cloud, taking a leading role in the digital transformation of numerous companies in Italy and abroad. Through a series of strategic acquisitions focused mainly in Germany, in recent years the Group has consolidated its leadership in the hybrid cloud across Europe.

WIIT's cloud computing offerings for companies consist of a wide range of services, from **online data storage** to the use of **hardware and software virtualisation technologies** and cutting-edge **cloud automation** mechanisms. The cloud represents a powerful tool for making ICT services accessible to businesses, even outside the traditional infrastructure perimeter. WIIT has made the **hybrid cloud** its area of specialisation: this solution is spreading at an exponential pace, with growth rates in the Italian market of over +22% from 2021 to 2022².

The hybrid cloud is a cloud computing model that uses a combination of public and private clouds working together to provide a flexible mix of services, combining the benefits of both platforms. The hybrid cloud provides a single operating model, capable of managing application workloads in both environments, enabling the migration of loads between private and public Clouds according to business needs. The hybrid cloud ensures a single, seamless pool of resources, supporting the digital transformation strategies and initiatives of organisations by offering cost-effective services that would usually only be possible through large investments in technology and expertise.

For more than 15 years, cloud computing has been an essential aspect of the digital transition process of companies, helping introduce technologies that have fostered the transformation of internal processes and how companies do business. The cloud's functions must be integrated with major technological trends, needed to support the strong growth of a Group like WIIT, which seeks to offer premium services capable of staying ahead of the curve of the ICT market.



1 - As WIIT is a public interest entity, pursuant to Legislative Decree No. 254/16, this document includes in its scope all companies consolidated on a line-by-line basis in the Consolidated Financial Statements.
2 - Cloud Monitoring Centre of the Polytechnic University of Milan, The Cloud Transformation in Italy in 2022, 2022.

THE GROUP'S DNA

The solutions we offer are designed to create long-term value for all players in the chain in which we operate.

The Group's values are genuine guiding principles that steer its internal decision-making processes and the everyday behaviour that define us, as a company and as individuals.



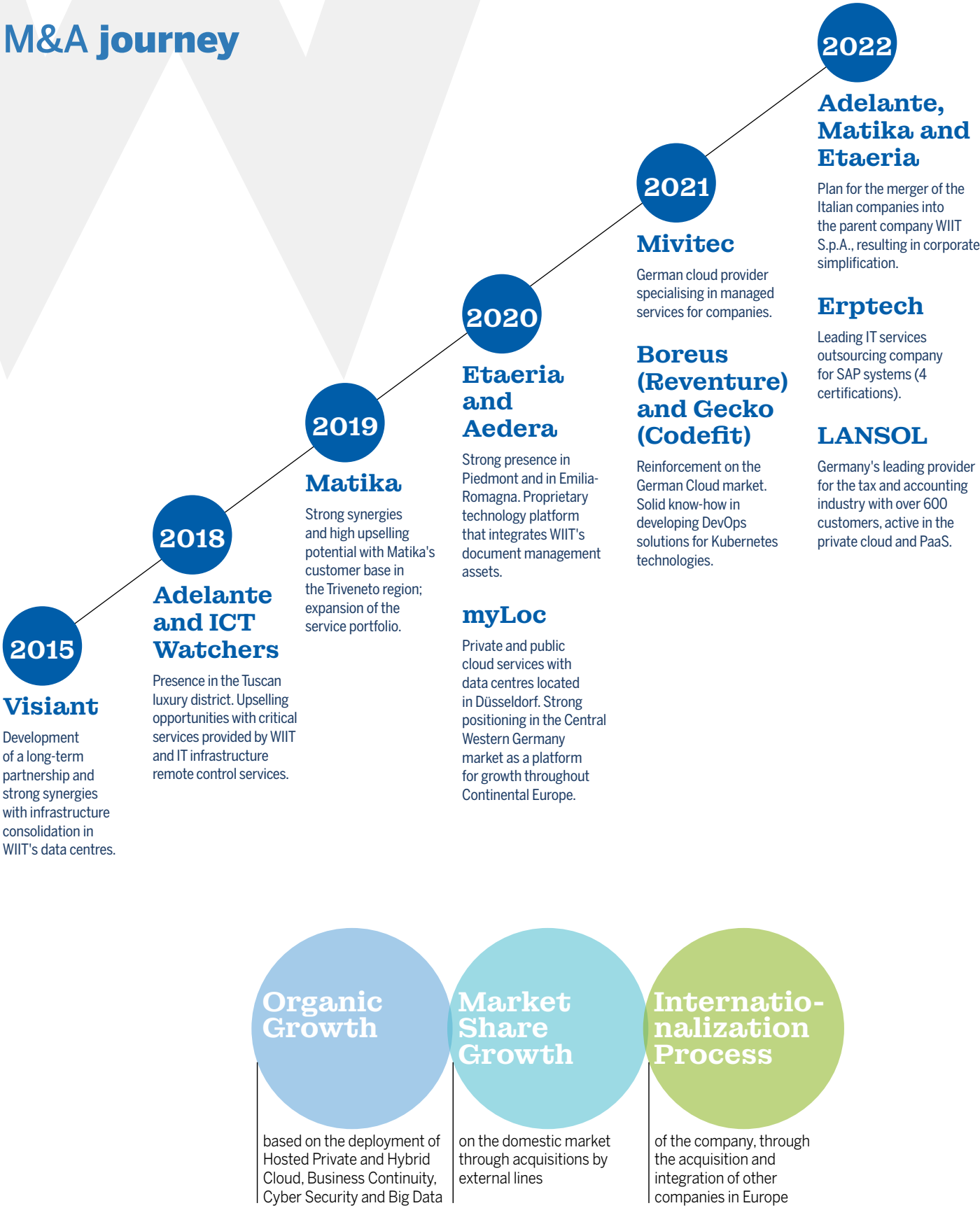
RESPONSIBLE GROWTH

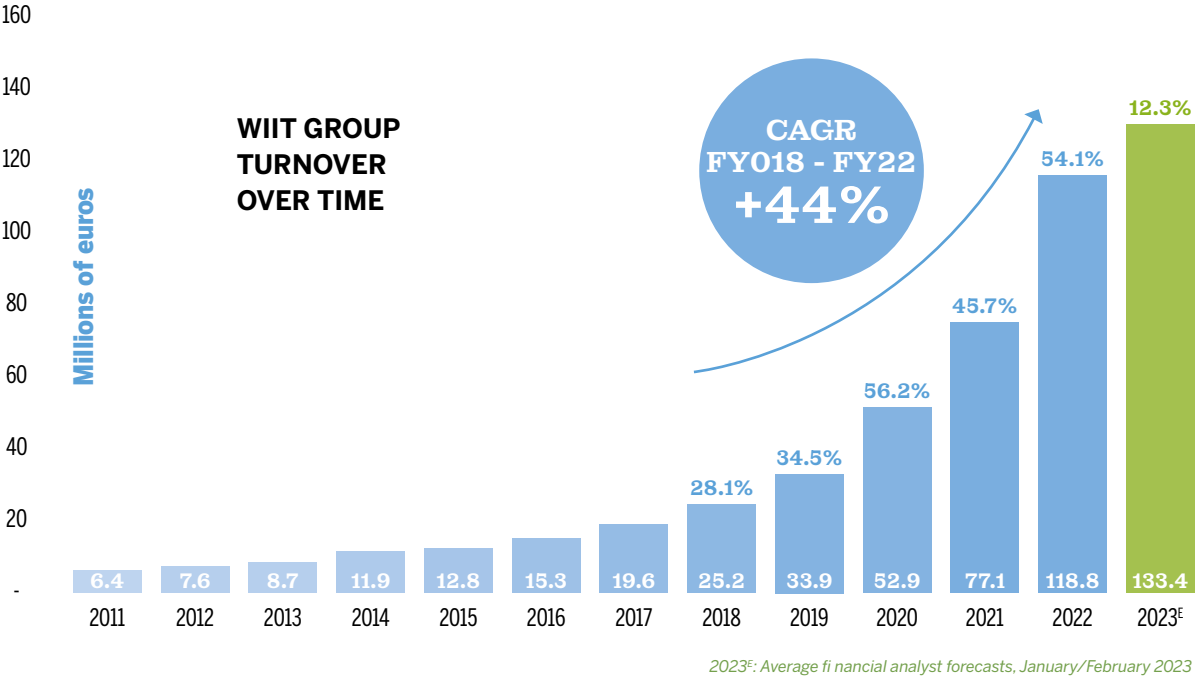
In 2022 the Group reached a further milestone in the growth of recent years, characterised by **corporate simplifications** and **new acquisitions**. During 2022, Matika S.p.A., Adelante S.r.l. and Etaeria S.p.A. were merged into WIIT S.p.A., while on the international front, control of the Albanian company ICTWatchers shpk was sold. Furthermore, in terms of

inorganic growth, two new companies joined the Group during the year: Erptech S.p.A. in Italy and Lansol GmbH in Germany.

The Group currently consists of **nine companies specialised in cloud computing and digital transformation services**, allowing WIIT to constantly expand its activities by investing in a unique European presence.

M&A journey





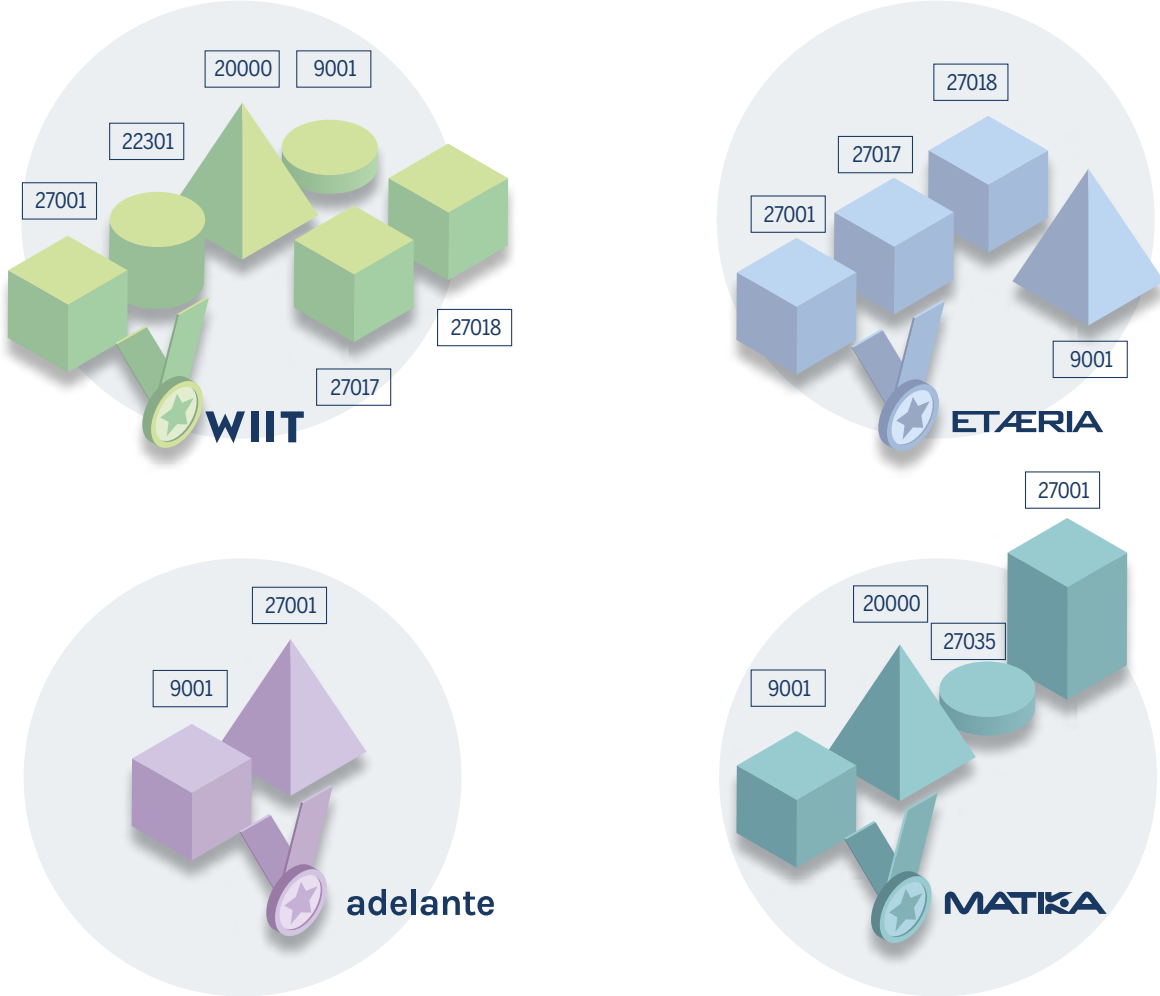
Economic results (.000€)*	2022	2021	2020
Turnover	118,806	77,120	52,947
EBITDA	39,763	23,276	16,286
EBIT	16,228	5,099	5,031

A CERTIFIED INTERNATIONAL CLOUD

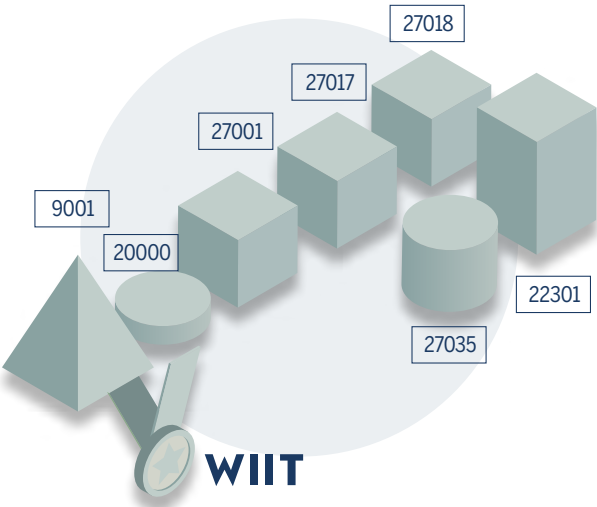
WIIT is currently among the organisations with the most SAP Cloud certifications in the world, providing companies with the ability to manage the main application suites: its six certifications for the continuous management of SAP S/4HANA technology platforms in PaaS mode rank WIIT among the SAP partners with the largest number of outsourcing operations certifications globally. In addition to SAP, WIIT boasts numerous international certifications, especially in the areas of data security and business continuity, not only in view of continuous improvement, but also to comply with an objective, standardised, transparent and international technical reference framework. The Group's constant international corporate

expansion presents WIIT with major new challenges in terms of internal organisation. Becoming a European leader in the critical application cloud requires a constant effort to update and develop processes to meet the needs of ever-changing customers. Hence the decision to implement a **process of harmonisation of the ISO certifications** of the Group's Italian companies in 2022, so as to favour a structure that increasingly benefits the organisation. This process led to the integration of the certifications obtained by WIIT, Etaeria, Adelante and Matika under WIIT S.p.A., which now has nine locations throughout Italy for seven ISO certifications. In line with what has been done in Italy, **WIIT intends to systematise the ISO certifications of the six German companies in 2023, with the aim of achieving Group harmonisation within the next three years.**

ISO certification systems



harmonization of integrated systems



- Not just a superstructure but a common working framework geared toward continuous improvement.
- The certification scopes in fact reflect the Service Lines.
- Holding industry ISO certifications is a market differential.

WIIT's European network of enterprise data centres comprises 15 proprietary structures, two in Italy, one of which certified Tier-IV by the Uptime Institute, the most authoritative US certifying body, and 13 in Germany. WIIT is among the leading **cloud providers in Italy with two Tier-IV certified data centres**, one of which not only in terms of design but also as a construction facility: infrastructure with high reliability on campuses, ensuring that the data centres have been designed to offer very high availability. The uniqueness of its proprietary Tier-IV DC network, which in future will also be multi-country, in line with the Group's development, and the international team dedicated to business-critical managed services and cyber-security services, are launchpads for continuous innovation.

In line with WIIT's non-stop business philosophy, in 2022 the Group started the process of obtaining **Tier-IV Construction certification for the second data centre in Milan**, which will be finalised by the end of 2023. This will further certify the data centre's performance guarantees, in terms of availability and reliability, in line with the stringent requirements of the Uptime Institute.

As with the Italian data centres, **WIIT aims to build the first Tier-IV in Germany by 2023**, which would rank the Group among the top three operators worldwide with an international network of Tier-IV certifications. The possibility of a **cross-country Tier-IV within the EU** would be the ultimate guarantee of business continuity against any possible disruption, as well as a guarantee of multi-data centre and multi-country resilience for the benefit of compliance and non-stop business.

Tier IV: your information is safe with WIIT

The Tier system measures and ranks the reliability of a data centre based on its ability to respond to different types of faults through component and system redundancy.

THE UPTIME INSTITUTE HAS CERTIFIED THE WIIT'S DATA CENTRE IN MILAN AS TIER IV, THE HIGHEST LEVEL ATTAINABLE.

In fact, it is a totally fault-tolerant structure in which every component is redundant – that is, it has a “copy” that works in parallel – including the power and cooling systems, guaranteeing an operating time, or “uptime”, of 99.995%.

99.995%

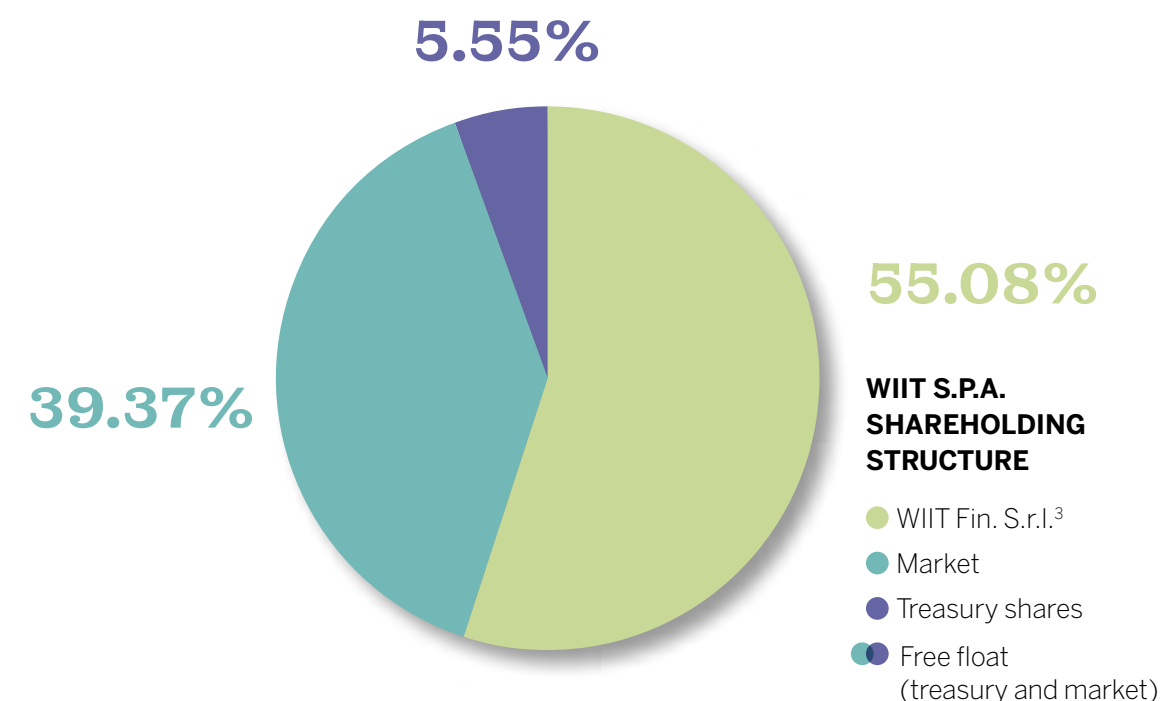
TRANSPARENT, ACCOUNTABLE AND SUSTAINABLE GOVERNANCE

Since its IPO in 2019, **WIIT has been working constantly to improve its transparency and corporate governance performance**. Since then the Company has set up a series of committees of both internal figures and external independent members: examples of these are the Appointments and Remuneration Committee and the Control, Risk and Related Parties Committee, both of which were set up to ensure efficient, transparent company management.

The **WIIT Organisation, Management and Control Model, adopted pursuant to Legislative Decree No. 231 of 2001 (Model 231)**, lays down the operating methods that must be taken into account by all those who, in any capacity, work with and for the Company, so as to minimise the risk of committing offences attributable to the conduct of

business activities. In compliance with the decree, WIIT has set up a special control body, the **Supervisory Body (SB)**. The principles and standards of conduct and values recognised, accepted and promoted in the performance of its activities are contained in the **Code of Ethics** and contribute to the creation of a responsible, transparent corporate culture. The Code, adopted in 2017, constitutes the set of values, principles and commitments that guide and direct the Group's activities.

The organisation's main governing body is the **Board of Directors**, which is responsible for approving organisational strategies, developing management policy, hiring, supervising and remunerating senior managers, and ensuring the organisation's legal accountability to the authorities. WIIT has thus decided to compose its Board of Directors of internal and external senior management personnel for an independent dimension that allows it to bring to the attention of management the issues raised by the Group's main stakeholder categories.



3 - Controlled by Alessandro Cozzi and Amelia Bianchi.

WIIT'S ESG STRATEGY

In 2019, the Group decided to complement its steady corporate growth with a **structured process of integrating sustainability into its business** by identifying and improving its impact on the economic, social and environmental issues most relevant to the organisation. Hence the need to define an **ESG strategy**: a solid frame of reference for all the tools, objectives and actions that the Group is implementing, and will continue to implement, on its sustainability journey. WIIT's ESG strategy is structured around **nine material topics** organised into **four thematic pillars plus one** (the Premium Cloud), corresponding to the chapters of this document, which set out the guidelines of the Group's ESG commitment: **data security and resilience (WIIT4Data)**, **promotion of innovation (WIIT4Innovation)**, **environmental protection (WIIT4Climate)** and **human resources management (WIIT4People)**. Each of these processes requires, first and foremost, what we at WIIT call **responsible governance and growth (the Premium Cloud)**, i.e. a solid, transparent corporate governance model as the basis for building a business strategy that allows the Group to grow and compete, creating value over time for all our stakeholders. Similarly, the **targets set in the 2030 ESG Plan are broken down into the pillars** and distributed in the relevant chapters.

The WIIT materiality update

The nine ESG topics identified as priorities by WIIT were first identified in 2020 through materiality analysis, the tool that enables organisations to identify the sustainability issues that are most important to the company and its stakeholders. The analysis was carried out through a process of surveying external stakeholders, in line with the guidance provided by the most widely used international non-financial reporting standards, the GRI Standards issued in 2016, as subsequently updated. In 2022, with the update of the GRI Standards and in light of the continuous evolution of the Group, **WIIT updated the materiality analysis**

according to the guidelines of the 2021 update of the GRI Standards. This exercise made it possible to prioritise topics from an analysis of relevant impacts, confirming the materiality threshold previously obtained.

WIIT's concrete commitment is reflected in the **ESG Plan**, a set of **18 measurable targets with a time horizon of 2030**, and with intermediate targets for 2025, in line with the ambition of the Sustainable Development Goals (SDGs) promoted by the United Nations as part of the 2030 Agenda. In each chapter of the Group's Sustainability Report, WIIT discusses the progress towards each goal set in the Plan and the related actions, so as to provide as transparent as possible a view of how WIIT is striving to realise its sustainability ambition. Each year the Group reconsiders the targets and scope of the 2030 ESG Plan with a view to continuously improving its sustainability ambitions and performance.

GROUP ESG POLICIES
WIIT has adopted a series of tools for managing the process of integrating sustainability into the Group's business in all its forms.
In June 2020 the Board of Directors approved the **ESG Policy**, which lays down the principles and commitments established by the Group with respect to the economic, social and environmental issues it considers a priority. This policy represents a reference framework for all Group companies called upon to contribute uniformly to the achievement of WIIT's sustainability goals.

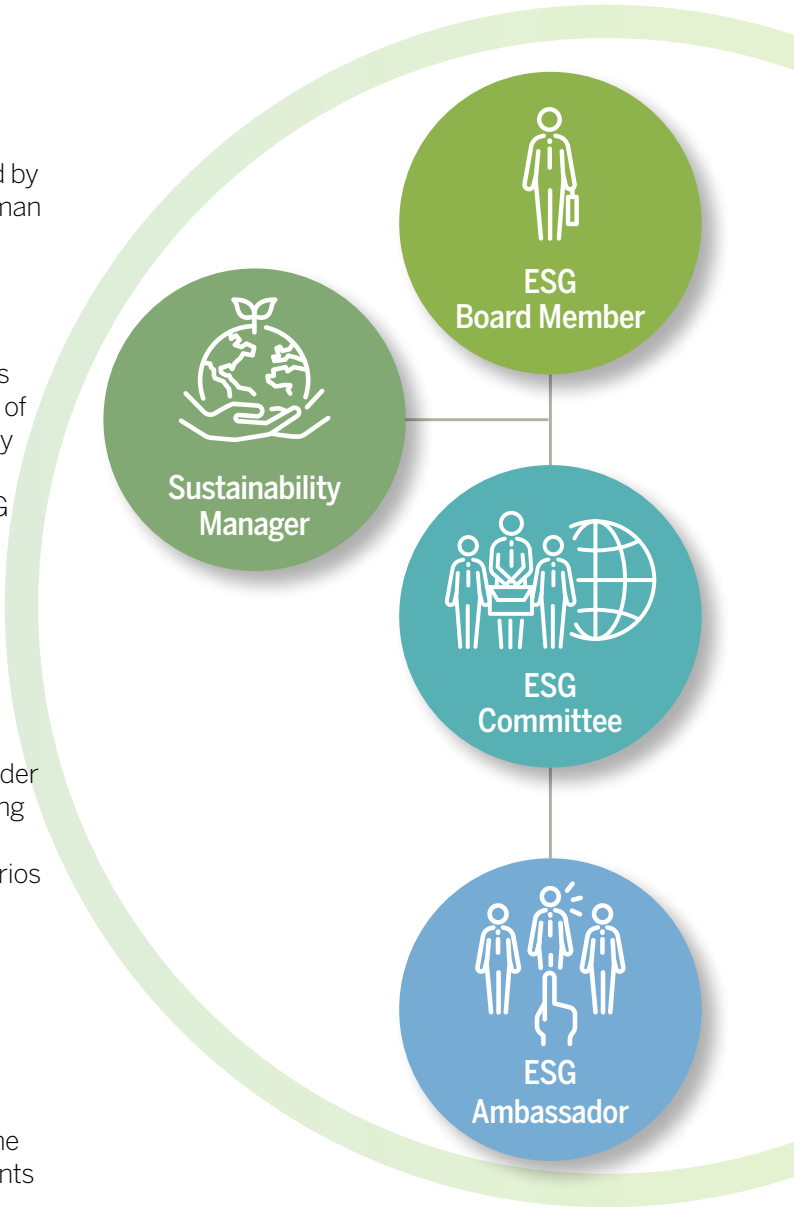
Among the commitments made and measures taken by the Group in terms of sustainability, WIIT is committed to minimising negative environmental and social externalities in its value chain. In 2022 WIIT thus formulated an **ESG Procurement Policy**, which introduces a set of ESG criteria to be integrated into supplier selection, management and monitoring processes. Leveraging this Policy, WIIT aims to strike partnerships with suppliers based on a common commitment to operate ethically and respectfully towards the environment and people.

ESG MANAGEMENT
The Group has established an ESG Governance Model to ensure the efficient management of the sustainability strategy at all levels of the organisation. The Model defines roles and responsibilities for managing the ESG strategy, roles and responsibilities for managing the sustainability strategy and monitoring the fulfilment of commitments and performance. The Model was approved by the Board of Directors in June 2020 and is subject to

periodic review to verify its adequacy and effectiveness.
The ESG Committee supports the Model in supervising the strategy, ensuring the achievement of the established medium-to-long-term objectives and contributing to the development of the company's main sustainability activities. Composed of nine internal figures and one independent external member, the ESG Committee met twice during 2022.

THE ESG GOVERNANCE MODEL

ESG Board Member: assesses and makes strategic decisions on sustainability management within the Group, guiding the activities of the ESG Committee. Appointed by the Board of Directors and serves as chairman of the ESG Committee.
Sustainability Manager: proposes the Group's policy on sustainability, coordinates its formulation and oversees its implementation, supervising the execution of the ESG strategy and carrying out advocacy activities both within and externally to the Group. A member and Secretary of the ESG Committee.
ESG Committee: assists the Board of Directors with a proactive and consultative function regarding ESG issues relevant to the business. It oversees the Group's commitment to implementing its sustainability strategy, supervises stakeholder interaction activities, assesses ESG reporting documents and examines the trend of the environmental, economic and social scenarios affecting the company and its sector.
ESG Ambassador: they oversee the development of initiatives relating to the sustainability strategy assigned to them, collect information useful for the reporting process and play the role of ESG ambassadors internally and externally to the Group, spreading awareness of commitments and the results achieved in the field of sustainability.



The Group's exponential growth and internationalisation make **vertical integration** more necessary than ever to ensure foreign companies are involved in sustainability management processes. Following the Erptech and Lansol acquisitions and the mergers of the Italian companies, a meeting was thus organised with more than 70 people from the various Group companies. The goal was to align all participants on WIIT's sustainability journey, share actual and planned results and illustrate WIIT's future commitments.

An ESG strategy based on listening to stakeholders

In line with the relevant standards and best practices, since the beginning of its sustainability integration journey WIIT has **actively engaged** its external stakeholders to listen to and understand their views on the ESG issues prioritised by the Group.

In 2020 WIIT has conducted a **materiality analysis** involving 16 strategic stakeholders to identify priority ESG topics. In 2021 WIIT has obtained feedback from 15 stakeholders for a shared approach to formulating the objectives of the **2030 ESG Plan**. Finally, at the beginning of 2022 WIIT has interviewed four external key opinion leaders for a **privileged view of the scenario** relevant to the four thematic pillars of our ESG strategy, the content of which was summarised in the 2021 edition of the Sustainability Report.

ESG RISK MANAGEMENT

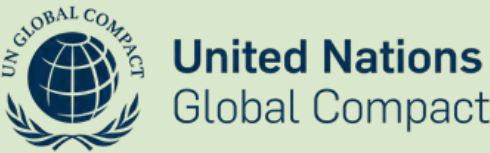
In carrying out its activities, each organisation is exposed to risks and uncertainties that may be managed in order to mitigate potential negative impacts and seize opportunities. In order to monitor, manage and address the risks to which the Group is exposed, WIIT has adopted an Enterprise Risk Management (ERM) system to address the complexity and evolution of the ICT sector, a risk management system that is consistent with the guidelines of the COSO Framework, the most authoritative risk management standard at the international level.

UN Global Compact

WIIT has subscribed to the **UN Global Compact** initiative, a voluntary leadership platform for the development, implementation and spread of responsible business practices.

The UNGC invites companies around the world to align their strategic operations with the **UN Global Compact's Ten Principles** on human rights, labour, the environment and anti-corruption, and to act in support of the UN goals and issues embodied in the Sustainable Development Goals (SDGs). The Group's model for responsible business conduct is based on its internal codes of conduct. Launched in 2000, the Global Compact is the world's largest sustainability initiative, created to assist the private sector in managing risks of increasing complexity and opportunities in the environmental, social and governance fields. Today it has more than 9,500 companies and 3,000 non-entrepreneur signatories based in over 160 countries and more than 70 local networks.

In 2023 **WIIT will fill in the new Communication on Progress (COP) model**, disclosing its progress on the Ten Principles of the Global Compact.



WIIT's ERM is based on the Italian **Corporate Governance Code for Listed Companies** and involves the entire organisation, assigning specific tasks to each function involved:

- **the Board of Directors** sets the guidelines of the framework, to identify, measure, manage and monitor the main risks, as well as to assess the adequacy of the mode;
- **the Director in charge of the risk management and control system** is responsible for designing and implementing an adequate risk management system, and

supports the organisation in identification and measurement;

- **management** plays an essential role in the operational risk management process, developing appropriate corrective actions in line with the Risk framework in order to mitigate the negative consequences of risk events;
- finally, the main functions responsible for sustainability management such as the **ESG Committee** and the **Sustainability Manager**, which support the ERM in identifying the ESG dimension of risk management, also contribute to this process.

On the basis of the analysis carried out, **57 specific risks** were identified. However, a solid process of integrating sustainability into all dimensions of the organisation requires that risk management be extended to assessing the most significant ESG risks for the company. WIIT thus revised its **risk assessment** with a view to sustainability, classifying **34 risks** (of 57) as **ESG**. Furthermore, the **update of the materiality analysis** in line with the GRI Standards carried out in 2022 allowed for a more in-depth consideration of the topic, integrating the risks identified by the ERM system with the risks generated and borne by the Group for each material topic.

The ESG risks identified in the context of the ERM system and materiality analysis are summarised below.

RESPONSIBLE GROWTH

Risks arising from the continued expansion of the business, and the consequent exposure to financial debt, market abuse and the integration of newly acquired companies.

RESPONSIBLE GOVERNANCE

Risks related to the absence of an effective risk management system, failure to monitor ESG processes, formalisation of contractual clauses and administrative liability of legal persons.

CYBERSECURITY

Risks related to the possibility of hacking attacks, threats to data centre IT security and less stringent privacy standards under foreign regulations, and thus for subsidiaries.

DATA RESILIENCY

Risks associated with the exposure of data centres to the effects of climate change and the failure of infrastructure and information systems due to extreme weather events.

KEY PEOPLE ATTRACTION AND RETENTION

Risks related to the lack of staff motivation and engagement, which can be mitigated through the provision of welfare and well-being programmes, engagement and sharing of company values.

INNOVATION AS A SERVICE

Risks related to the failure to define innovation roles, responsibilities and processes to identify trends and inputs from the market, potentially reducing the Group's competitiveness.

WIIT ACADEMY

Risks related to the recruitment and training of qualified personnel. A structured training offer makes it possible to increase internal competences, strengthening the attractiveness and competitiveness of the business.

TECHNOLOGY FOR CLIMATE

Risks related to the instability of the price of electricity needed to operate assets and the intensification of intense weather phenomena.

CLOUD CARBON POSITIVITY

Risks associated with a failure of ecological transition for the Group due to the absence of constant monitoring of direct and indirect emissions and the formulation of a concrete emission reduction strategy.

THE MEASUREMENT OF SUSTAINABILITY IN WIIT

WIIT's ESG RATINGS RESULTS

Sustainalitycs  SUSTAINALYTICS

In 2022, for the third consecutive year WIIT continued with its annual sustainability performance assessment, hiring Sustainalitycs, one of the most authoritative ESG rating agencies globally.

According to the picture provided by Sustainalytics, WIIT is a company that, due to its sound management of material sustainability topics, demonstrates a reduced risk profile in terms of the possibility of experiencing significant impacts from non-financial factors. In addition to not being subject to ESG disputes, **WIIT stood out for its high performance in the corporate governance area, receiving a rating of 16.0, equal to a “Low” ESG Risk**, the second level of a 5-level scale ranging from Negligible to high High.

The slight increase in exposure to ESG risks over the three-year period is attributable to the change in the assessment methodology adopted by Sustainalytics, with important changes in the set of indicators used. Assuming the same methodology, WIIT would have significantly decreased its risk exposure over the years, proof of its ongoing commitment to improving its sustainability performance.

Gaia Research



In 2022, for the third year in a row, Gaia Research, a French company of the Ethifinance Group specialising in assessing the ESG profile of small and medium-sized European companies, invited WIIT to take part in its assessment process.

According to the results, in line with previous years WIIT improved its ESG performance by achieving **an overall score of 71/100**, an impressive 14 points above its 2019 result, and 23 points above the IT sector average,

represented by a sample of 157 rated companies.

The assessment confirms WIIT's commitment and contribution to the sustainable transition of the IT sector, while also encouraging the Group to set further business growth targets increasingly integrated with sustainability, according to a medium-to-long-term vision.

THE EUROPEAN TAXONOMY FOR SUSTAINABLE FINANCE

European institutions have set ambitious targets and started to work concretely to reduce the carbon emissions of the Member States' economies. In line with the Paris Agreement on climate change and the UN 2030 Agenda, the goal of the EU Green Deal is to make Europe the first carbon-neutral continent by 2050.

The European Commission (EC) has tasked the financial sector with driving the sustainable transition and, to do so, has introduced tools to help investors clearly identify the true sustainability profiles of the investment universe. To this end, the EC published its **Sustainable Finance Action Plan** on 8 March 2018, which outlines a series of measures to be taken to steer capital flows towards sustainable, responsible investments, manage financial risks related to climate change and promote transparency in economic and financial activities.

The European Taxonomy - approved by EU Regulation 2020/852 – is the flagship initiative of the EU strategy, intended as the **first single classification system at international level to identify sustainable economic activities**, i.e. those that contribute both to the development of low environmental impact sectors and the decarbonisation of high impact sectors. The Taxonomy thus defines a dictionary of economic activities and related technical criteria the application of which is designed to facilitate investors in choosing sustainable investment transactions.

The Regulation identifies a list of economic activities that can contribute to one of six environmental objectives set by the European Commission:

- 1. Climate change mitigation
- 2. Adaptation to climate change
- 3. Sustainable use and protection of water and marine resources
- 4. Transition to a circular economy
- 5. Pollution prevention and monitoring
- 6. Protection and restoration of biodiversity and ecosystems

Activities carried out by a company that match those listed by the Taxonomy are defined as eligible to the extent that they have the potential to make a substantial contribution to at least one of the six defined objectives. However, according to the Regulation, **an eligible activity can be considered sustainable, and thus aligned, if:**

- **it meets the technical screening criteria** that define the conditions under which an activity contributes substantially to the achievement of at least one of the six environmental objectives;
- **it does do no significant harm** (DNSH) to the other five environmental objectives;
- **it respects a number of minimum social safeguards**, understood as those policies that ensure compliance with a number of international principles on the protection of human and labour rights, anti-corruption, fair competition and taxation.

In relation to disclosure, companies that fall within the scope of the Non-Financial Reporting Directive (Legislative Decree 254/2016) and consequently Regulation 2020/852, are required to make **disclosures on the percentage of revenue, capital expenditures (capex) and operating expenditures (opex) that are eligible and aligned with the Taxonomy**.

As at the date of publication of the WIIT Group's 2022 NFS, the EC has only defined the technical screening criteria and DNSH requirements for activities that can substantially contribute to the achievement of the first two climate mitigation and adaptation goals. From the analysis conducted, **WIIT is eligible for two economic activities** identified by the Taxonomy for the *Information and Communication* sector.

- **8.1 Data processing, hosting and related activities**, which can make a substantial contribution to the climate change mitigation objective;
- **8.2 Programming, IT consultancy and related activities**, which can make a substantial contribution to the goal of adaptation to climate change..

The Group's eligible activities are aligned with the Taxonomy for the portion attributable to the Parent Company's activities under 8.1 and 8.2. In particular, WIIT S.p.A., thanks to its compliance with the principles of the European Code of Conduct for Energy Efficiency in Data Centres, meets the requirements for the substantial contribution to the mitigation objective, as well as those for no harm to the remaining objectives.

Over the next few years, **the Group intends to extend compliance with the principles of the European Code of Conduct to all Group companies and formalise their adherence to it, so as to be able to make the most of the sustainability of its core business within the framework of the European Taxonomy.**

EUROPEAN CODE OF CONDUCT FOR ENERGY EFFICIENCY IN DATA CENTRES

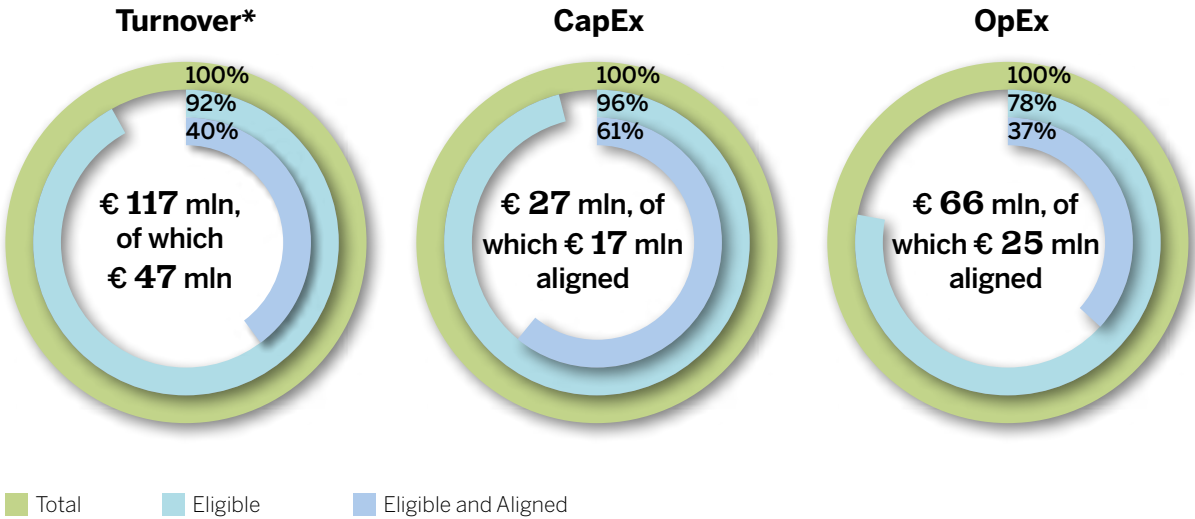
WIIT is committed to improving its energy efficiency and circularity performance in cloud computing and data centres beyond what is required by current standards and regulations. Although digital technologies can improve the sustainability profile of several sectors, reducing the **environmental impacts generated by the ICT sector** is equally important.

In 2022 WIIT thus verified compliance with the requirements of the voluntary initiative of the **European Code of Conduct for Energy Efficiency in Data Centres**, promoted by the Joint Research Centre (JRC), with the aim of contributing to the reduction of energy consumption in a cost-effective manner, without hampering their mission-critical function. The Code aims to improve the industry's awareness of data centre energy consumption by providing recommendations and best practices on energy efficiency.

Thanks to this compliance audit, WIIT is committed to following the JRC guidelines for progressively improving the efficiency of its data centres, reducing their environmental impact and helping to mitigate risks related to the security of energy supplies.

WIIT calculated the economic and financial KPIs required by the regulations in order to define the shares of revenue, capex and opex

attributable to the Group's activities aligned with the Taxonomy. **In 2022, 92% of revenues were eligible, of which 40% were aligned.** The share of eligible revenues is attributable to all Group activities that can be considered for the purposes of the Taxonomy. The remaining 8% of revenue comes mainly from the resale of materials. **The share of eligible capex is 96% and the aligned share 61.4%, while 78.2% of opex is eligible and 37.4% aligned.**



* The revenue figure of € 117 mln refers only to "Revenues from sales and services".

THE ACCOUNTING PRINCIPLES UNDERLYING THE APPLICATION OF THE TAXONOMY

The methodology for calculating the economic and financial KPIs that define the shares of assets aligned with the Taxonomy uses data from the Consolidated Financial Statements and internal accounting as a source.

Revenues

Numerator: revenues from sales and services obtained from products or services, including those of an intangible nature, associated with eligible economic activities and aligned with the Taxonomy. Revenues from the resale of materials were not considered eligible.

Denominator: revenue according to IAS 1. All expected revenues were taken into account in the numerator, including the portion of revenues considered ineligible (resale).

It excluded commercial discounts granted to customers, intercompany revenues and the entire balance sheet item "Other revenues and income" (including revenues not derived from the Company's business activity, tax credits, capital gains from the sale of assets, etc.). The sum of income eligible for Activity 8.1, Activity 8.2, non-eligible income and commercial discounts is equal to the total of the Consolidated Balance Sheet item "Revenues from sales and services".

CapEx

Numerator: tangible and intangible capitalisations associated with economic activities considered eligible and aligned with the Taxonomy, including what was acquired during the period in accordance with the provisions of the former IAS 17.

The Company analysed the capitalisations by first allocating them directly and specifically to Activities 8.1 and 8.2; the capitalisations for the period transversal to Activities 8.1 and 8.2 were broken down on the basis of the respective ratio of the share of eligible revenues in Activities 8.1 and 8.2 to total eligible revenues. In contrast, the capitalisations for the period transversal to Activities 8.1 and 8.2 but ineligible were broken down on the basis of the respective ratios of the share of eligible revenues in Activities 8.1 and 8.2 and ineligible revenues to the total.

Denominator: increases to tangible and intangible assets during the year, before depreciation, amortisation, impairment and any reversals, including those arising from restatements and reductions in value, for the year in question, excluding changes in fair value. The denominator includes increases in tangible and intangible assets following business combinations, including the fair value of assets acquired after business combinations, applying IFRS 3 and not measuring assets at the consideration paid to the transferor. Goodwill and PPAs on tangible and intangible assets generated as a result of business combinations were therefore excluded from the denominator, and thus from the numerator.

Capitalisations for the period made in accordance with IFRS 16 on "non-instrumental" assets (leasing of offices, cars, mobile phones and printers) have been excluded, whereas capitalisations for the period on instrumental assets (pursuant to IAS 17) for which the Company will exercise the final purchase option, thus becoming the owner of the assets at the end of the leasing term (leases of hardware and software) have been included in the denominator.

OpEx

Numerator: eligible and taxonomy-aligned operating costs.

Similarly to capex, WIIT analysed and allocated operating costs directly and specifically to Activities 8.1 and 8.2. Operating costs for the period transversal to Activities 8.1 and 8.2 were allocated on the basis of the same ratio of the share of eligible revenues in Activities 8.1 and 8.2 to total eligible revenues. The operating costs to for the period transversal to Activities 8.1 and 8.2 but ineligible were broken down on the basis of the respective ratios of the share of eligible revenues in Activities 8.1 and 8.2 and ineligible revenues to total revenue.

Denominator: the denominator is total operating expenses. It thus includes "Personnel expenses" (including "Social-security costs" and "Post-employment benefits"), costs for "Purchases of other services from third parties", costs for connectivity, costs for directors and the "Cost of purchase of products", as well as the "Change in inventories of raw materials, consumables and goods". The above items include non-capitalised direct costs related to research and development, building renovation measures, maintenance and repair, and any other direct expenditure related to the day-to-day maintenance of property, plant and equipment.

However, the following items are excluded: "Electricity", "Company car rental", "Purchase of services from associates", "Other costs" (e.g. parking, insurance, reimbursement of expenses to employees, expenses for meal vouchers and employee welfare), "Depreciation, amortisation and impairment", "Provisions" (provisions for bad debts and provisions for risks), "Other operating expenses and charges" out-of-period expenses from previous years, capital losses on the sale of tangible and intangible assets, bank charges and surety costs, commission factors, donations, other taxes and duties (e.g. stamp duty, waste).

WIIT Group's share of turnover from products or services associated with economic activities aligned with the Taxonomy

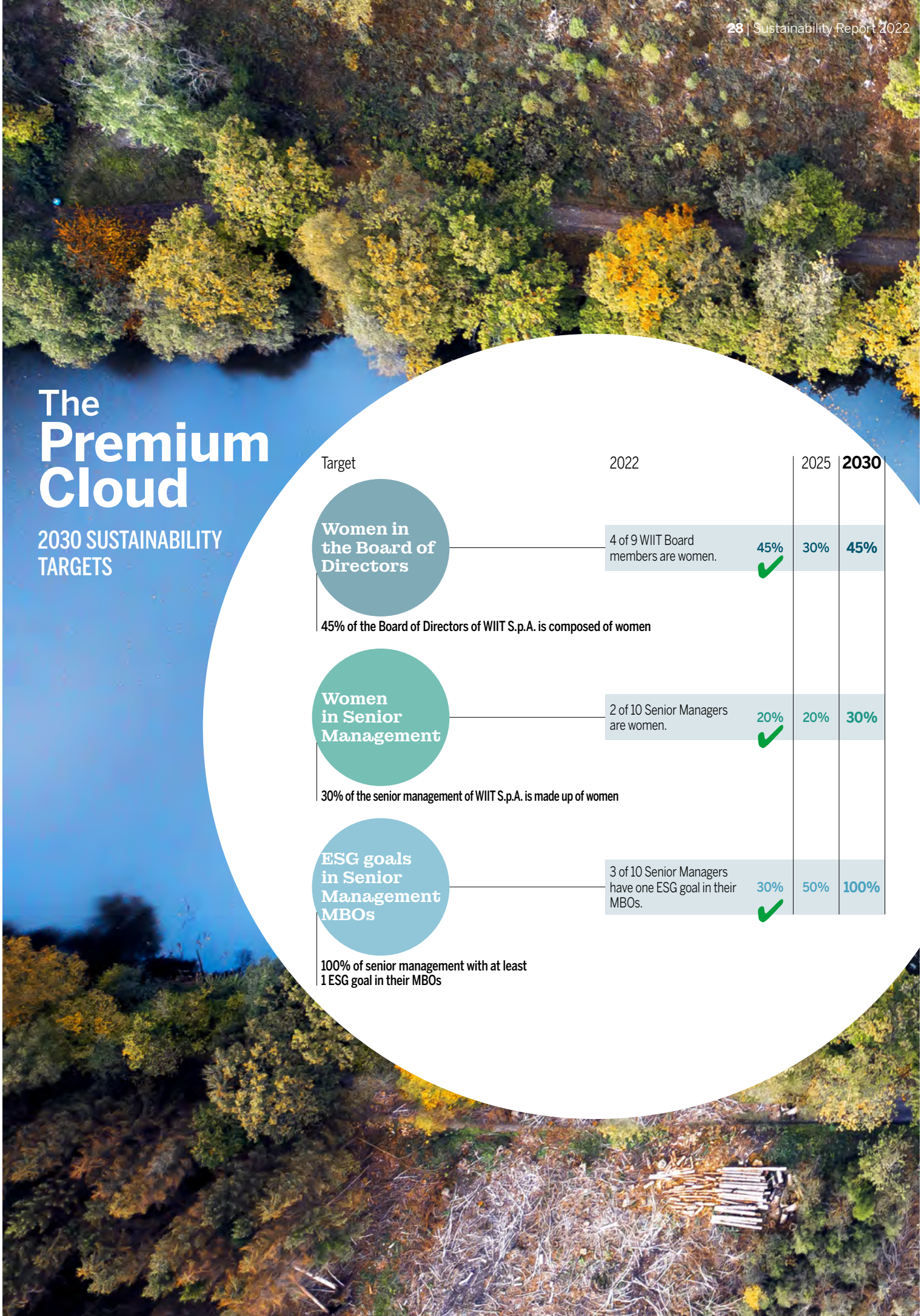
						DNSH Criteria "Do no significant harm"							Category	
Economic activities	Activity code	Absolute turnover (€ thousands)	Share of turnover	Share of substantial contribution to mitigation	Share of the substantial contribution to adaptation	Climate change mitigation (1)	Adaptation to climate change (2)	Water and marine resources (3)	Circular economy (4)	Pollution (5)	Biodiversity and ecosystems (6)	Minimum safeguards	Enabling activity	Transitioning activity
		€	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Q	T
A. TAXONOMY-ELIGIBLE ACTIVITIES														
A.1 Environmentally sustainable activities (Taxonomy-aligned)														
Data processing, hosting and related activities	8.1	44,515 €	38.1%	38.1%	-	Y	Y	Y	Y	Y	Y	Y		T
Programming, IT consultancy and related activities	8.2	2,631 €	2.3%	-	2.3%	Y	Y	Y	Y	Y	Y	Y		
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		47,146 €	40.4%	38.1%	2.3%									
A.2 Activities that are Taxonomy-eligible but not Taxonomy-aligned														
Data processing, hosting and related activities	8.1	55,862 €	47.9%											
Programming, IT consultancy and related activities	8.2	4,743 €	4.1%											
Turnover from activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned) (A.2)		60,605 €	51.9%											
A.1+A.2 Total		107,751 €	92.3%											
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES														
B Turnover from Taxonomy-non-eligible activities		8,974 €	7.7%											
A+B Total		116,724 €	100.0%											

WIIT Group's share of capex from products or services associated with Taxonomy-aligned economic activities

						DNSH Criteria "Do no significant harm"						Category		
Economic activities	Activity code	Absolute capex (€ thousands)	Share of capex	Share of substantial contribution to mitigation	Share of the substantial contribution to adaptation							Minimum safeguards	Enabling activity	Transitioning activity
						Climate change mitigation (1)	Adaptation to climate change (2)	Water and marine resources (3)	Circular economy (4)	Pollution (5)	Biodiversity and ecosystems (6)			
		€	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Q	T
A. TAXONOMY-ELIGIBLE ACTIVITIES														
A.1 Environmentally sustainable activities (Taxonomy-aligned)														
Data processing, hosting and related activities	8.1	15,724 €	58.0%	58.0%	-	Y	Y	Y	Y	Y	Y	Y		T
Programming, IT consultancy and related activities	8.2	929 €	3.4%	-	3.4%	Y	Y	Y	Y	Y	Y	Y		
Capex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		16,653 €	61.4%	58.0%	3.4%									
A.2 Activities that are Taxonomy-eligible but not Taxonomy-aligned														
Data processing, hosting and related activities	8.1	9,302 €	34.3%											
Programming, IT consultancy and related activities	8.2	64 €	0.2%											
Capex from activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned) (A.2)		9,367 €	34.6%											
A.1+A.2 Total		26,020 €	96.0%											
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES														
B Capex from Taxonomy-non-eligible activities		1,088 €	4.0%											
A+B Total		27,108 €	100.0%											

WIIT Group's share of opex from products or services associated with Taxonomy-aligned economic activities

						DNSH Criteria "Do no significant harm"									Category									
Economic activities	Activity code	Absolute opex (€ thousands)	Share of opex	Share of substantial contribution to mitigation	Share of the substantial contribution to adaptation	Climate change mitigation (1)	Adaptation to climate change (2)	Water and marine resources (3)	Circular economy (4)	Pollution (5)	Biodiversity and ecosystems (6)	Minimum safeguards	Enabling activity	Transitioning activity										
		€	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Q	T										
A. TAXONOMY-ELIGIBLE ACTIVITIES																								
A.1 Environmentally sustainable activities (Taxonomy-aligned)																								
Data processing, hosting and related activities	8.1	23,258 €	35.3%	35.3%	-	Y	Y	Y	Y	Y	Y	Y		T										
Programming, IT consultancy and related activities	8.2	1,360 €	2.1%	-	2.1%	Y	Y	Y	Y	Y	Y	Y												
Opex of environmentally sustainable activities (Taxonomy-aligned) (A.1)		24,617 €	37.4%	35.3%	2.1%																			
A.2 Activities that are Taxonomy-eligible but not Taxonomy-aligned																								
Data processing, hosting and related activities	8.1	30,956 €	47.0%																					
Programming, IT consultancy and related activities	8.2	3,608 €	5.5%																					
Opex from activities that are Taxonomy-eligible but not environmentally sustainable (not Taxonomy-aligned) (A.2)		34,564 €	52.5%																					
A.1+A.2 Total		51,526 €	78.2%																					
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																								
B Opex from Taxonomy-non-eligible activities		14,369 €	21.8%																					
A+B Total		65,895 €	100.0%																					





WIIT4 Data

Material topics
Cybersecurity
Data Resiliency

CYBER RISKS CONTINUE TO INCREASE IN IMPORTANCE

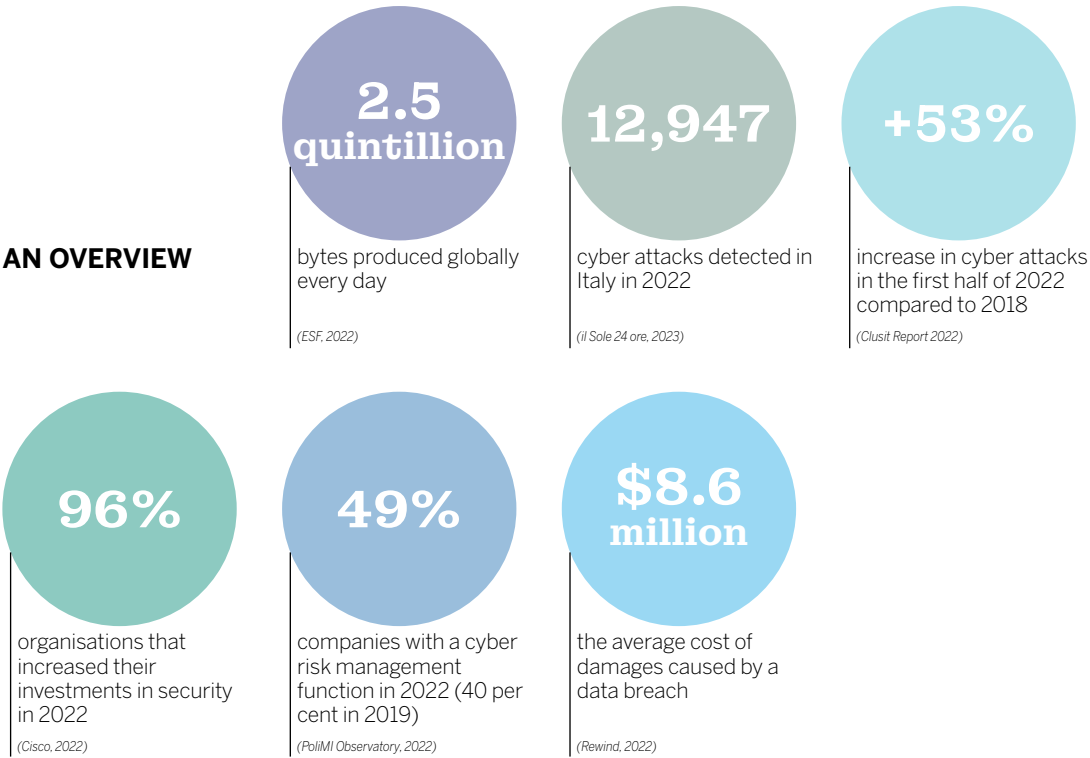
As technological innovation advances, digital dependence increases and businesses transition to remote operations, cyber risk increases year by year⁴. This imposes an increasing **need to design strategies to protect businesses and government from the risks of cyber attacks. Cyber attacks in Italy continue to grow constantly (+10% in 2022 compared to 2021)**, with 1,053 incidents classified as serious – figures that make Italy the fifth-most affected country in Europe. Organisations, for their part, confirm a growing interest in the topic, with investments in cybersecurity increasing by +13% compared to 2021 (a total of € 1.55 billion)⁵.

With the outbreak of the conflict in Ukraine, the situation was exacerbated by the constant use of cyber weapons, demonstrating that cybersecurity is also a central issue at a geopolitical level. **The war is affecting the geographical distribution of cyber attacks,**

with an increase in the vulnerability of Europe-based businesses, up 26⁶, and a total of **114,939 alerts issued**⁷. The Italian National Cybersecurity Agency (NCA) has confirmed a significant increase in attacks from Russia and recommends that organisations maintain a high focus on protecting their IT infrastructures.

Nevertheless, it must not be forgotten that the two years of **pandemic** – together with the exponential increase in **cyber attacks** and **supply chain disruption** – have taught us how crucial and strategic it is to develop the **operational resilience** "muscle" in organisations. This is done through the understanding, execution and maintenance of more structured, synergistic frameworks, resulting from the implementation of risk management, business continuity and cybersecurity systems that enable people, processes and information systems to anticipate, prevent, respond and adapt to the scenario according to a **risk resilience-based** approach.

AN OVERVIEW



4 - Clusit Report, 2022.
5 - Cybersecurity & Data Protection Observatory, PoliMI, 2022.
6 - Clusit Report, 2022.
7 - Netwrix Report, 2022.

CYBERSECURITY CULTURE

Aware of the increasing exposure of organisations to cyber risks, WIIT is constantly working to improve and complement its cybersecurity service offerings. The goal is to provide companies with an increasingly robust, comprehensive defence against emerging cyber threats through a rational, systematic approach to protecting data and digital infrastructure.

To meet these challenges, in 2021 WIIT drafted a **Group Cybersecurity Policy**, which imposes strict data security standards. In **2022, WIIT worked to spread the Policy across all Group companies, in order to introduce and kick-start a single, cross-country information security governance model**, in line with **ISO 27001** certification, an international standard that verifies the adoption of best practices in information security management systems. The harmonisation project calls for the gradual expansion of the Policy over the next two to three years at Group level, starting already in 2023 with the resolution of identified gaps.

GROUP SECURITY AWARENESS

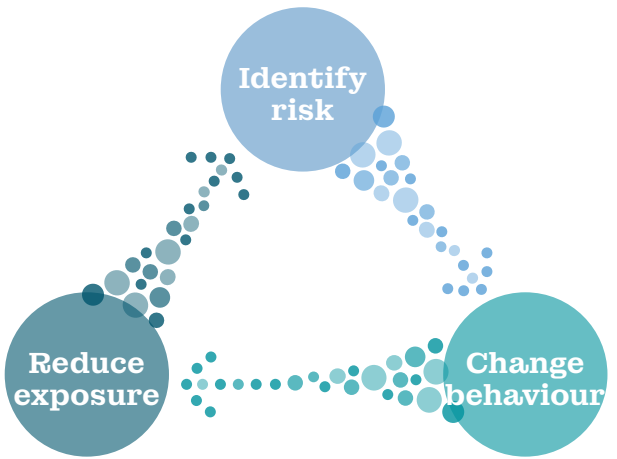
For WIIT, security and data protection are first and foremost a cultural issue. An estimated 91% of hacking attacks currently originate with a phishing e-mail⁸, highlighting how the human factor plays a central role in computer security.

WIIT is thus committed to raising its own people's awareness of cybersecurity. Among the various initiatives carried out in recent years, **in 2022 WIIT has launched in Italy a multi-year Security Awareness training plan to provide employees and collaborators with all the tools they need to deal promptly and effectively with cyberthreats and attacks.** With support from an external partner, the project includes interactive training tools that

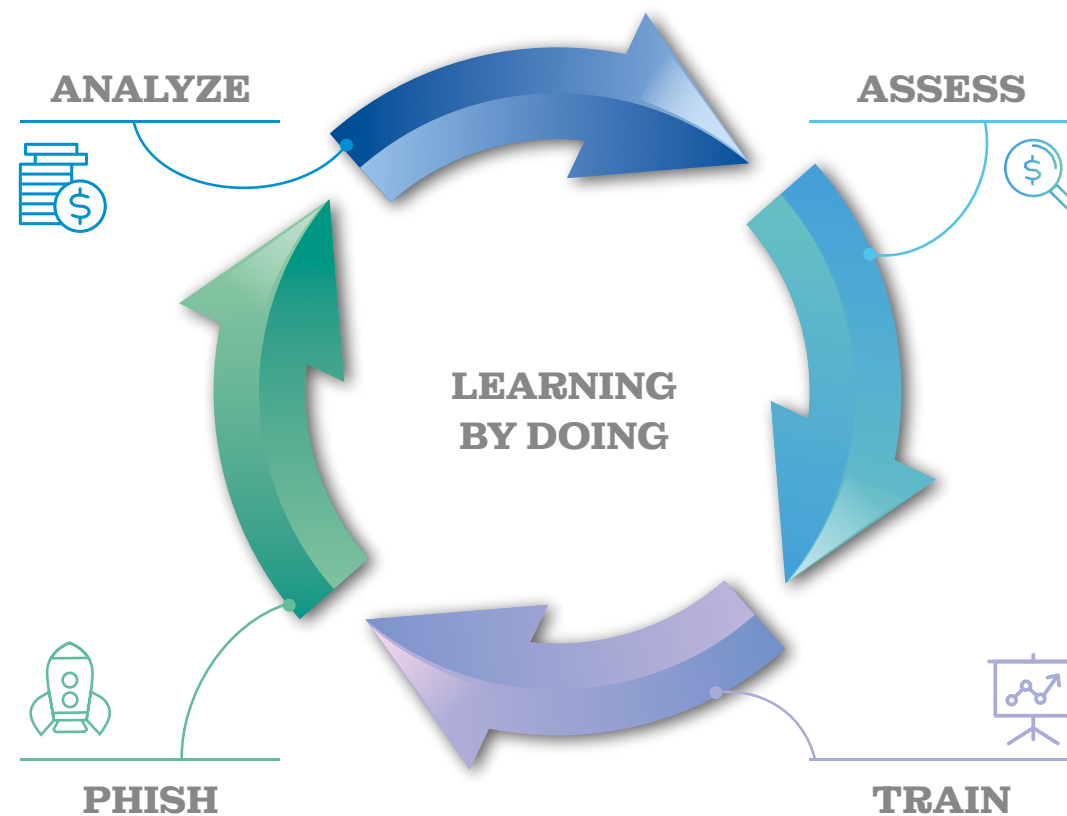
8 - Agari Cyber Intelligence Division, Anatomy of a Compromised Account, 2021.

Every year, the Group invests in processes and infrastructure to extend its customers' **data backups**, supporting them in achieving increasing levels of data resilience. WIIT currently performs continuous backups of customer data, offering access to a **"second copy"** and, starting last year, a **"third copy"** located in a foreign country.

The WIIT Framework for promoting cybersecurity culture



allow mobile use of the content, including through mobile apps, to increase the course utilisation rate by employees. According to actual training delivery data, measures are planned to respond to any critical issues and areas for further investigation. **In 2022 the Security Awareness programme involved 120 people, with a duration of 3 months and 27 modules delivered, plus practical simulations of phishing attacks** of increasing complexity and difficulty to measure the degree of awareness of colleagues in the face of real threats.



GECKO AND INTERNAL CYBERSECURITY TRAINING

In 2022 Gecko, a German Group company, established a partnership with a specialised provider for **employee training in cybersecurity and data protection** through:

- multi-level **structured online courses** (e.g. basic knowledge, methods, impact, summary);
- **permanent phishing tests** in which employees are continuously confronted with fake attack e-mails to record click rates.

The training course involved **100%** of the company's **employees**, with **nine lessons**, to which additional optional modules were added, resulting in a **certificate** of recognition. The results of the courses were discussed with the team leaders of each corporate function together with the employees involved, analysing possible areas for improvement.

CUSTOMER SECURITY AWARENESS

To further increase the IT security awareness of the companies to which the Group provides its services, in 2021 WIIT launched the **WIIT IT Security Bulletin**: a monthly newsletter dedicated to customers to inform them about trends and updates related to the most widespread critical vulnerabilities, in order to create continuous alignment on the subject so as to stimulate increasing attention from organisations.

In order to support companies in their digital literacy efforts, **WIIT offers cybersecurity awareness programmes for employees of client firms**, to help people understand and address the technical and emotional aspects behind cyber attacks. Through an online platform with ad-hoc learning processes and "skin in the game" techniques, **WIIT transforms the main entry point for cyber attacks into the company's most powerful line of defence.**

NEW IT PROTECTION SOLUTIONS FROM GERMANY

Effective protection against cyber risks requires solutions that uniquely integrate data protection with cybersecurity. The German company **myLoc** thus adopted **Acronis Cyber Protect**, a cyber protection solution that offers a combined service for:

- **proactive protection**, with vulnerability assessment and patch management functions, predictive disk integrity analysis based on machine learning, malware removal from backups, and recurring infrastructure prevention;

- **active protection** module functions for continuous data protection, self-protection and defence against ransomware and malware attacks;
- **reactive protection**, with infrastructure-wide and file-level backup and recovery, disaster recovery, immediate virtual machine recovery and forensic backup.

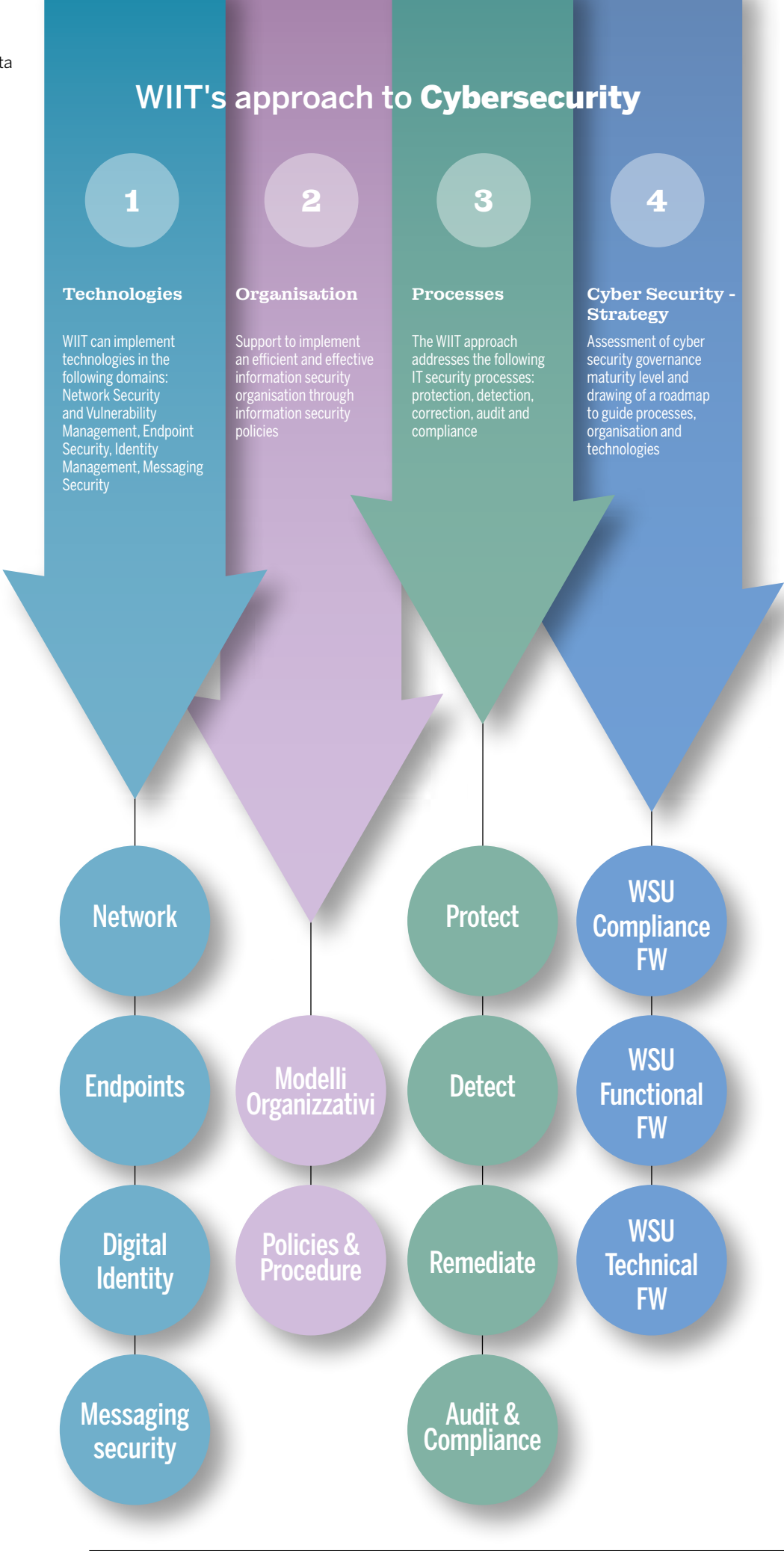
The strength of Acronis Cyber Protection is its ease of use and the possibility of setting up protection plans for devices. With this solution, the number of systems to be protected can be flexibly scaled up at any time.

RELIABLE AND SECURE CYBER SERVICES

Every year WIIT invests a significant portion of its resources in improving the performance of the **cybersecurity products and services** offered to its customers, depending on the various industries and organisational sizes.

The Group's security model is laid out in the **WIIT Security Universe (WSU)**, a defence and security framework consistent with the most widely used standards at the global level. The WSU framework is structured around two different pillars:

- **functional**, making it possible to analyse the company's coverage of the 4 main phases of security: audits, protection, detection and remediation, while also planning improvement actions;
- **technological**, in a way that is multilevel, complete and consistent with the main world standards (NIST), divided into 5 macro areas: networks, vulnerability and security management, endpoint protection, identity access management and messaging security, analysed with the help of 178 variables overall.



THE FUNCTIONAL FRAMEWORK

- **Protection:** protection measures to limit and contain the impact of a potential adverse cybersecurity event.
- **Detection:** continuous monitoring tools to identify any ongoing cyber attacks promptly and quickly.
- **Remediation:** measures to contain the impact caused by any cyber incidents once they have occurred.
- **Audit/Compliance:** tools to assess a company's ability to document, investigate and remediate adverse cybersecurity events.

- **Endpoint Detection and Response (EDR)**, in order to monitor and respond to cyber threats constantly;
- **Identity Access Management (IAM)**, in order to better control user and account permissions and systems in the WIIT environment;
- **Data and Message Security (DMS)**, to protect customers from malicious e-mails by implementing timely encryption.

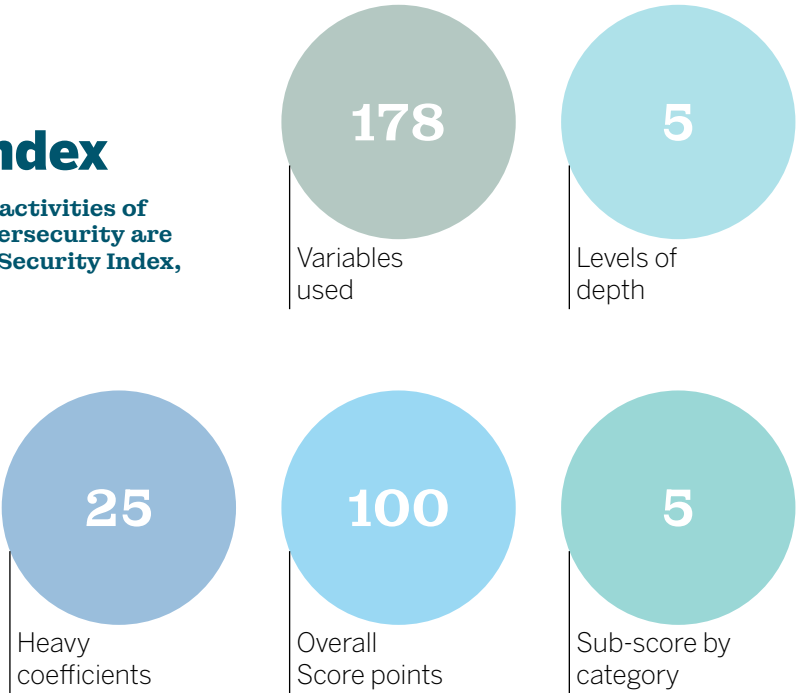
Overall, the **WIIT Security Universe offers customised, versatile services** that can interact and work with each other to support the implementation and integration of applications old and new, without limitations in terms of compatibility with existing technologies. The WSU is designed to deal effectively with evolving cyber attacks and provide flexible defence tools.

The **Technology Framework** is based on five trajectories:

- **Network Security (NS)**, to protect the underlying network infrastructure from unauthorised access, misuse or theft;
- **Security & Vulnerability Management**, for a constant, timely overview of the attack surface;

The WIIT Security Index

Even the management activities of Plant & Industrial Cybersecurity are grafted onto the WIIT Security Index, which includes:

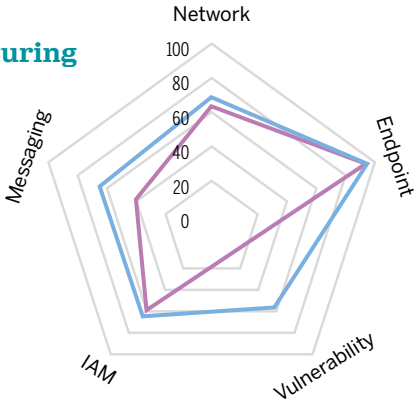


THE WIIT SECURITY INDEX

One of the WSU's main tools is the **WIIT Security Index**: an indicator measuring the readiness and impact for customers of the cybersecurity measures offered by the Group, obtained through a **targeted assessment that gives an overview of the impact of the various frameworks**.

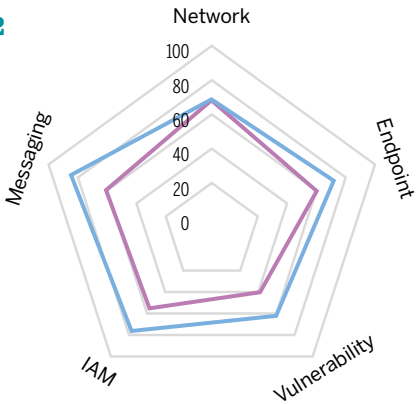
The charts present the examples of three customers from different sectors – manufacturing, energy and services – with different initial situations represented by the **violet line**: after applying the initiatives of the WIIT technology framework, the three companies analysed recorded a **significant improvement in performance in all areas of corporate cybersecurity**, represented by the **blue line**.

UseCase 1
Manufacturing



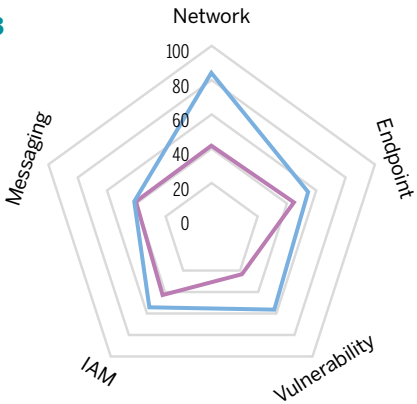
- WSI INITIAL**
WSI WIIT IMPROVEMENT
- Action to mitigate cryptolocker impact
 - Advanced Anti-malware
 - Sandboxing (wild fire)
 - SIEM

UseCase 2
Energy



- WSI INITIAL**
WSI WIIT IMPROVEMENT
- Advanced Anti-malware
 - Sandboxing (wild fire)
 - SIEM
 - Privileged Acces Management
 - Erp Hardening
 - Network Behavior

UseCase 3
Services



- WSI INITIAL**
WSI WIIT IMPROVEMENT
- Traffic shaping
 - DDos mitigation
 - Network micro-segmentation
 - SIEM
 - Privileged Acces Management

WSU: A SUCCESS STORY FOR CYBER SECURITY

In 2022 many customers in the manufacturing sector requested WIIT to conduct assessments of their cybersecurity posture, confirming the growing awareness of the need to implement **processes and technologies to protect production and business critical processes**.

In particular, a major customer that manufactures high-grade steel asked WIIT to carry out a **WIIT Security Universe (WSU) assessment**. The analysis showed that the organisation needed to strengthen its defensive measures in order to implement a level of security that would protect the information assets that are the central

infrastructure of its business. The results indicated the need to implement processes for monitoring cyber incidents, **endpoint detection and response (EDR)** solutions and **vulnerability management** processes. In addition, a **Network Operations Centre (NOC)** service was activated to implement perimeter security solutions and related monitoring and management actions, as well as the **Security Operations Centre (SOC)**, which made it possible to effectively monitor security events and anomalies, preventing cyber attacks. Acknowledging the value of the WSU assessment, the customer recognised the validity of the cybersecurity actions and projects proposed by WIIT and launched a **multi-year remediation plan**. The customer has already requested an initial update of the WSU from WIIT following the adoption of the

solutions implemented together with WIIT. This collaboration resulted in the company deciding, in general, to entrust WIIT with the design of the **evolutionary cybersecurity strategy**, also based on the WSU results.

A CERTIFIED RISK MANAGEMENT PARTNER

In the field of cybersecurity, risk management activities enable the prevention, detection, analysis and management of cyber threats, while also requiring a considerable commitment of resources to support the overall operational system. **WIIT meets this need, eliminating for the customer the costs of a dedicated infrastructure without compromising on the optimal security of its systems.**



THE DATA RESILIENCY OF WIIT'S SERVERS

Physical and non-physical incidents that can occur, even in the smallest intervals, of time may cause the loss of huge amounts of data or take offline services used by millions of people. In a context that is increasingly dependent on digital, **it is important for companies to be equipped to face cyber crises, ensuring continuity of processes, accessibility to systems, and protection of data.** According to some internal estimates, the occurrence of data resilience risks can **increase the operating costs of an on-premises data centre by a factor of four.** The cloud therefore represents a unique data resilience opportunity, significantly reducing data protection risks.

53

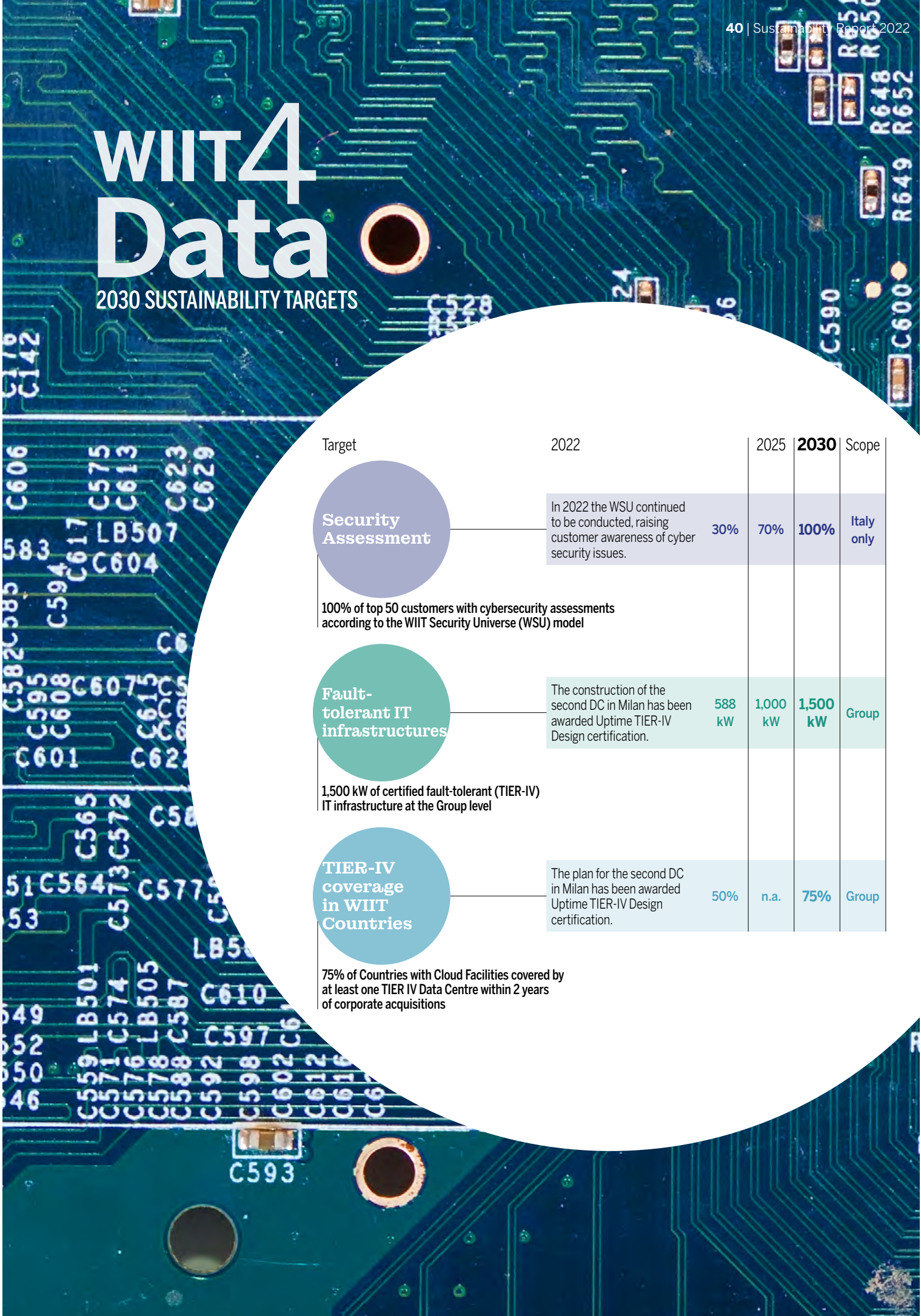
Petabytes

Data backed up in WIIT's data centres

WIIT assures customers the highest security through state-of-the-art technologies and backup systems that ensure business continuity. **At its Milan data centre, which has obtained Tier IV level certification – the highest obtainable from the Uptime Institute – data is stored in a server infrastructure of the highest quality; against the 99.9999% availability of storage guaranteed by the vendors, 100% availability was achieved in 2022.**

With the German companies myLoc⁹, Boreus, Gecko and Lanson, WIIT expanded its network of data centres on a European scale, so as to guarantee the storage and duplication of data at a total of 15 data centres, in addition to the two new data centres certified Level IV by Uptime. In particular, **the DUS2 data centre in Düsseldorf will be the first project of this level of certification under construction in Germany.**

Completion of the construction of these new TIER IV-certified DCs will further set WIIT apart in the cloud provider market, allowing it to guarantee business continuity services based on three Tier IV Uptime data centres in Italy and Germany – nations within the European community, in compliance with GDPR regulations.



9 - Also included in myLoc is Mivitec GmbH, which was merged into WIIT through myLoc itself in July 2021.

UN Sustainable Development Goals - SDGs



WIIT4 Innovation

Material topics
Innovation as a Service

THE CLOUD AT THE SERVICE OF NEW TRENDS

New technology trends such as the **metaverse**, **blockchain** and **artificial intelligence** show a significant potential impact on the evolution of the cloud industry¹⁰. These technologies represent not only a unique opportunity to redefine more efficient work organisation processes, but also a new concept of mobility capable of disruptively innovating people's interactions, driven by the development of as-yet unknown technologies.

The **cloud will play a key role in the development of these trends**: the metaverse and artificial intelligence will require a great deal of computing power and storage capacity to be managed, while services implemented on blockchain, such as **non-fungible tokens**

(NFTs), will be stored on distributed networks that are as resilient as possible. Cloud providers will be able to supply the computing power and storage necessary for their operation, acting as true enablers. One technology layer that is increasingly present and enables greater distribution and scalability of applications is **Kubernetes**. All cloud providers will be called upon to provide services compatible with this technology in the coming years¹¹.

The provision of a quality cloud service must thus ensure a transparent, simple and fast modular application, in order to best meet the changing needs of businesses and customers. This allows cloud companies to position themselves in the market as strategic partners, enabling the integration of services of entire districts in a standardised, fluid and flexible way.

INNOVATION IN WIIT'S DNA

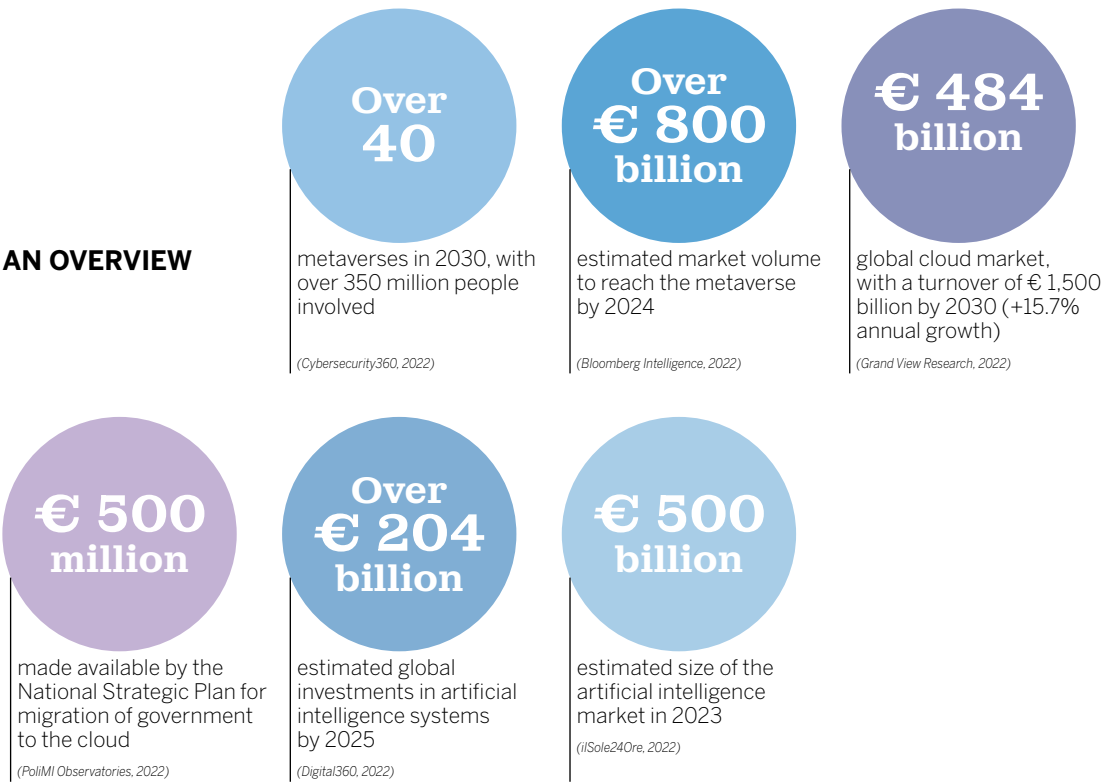
WIIT considers innovation an essential means for conducting its business. For the Group, innovation means generating a positive impact on its customers' businesses, assessing their current and future needs and proposing technological scenarios designed to meet market challenges. For WIIT, the last few years have been characterised by numerous acquisitions looking at, among other things, the innovativeness of the target companies as intangible assets of great value for the future development of the organisation.

In order to better manage innovation processes, four years ago WIIT created the positions of **Innovation Director and Digital & IT Director**, reporting directly to the Chief Operating Officer. The Director is tasked with managing and monitoring the innovative offerings of Group companies and integrating innovative processes within the various business models.

In order to make innovation a reality, a tool that indicates its direction is needed. In 2022 WIIT outlined a new **Innovation Strategy** that looks, in particular, at two emerging trends: **automation**, i.e. the reduction and standardisation of operations to minimise manual intervention, and **business focus**, i.e. the creation of services on tailor-made business verticals. In addition to these two areas, **cybersecurity** must act across all lines of business of cloud providers.

According to the vision offered by the new Group Strategy, the market positioning of sector companies will be defined by the innovation investment decisions made over the next five years. WIIT currently has **eleven projects** in the pipeline, organised into **three streams** – Group Technologies, Processes and Automation – which in the coming years will help propel the Group towards automation and business focus – areas of fundamental importance to consolidating WIIT's leadership in the cloud sector.

AN OVERVIEW



Our model includes the **ability to combine and adapt solutions already on the market to anticipate the needs of the companies we work with**, integrating our services in IT operations, hosted private, hybrid cloud and business continuity. To ensure continuous updating, WIIT monitors technological trends from outside as well as innovative solutions made available by WIIT companies. In particular, the ability to listen to the organisation's environment is an essential asset in order to being able to take useful cues and ideas to trigger innovation processes essential to the Group's competitiveness. **WIIT acts as a high value-added intermediary** that, starting from mature solutions on the market, offers companies technology tools for digitalisation and automation at reasonable, scalable costs. In the three-year period 2021-2023, the Group identified and worked mainly on **cybersecurity** and **hybrid cloud automation** – technological solutions that help increase security, speed development and integrate multiple services in an automated approach, thus allowing full exploitation of the opportunities offered by the cloud.

10 - Gartner, Magic Quadrant for Cloud Database Management System, 2022.
11 - Tech4Future, 2022.

2/3 YEARS

Market
trendsIn-house
expertise12/18
MONTHSSupplier
technologiesCustomer
needs

ADOPTION

**THE INNOVATION
FUNNEL**

WIIT intercepts the main trends and technological innovations and, when they have reached due maturity in the target markets (adoption rate of at least 20 percent), WIIT tries to introduce them to the Italian market, together with its suppliers, building tailor-made services for its clients.

**GRAPPLING WITH
THE EXTERNAL CONTEXT**

To ensure effective innovation processes, all Group companies must always be up-to-date on new technological trends, thanks to **privileged observation points from which to monitor the market.**

With the Group's recent expansion into Germany, **in March 2022 WIIT participated for the first time in Cloudfest**, the foremost annual event in Europe, where international IT professionals, entrepreneurs and innovators get together to discuss the latest trends and developments in cloud computing. On this occasion, WIIT presented its unified brand identity and portfolio of premium cloud



solutions for business-critical applications to an audience of more than **6,000 participants**.

In addition to participating in events, WIIT also tries its hand at business contests for sector companies, winning important awards. For example, at the **seventh edition of the Digital360 Awards**, sponsored by the company of the same name, connected with Polytechnic University of Milan, the Group was awarded the **CIOsumm.it Special Prize** for its digital transformation project **Kubernetes on Steroids**, selected by a jury of over 200 CIOs from more than 350 applications and a shortlist of 47 finalists. Ideas were evaluated on the basis of originality, concrete benefits and replicability of the model.

**KUBERNETES ON STEROIDS:
THE WINNING CASE**

WIIT provided support to a company in the publishing industry in northern Germany that puts out more than 50 local newspapers and their respective online versions (Web and app). With around 1,500 employees, the company generates an annual turnover of € 300 million and ranks among the most important and most followed newspaper groups in the country, with a monthly traffic of more than 9 million unique visits. Following a series of M&A transactions aimed at consolidating the publishing market in Germany, the client experienced a **high degree of operational inefficiency** due to the fragmentation of its publishing systems (CMSs – content management systems) and the consequent **interoperability difficulties** between systems and processes. The company decided to rewrite all CMSs from scratch, consolidating them into a single modern, scalable and flexible platform according to a micro-services approach.

The solution offered by WIIT involved the design and implementation of a distributed and private "on-steroids" architecture based

on Kubernetes (K8s) and containers with high performance, resilience and security. The client's ultimate goal was to implement a new CMS with a flexible, easy-to-modify front-end for all publishing channels and editorial teams, to unify the approximately 1.5 Petabytes of content and reduce time-to-market. By adopting an infrastructure like that described above, the company achieved both its business and technological objectives: the former concern the streamlining of editorial processes with a drastic reduction in time-to-market; the latter, the creation of an infrastructure consisting of extremely fragmented editorial tools for each of the more than 50 publications. **Thanks to a micro-services architecture implemented on K8s, it was possible to build a unique, high-performance, scalable and resilient publishing platform.**



OUR PARTNERSHIPS

In 2022, WIIT confirmed its partnership with Polytechnic University of Milan, renewing its participation in the Observatory on the Cloud and Cybersecurity, and joining a new Observatory dedicated to data centres.

The aim of this new collaboration is to create and spread knowledge on the Italian data centre supply chain and infrastructure as a strategic asset for the digitalisation of Italy. These networks allow the Group to expand its competencies in order to create increasingly tailor-made solutions for companies, adapting

our technologies and services to the true needs of businesses.

In addition, WIIT confirmed its partnership with SAP Now, an event dedicated to the Italian SAP business community and organised in partnership with Il Sole 24 Ore.

During the 2022 edition of the event, WIIT had the opportunity to talk about our strategy of supporting customers in the move to omni-channel, through cloud infrastructure and the implementation of the SAP S/4HANA platform.



SUPPORTING GOVERNMENT

WIIT obtained IaaS – **Infrastructure as a Service** - qualification to become an accredited supplier and a potential technology partner to the Italian government, currently engaged in a

significant digital transition of its infrastructure drawing on the funds made available by the National Recovery and Resilience Plan (NRRP).



WIIT INNOVATION NEWS

The cases presented below illustrate the innovation process adopted by WIIT, and saw the Group work together with its customers and suppliers to create, conceptualise and design technological solutions through an open innovation approach aligned with the new Innovation Strategy.

WIIT4Innovation with EMERGENCY

In 2022 WIIT entered into an agreement with EMERGENCY to allocate part of its turnover in digital services to non-governmental organisations.

With this project, WIIT continues on its path towards achieving the 18 goals set out in the Group Sustainability Plan and in line with the Sustainable Development Goals of the United Nations 2030 Agenda. In particular, with the framework of the **"Digitalisation of Non-Profits"**, € 500,000 is to be allocated to digital services for non-profit organisations.

WIIT provided the association with its assets and dedicated support to host communication and fund-raising services for the non-profit organisation. For WIIT, it is an honour to be able to support EMERGENCY with technological tools to provide free care to victims of war, land-mines and poverty. The resilience and efficiency of organisations cannot be separated from the digital factor, and taking advantage of opportunities becomes even more essential for non-profits.



GERMANY'S PUSH FOR INNOVATION

Boreus, a WIIT Group company based in Germany, in cooperation with the University of Stralsund, Neubrandenburg and Greifswald and 34 other partners in research and industry, applied for and obtained public funding for an **artificial intelligence** project for **precision agriculture** in the region between Rügen and Müritz.

The initiative, **ArtIFARM - Artificial Intelligence in Farming**, aims to support the development of agricultural 4.0 models with partially autonomous digital infrastructures. The project envisages data-driven soil management, innovative machine-sharing,

storage capacity and the creation of new supply and distribution chains. The project's goal is to provide a collective big data system for agricultural applications, available to all ArtIFARM alliance partners, in order to:

- locate physical obstacles in farm fields (e.g. stones), and send the information to automated machines that remove them;
- periodically monitor and assess the growth status of the plants and identify untilled spots in the soil, the possible need for fertiliser or areas where sowing and harvesting are not practicable.

Another interesting innovation action in 2022 came from **Codefit**. The company, thanks to its in-depth knowledge of **DevOps** paradigms, enabled one of its customers to adopt this practice quickly, lowering the barriers to entry constituted by processes and the technology stack supporting them. This is because Codefit provides the main DevOps tools, tending to the infrastructure and configuration issues.



INNOVATION AT WIIT STARTS WITH PEOPLE

To encourage internal innovation, between 2021 and 2022 WIIT launched the first edition of the **Innovation Award**, a call for ideas addressed to the Parent Company's employees aimed at collecting ideas to innovate existing services, develop new solutions and initiate projects with a positive impact, including in terms of sustainability in line with the 2030 ESG Plan.

All WIIT employees, with the exception of managers, were able to present their ideas by forming teams of at least **two people**. A mixed **jury** consisting of **seven people** from different backgrounds, two of whom were from outside

the Group, evaluated the **eight** proposed **ideas** and decided on the best one, plus a special mention to the idea with the greatest **ESG impact**. The winners of the contest were announced in April 2022: **"SOC AI Predictive Analysis"** for the Best Idea Innovation Award and **"WIIT Green Building"** as the project with the highest ESG impact.

The success of the Innovation Award, in terms of both the quality of the ideas and the active involvement of the participants, has brought this initiative to the top of WIIT's agenda, and the company intends to make the call for ideas a periodic event extended to as much of the Group as possible.

SOC AI Predictive Analysis

The idea is part of the Group's commitment to cybersecurity, supporting the Security Operation Centre (SOC) team in its advisory and incident response work by offering new possibilities for analysing data from known sources, such as e-mails or security logs. The proposed analysis will be implemented from the extrapolated data, which, by means of an artificial intelligence (AI) algorithm associated with a machine learning (ML) system, will make it possible to search for possible associations between "signals". From this association, it will be possible to conduct a predictive analysis of possible harmful situations and thus to define preventive actions for the mitigation of related risks.

WIIT Green Building

In light of the recent formalisation of the purchase of a new company building in Milan, the idea is to take a series of actions to develop a self-sustainable, zero-impact environment that contributes to the real estate energy transition. The solutions proposed by the idea include, for example, building a car park covered by canopies with photovoltaic panels; installing energy-collecting panels on the building's windows; introducing full-electric vehicles in addition to electric charging stations for company cars; installing a programmable smart lighting system; and installing electric hand-dryers in the bathrooms and timed taps instead of mixers.

WIIT4
Innovation
2030 SUSTAINABILITY TARGETS

Target		2022	2025	2030	Scope
Process automation	WIIT SpA implemented the order booking (OB) process with the Group's digital BPM platform. Gecko, Boreus and myLoc collaborated on the re-implementation of the SportScheck application for a start-up.	3	6	15	Group
Launch of new automated processes dedicated to accelerating our customers' time-to-market					
Co-innovation¹²	WIIT worked with a customer to design and implement a distributed, private "on-steroids" architecture based on Kubernetes (K8s) and containers. The project won the 2022 Digital 360 Awards for innovation.	3	15	40	Group
Number of initiatives involving client companies, suppliers, start-ups, institutions and academia involved in co-innovation initiatives (e.g., hackathons or coding contests) to stimulate the search for innovative solutions in the field of Cloud services.					
Digitalisation of non-profits¹³	In 2021 and 2022 WIIT collaborated with non-profit organisations for their digital development.	113,400 €	250,000 €	500,000 €	Group
€ 500,000 for digital services for non-profit organisations					
Scientific research	In 2022 WIIT extended its support to the Milan Polytechnic University's Observatories, as well as Boreus' ArtIFARM initiative.	6	20	50	Group
Funding of scientific research initiatives in the digital/cloud area ¹⁴					

12 - Target updated since the publication of the 2021 Sustainability Report.
13 - Target updated since the publication of the 2021 Sustainability Report.
14 - Target updated since the publication of the 2021 Sustainability Report.

UN Sustainable Development Goals - SDGs



WIIT4 Climate

Material topics
Technology for climate
Cloud Carbon Positivity

THE GREEN TRANSITION IN THE ICT SECTOR

2022 was the warmest year ever¹⁵ and the window of time for preventing global warming from exceeding the 1.5°C threshold is inexorably narrowing. According to the latest research, **three years** is the time available to stop global warming¹⁶ and prevent the effects of climate change, in addition to the approximately **USD 2.3 trillion** per year needed to be invested in the energy sector for the period between 2023 and 2052¹⁷.

Against this backdrop, **Europe is experiencing an unprecedented energy crisis** aggravated by geopolitical instabilities triggered by the conflict in Ukraine. While EU countries work together to contain price rises and ensure the security of energy supplies, energy-intensive sectors such as ICT need to find solutions as soon as possible to ensure business continuity in a scenario of clear uncertainty. The energy required by data centres is needed not only to power the servers, but also to limit overheating

of rooms and equipment. The exponential increase in digital traffic volumes is forcing ICT companies to adopt **energy-efficient** solutions and to move towards the production and procurement of **energy from renewable sources**.

In line with this need, cloud providers and data centre companies are looking for innovative technology solutions to reduce business energy consumption. One such technology – still in an experimental stage – is immersive cooling, a liquid-cooling system that exploits the enhanced heat transfer properties of fluids to cool infrastructure efficiently and economically. This technology would allow energy savings of around 13%, and lower the power usage effectiveness (PUE) to values below 1.09¹⁸. In addition, lower prices for renewable energy are making the **supply of green energy increasingly affordable**. The costs of generating energy from renewable sources remained competitive even during the energy and raw material crisis. According to the International Renewable Energy Agency

(IRENA), the levelised cost of energy (LCOE) for wind and solar decreased by 15% and 13%, respectively, in 2021 compared to 2020¹⁹.

Energy-efficiency solutions and the supply of energy from renewable sources therefore

represent an essential means of **strengthening the role of the ICT sector as an enabler able to combine the digital transition of businesses with the energy and sustainable transition**.

A GREEN, EFFICIENT CLOUD

WIIT aims to contribute concretely to combating climate change by minimising its atmospheric CO₂ emissions.

In 2022 the Group consumed a total of **35,235,143 kWh** of energy, of which about **80%** from renewable sources, for a total of **4,489 tonnes of CO₂**²⁰ emitted into the atmosphere. The consumption levels recorded result in an energy intensity of the parent company's activities of **61.9 MWh per petabyte** of data stored in its data centres.

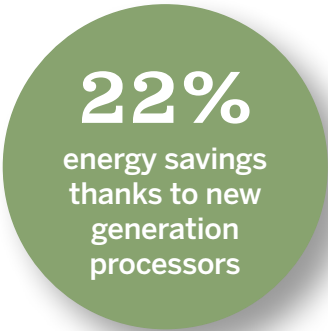
As part of the 2030 ESG Plan, the Group decided to progressively reduce its indirect CO₂ emissions (Scope 2) to zero by 2030, while also working on direct impacts (Scope 1) to get as close as possible to **carbon neutrality** in its business activities. To this end, all the **Italian companies of the WIIT Group currently procure their energy from Dolomiti Energia**, a company that ensures a **100% renewable energy supply**, offsetting the CO₂ produced by the gas consumed by customers, effectively making energy consumption a zero-emission service. Thanks to this procurement strategy, WIIT S.p.A. has been certified with the **100% Clean Energy mark**, a Guarantee of Origin²¹ which attests that all the energy consumed comes from renewable sources.

WITH TREEDOM FOR THE ENVIRONMENT

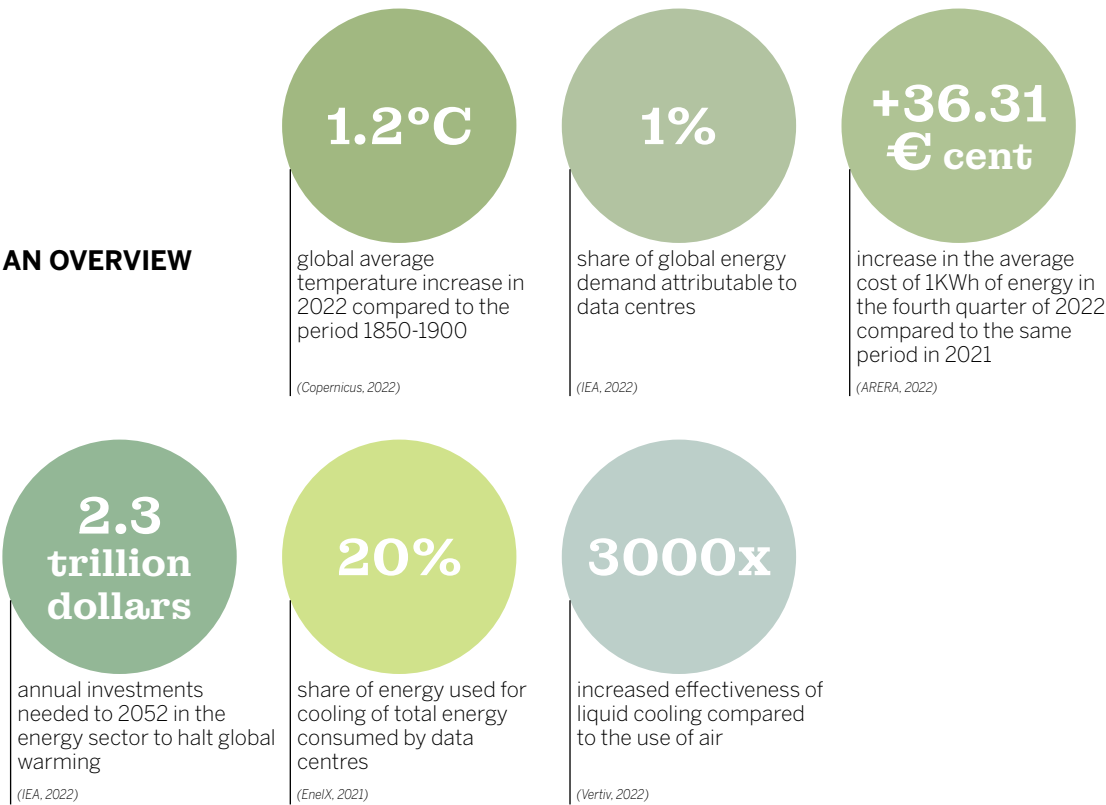
In order to contribute further to the health of our planet by offsetting the emissions produced by some of the Group's activities, in 2022 WIIT struck a partnership with Treedom, an Italian company that allows its customers to plant trees in various countries around the world. During the year, **two forests** were planted, with a total of **400 trees** in **seven countries**, **absorbing a total of approximately 105.70 tonnes of CO₂**. In addition to reducing emissions, Treedom is committed to preventing hydrogeological instability, protecting the soil and improving air quality.



In terms of absolute reduction in consumption, despite the Group's continued growth and expansion and the consequent increase in the number of data centres and storage, WIIT continues to equip itself with all-flash drives, adopting data compression and deduplication technologies that allow for a more efficient use of resources, with a corresponding reduction in consumption.



AN OVERVIEW



15 - Climate Monitoring for Italy, ISAC and CNR (2023).
16 - IPCC, Climate Change 2022: Mitigation of Climate Change, (2022).

17 - IEA, Renewables, (2022).
18 - Tempco, The global wave of liquid cooling in data centres (2022)

19 - Irena, Renewable Power Generation Costs in 2021 (2022).
20 - Figure obtained using the market-based Scope 2 emissions calculation approach.
21 - Guarantees of Origin (GO) are international certificates awarded to power

plants that possess certain environmental sustainability characteristics. Established in 2009, they are now the main tool for ensuring the traceability of the energy produced and support the promotion and development of a voluntary market for clean energy produced from renewable sources.

In terms of absolute reduction in consumption, despite the Group's continued growth and expansion and the consequent increase in the number of data centres and storage, WIIT continues to equip itself with all-flash drives, adopting data compression and deduplication technologies that allow for a more efficient use of resources, with a corresponding reduction in consumption.

In further view of expansion, in recent years the WIIT Group continued to purchase **energy-efficient servers**, replacing part of its existing processors with new-generation systems. This resulted in a **further 22% reduction** in the total number of servers required compared to 2020, with a directly proportional energy savings and, consequently, a reduction in the number of systems to be used.

From an environmental point of view, WIIT not only manages the energy consumption of its data centres and monitors indirect impacts (Scope 2), but also pays attention to emissions directly related to its operations (Scope 1).

In support of its focus on environmental protection, WIIT actively encourages an **increasingly paperless approach to work** through document dematerialisation processes. The Group also plans on gradually renewing the company car fleet, by replacing fossil-fuelled vehicles with hybrid and electric

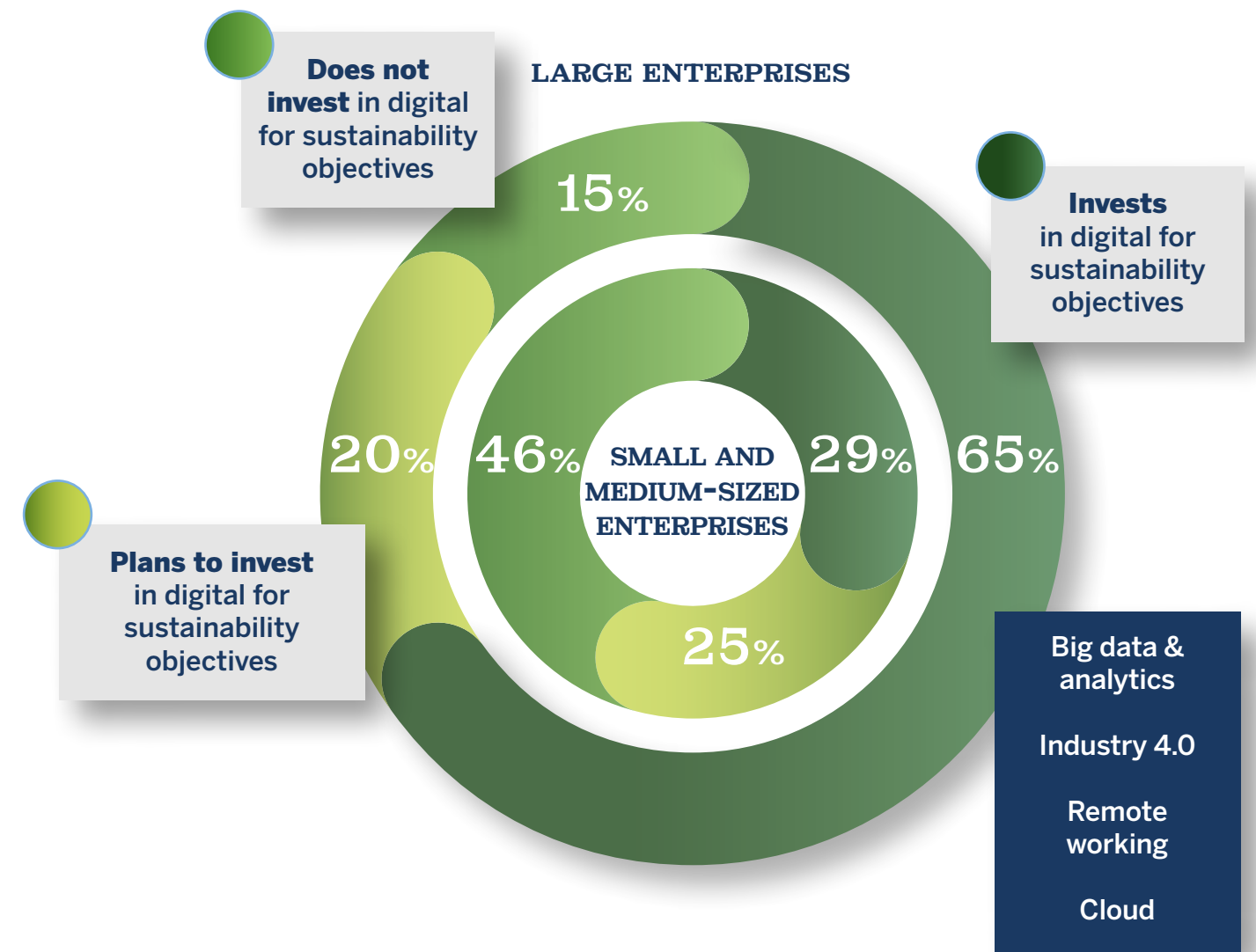
models, to reach at least **70% green vehicles by 2030**. This is borne out by the portion of the Group's car fleet to be made up of low-emission vehicles, set to rise from 6% in 2021 to 36.7% in 2022.

THE NEW GREEN WIIT BUILDING

In 2022, WIIT formalised and announced the future design of a **new building in Milan**, capable of housing a constantly growing corporate population. From the earliest stages of investment, WIIT took the opportunity to ensure the adoption of **energy solutions for a comprehensively efficient WIIT Building**. Thanks to the inspiration provided by the WIIT Green Building – the project that won the ESG prize at the Innovation Awards 2022 – the building will include a series of solutions aimed at **reducing and monitoring consumption**, including through optimisation and building automation software. To do this, WIIT has partnered with a company whose core business is the optimisation of energy consumption for air conditioning, improving environmental comfort and reducing CO₂ emissions. Through a series of software programmes that govern the **building's sensors**, WIIT will increase the efficiency of its consumption through **automation and artificial intelligence**, adapting the building's components (e.g. doors, windows, light and air conditioning) to users' habits.

that afford small and large companies **access to advanced technology resources in a flexible, scalable manner, reducing the environmental impact of operations through the adoption of sustainable practices** such as smart working and paperless processes.

Cloud computing services enable companies to reduce consumption and emissions by **eliminating the use of self-owned physical servers**, taking advantage of WIIT's data centres, which are highly energy-efficient infrastructures. In addition, the cloud allows companies to **access their IT resources** in a more flexible manner, eliminating the need to



THE ROLE OF THE CLOUD IN THE ECOLOGICAL TRANSITION

Sustainable success – defined by the Corporate Governance Code published by the Corporate Governance Committee for Companies with shares listed on the Italian Stock Exchange – is among the main goals guiding the Group's actions: growing responsibly, reducing its environmental impact and contributing to the well-being of its people and the community are key elements of how WIIT manages its business. In addition to its ESG commitment, the Group offers services

purchase and maintain additional hardware, as well as the need to print and distribute paper material through digital archiving and sharing of documents, with a view to **dematerialisation**.

Investments in cloud computing solutions also allow the creation of **new organisational models** for companies worldwide, enabling them to set up new branches, hire staff abroad or run a global e-commerce system based on cloud technologies. This can in fact lead to a reduction in logistics and transport emissions, thanks to more flexible processes that can substitute physical actions with digital ones.

These are just some of the aspects in which the WIIT cloud enables the digital and ecological transition.

SHARED SOLUTIONS FOR A GREEN CLOUD

The data management service based on WIIT's data centres not only guarantees the maximum security of the information stored, but also offers significant advantages in terms of energy efficiency, exploiting **economies of scale**, enabling better management of work peaks and optimising the use of IT resources. The effectiveness of the cloud is drawing increasing interest from the business world, interested in changing shifting how it stores and manages its data towards shared solutions.

In 2022 WIIT S.p.A. recorded an increase in both the data managed directly in its own virtual machines and that managed at its customers' facilities. Continuing the trend of recent years, WIIT increased its **data storage capacities by +105%**, resulting in estimated **energy savings by its customers of approximately 1,548,330.00 kWh**, attributable to the reduction in installed capacity due to the use of WIIT's infrastructure.

**1,548
MWh**
total customer energy
savings thanks to
WIIT's
infrastructure

DIGITALISATION OF CRITICAL AND COLLABORATIVE PROCESSES

In recent years, the evolution of IT technologies and processes has shifted "monolithic" application and infrastructure solutions towards more streamlined **digital business solutions** models. In this context, the ICT sector faces many daily challenges arising from factors such as: the management of data security, constant performance peaks, the reality of BYOD (bring your own device), smart working and the need to effectively manage big data and process digitalisation towards an **extended enterprise** model, through which all internal and external stakeholders involved in advancement of the processes can collaborate with optimal simplicity and efficiency.

The vision of managers and entrepreneurs is increasingly **digital-first**: medium and large European companies focus on the digital transformation of processes for which efficiency, resilience, security and environmental sustainability are the main drivers. In this context, **WIIT supports digital-driven organisations in implementing strategies for the digital transformation of critical business processes through the adoption of SaaS (Software as a Service) and PaaS (Platform as a Service) systems based on the Group's cloud**. Within this scenario, the volume of WIIT's digital services was up by 79% on 2020.

The extended enterprise system is influenced by the end-to-end digitalisation of management and/or collaborative business processes. This model brings the concept of efficiency to the outside world and gets stakeholders directly involved in processes outside the organisation. Such involvement takes place directly on the company's **Enterprise Application**, within which the actors involved contribute to the progress of the relevant process, optimising the time and resources each requires. Software vendors of ERP (enterprise resource planning), SCM (supply chain management) and CRM (customer relationship management) platforms have best interpreted and addressed digitalisation solutions in the market, creating and innovating such application suites,

capable of supporting the digital execution of primary and secondary processes at a global level. However, these solutions are not always implemented throughout processes, but often only in some specific phases, for reasons related to costs in terms of licensing and implementation effort, or due to functional and technological shortcomings.

The set of technologies and systems comprising the **WIIT Digital Platform** is designed to support and complement our

customers' enterprise application systems (ERP, SCM, CRM and e-Commerce) in digitising and further streamlining the management of primary processes (customer engagement processes) and secondary processes (operational support processes) in complex organisations, favouring collaboration and lead times.

WIIT AND ITT: TOGETHER FOR THE DEMATERIALISATION OF PROCESSES

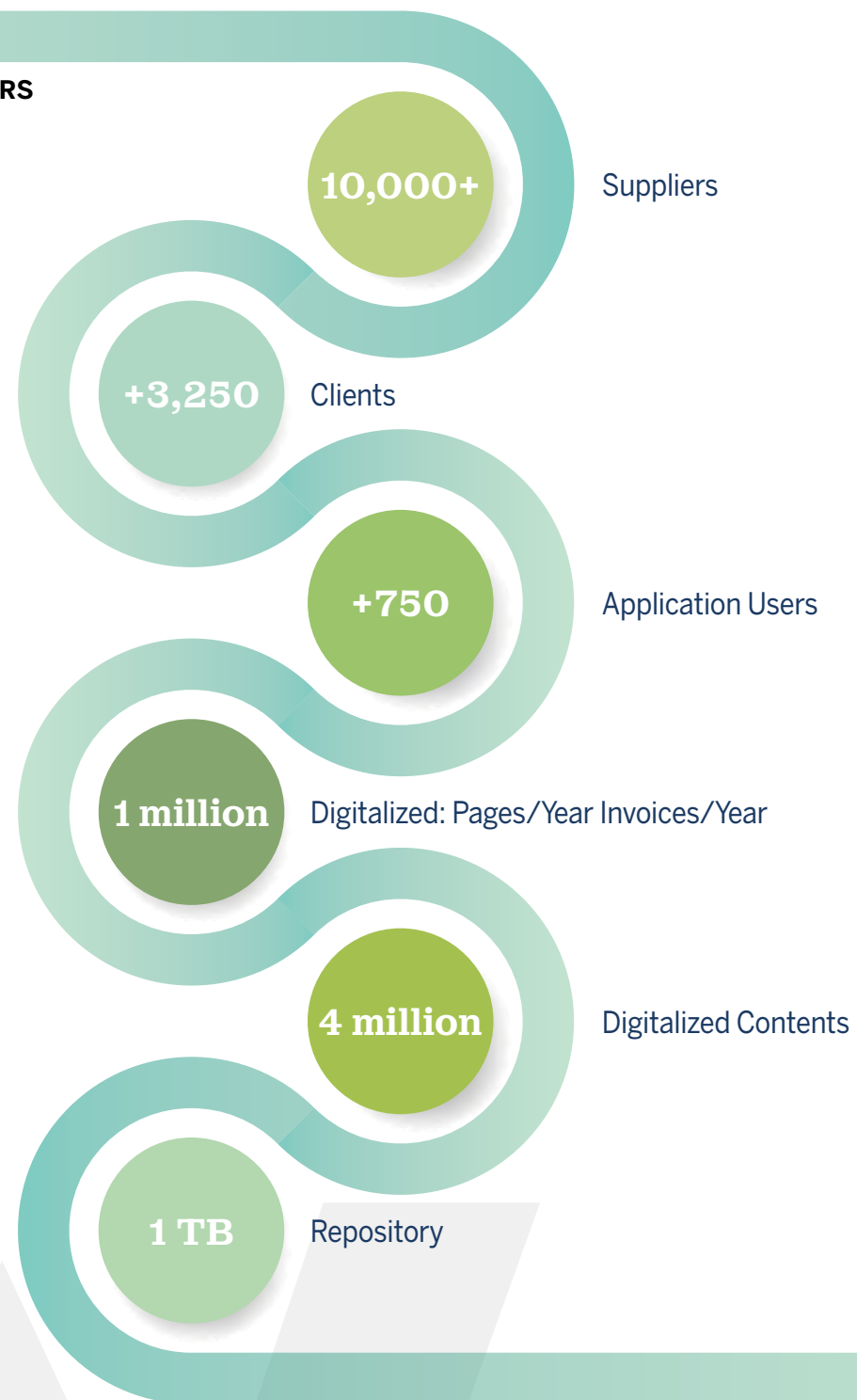
One concrete example of how digitalisation can impact the transformation of internal processes has to do with the collaboration between WIIT and ITT, a leading diversified manufacturer of highly engineered critical components and customised technology solutions for the energy, transport and industrial markets. Building on its heritage of innovation, ITT works with its customers to provide lasting solutions to the key industries that underpin our modern lifestyles. The company is headquartered in Stamford, CT and has employees in more than 35 countries, sales in about 125 countries and a turnover of \$2.99 billion (2022). ITT's business is divided into three segments:

- **Industrial Processes**, a global manufacturer of industrial pumps, valves and monitoring and control systems and after-sales services for the chemical, oil and gas, mining, wood and paper, energy and biopharmaceutical industries;
- **Connect and Control Technologies**, a designer and manufacturer of connectors for harsh environments and critical components for energy absorption and flow control, primarily for the aerospace, defence and industrial markets;
- **Motion Technologies**, manufacturer of engineered, durable brake pads, shock absorbers and damping technologies for the automotive and railway markets.

WIIT has been supporting ITT Motion Technologies in implementing a digital transformation strategy for its critical processes for eight years now, through the adoption of SaaS and PaaS solutions in the cloud and a cloud repository of around 1 TB, suitable to containing and managing the company's considerable information assets: **more than one million pages** and more than **one hundred thousand invoices**, between customers and suppliers, digitised each year – content managed by **more than 750 active application users**. Following the digitalisation of some of the main stages of the Order to Cash and Procure to Pay processes, in recent years technologies have been adopted to manage specific collaboration procedures, in addition to the activation of a **digital signature** service, with particular reference to the Legal and Human Resources area. In 2023, the introduction of an **extended enterprise** model is planned, which stakeholders outside the ITT organisation, such as suppliers, will also be able to use to collaborate in specific processes, with significant benefits in terms of operational efficiency, digitalisation and dematerialisation, thanks to digital signature of documents and smart collaboration.



ITT IN NUMBERS



WIIT4Climate

2030 SUSTAINABILITY TARGETS

Target	2022	2025	2030	Scope
Energy intensity Today WIIT S.p.A. consumes 61.9 MWh per petabyte of data stored in its data centres. 50% reduction in energy consumption for data storage in the data centres of WIIT S.p.A.	24.85% ✓	-20%	-50%	Parent Company
Green energy towards 0 emissions Of the 35,235,143 kWh of energy consumed, 27,901,269 kWh are produced from green energy. 100% of purchased electricity produced from renewable sources to reduce the Group's indirect emissions to zero (scope 2)	79% ✓	70%	100%	Group*
Green corporate fleet In 2022, of 109 company cars, 40 were hybrids. 70% of the company car fleet consists of hybrid/electric cars	36.7% ✓	30%	70%	Group
Second life of IT assets In 2022 WIIT allocated 10.53% of its assets to replacement upon expiry and 23.03% to donation. 80% of replacement technology materials for high schools and academic and social institutions	33.56% ✓	25%	80%	Italian companies

* The scope includes the Companies acquired more than 24 months ago.

UN Sustainable Development Goals - SDGs



WIIT4 People

Material topics
Key People Attraction
and Retention
WIIT Academy

THE CHALLENGES OF A HIGHLY SPECIALISED SECTOR

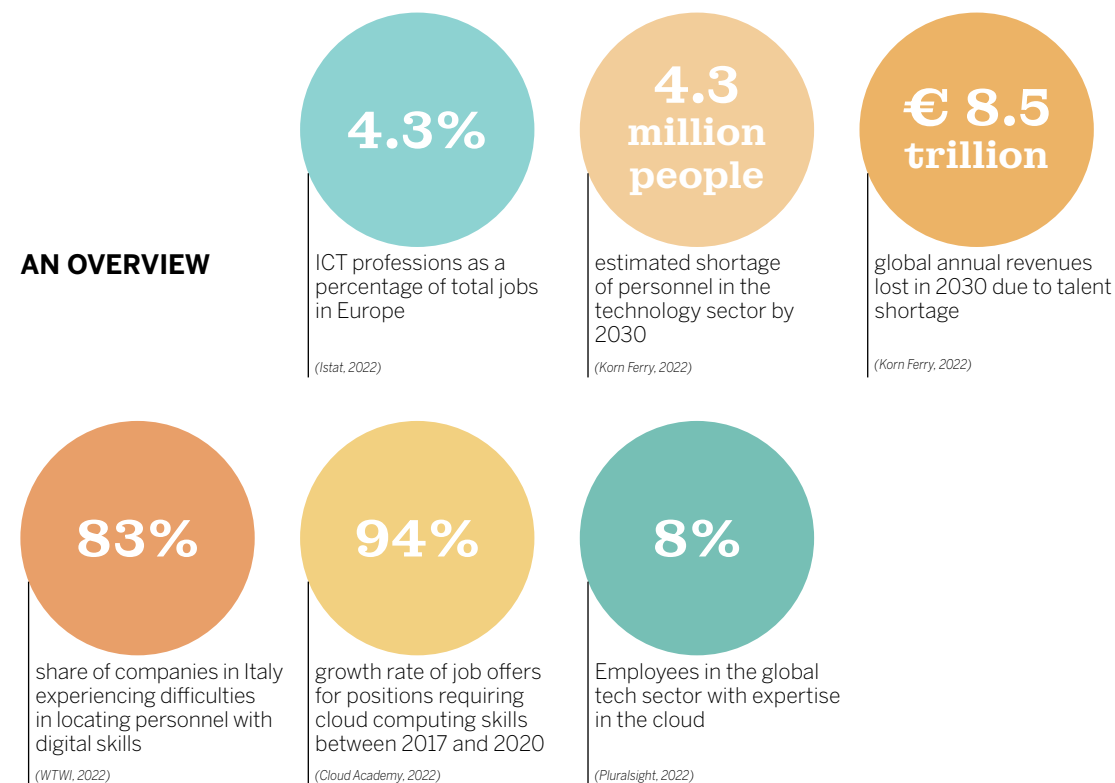
The pandemic experience marked a clear dividing line between the before and after for the world of work, disrupting old paradigms and accelerating innovative processes. Forced **remote working** and its transformation into hybrid working models that combine flexibility and productivity, the **great resignation** and **talent shortage** are trends with which human resources functions must reckon to ensure resilience and development capacity.

Then there is current increase in the **digital mismatch**: the mismatch between the supply and demand of labour calibrated to new digital skills, which, it has been estimated, could lead to **productivity losses** in companies of **between 6 and 11%, resulting in a global GDP growth shortfall of around USD 18 trillion by 2025²²**. **Finding, attracting and retaining talent are, therefore, the main HR challenges for a highly specialised sector such as ICT**, which, while growing as a global market, is also experiencing great difficulties in attracting and

retaining qualified personnel. This phenomenon is particularly evident for cloud computing, where it is estimated that **57% of companies are experiencing a shortage of hard skills on the cloud²³**, causing significant delays in the execution of projects with a consequent increase in costs.

This is a challenge that companies must address on two fronts. Internally, it is important to invest in people's growth, fostering the development of both technical and soft skills. **It is estimated that by 2026 companies that have not effectively addressed the talent and digital skills gap within their organisations will experience a reduction in growth opportunities of around 20%²⁴**. Companies also need to make themselves visible and gain exposure to a large number of potential candidates, opening their organisation's doors to create direct contact with qualified talent. Training and attraction therefore represent the main challenges that ICT companies will face in the medium to long term, making investments and concrete actions necessary in order not to be caught unprepared.

AN OVERVIEW



THE WIIT GROUP'S HR CULTURE

We believe that WIIT's current and future success depends directly on the value contributed by our people every day. To do so, it is essential to establish a **solid organisational culture** that provides stability and orientation to a growing Group that places innovation at the centre of its business model, for which people are an indispensable factor.

The exponential growth of the Group meant that in 2022 the HR function's priority remained **continuous integration** following the recent acquisitions, especially in Germany. To best meet this challenge, **WIIT4Future** was set up in 2021. This HR framework supports corporate growth through sound people management, with increasingly uniform people management policies. In 2022 the entire company population thus took part in **dedicated kick-off meetings** to gather useful insights to identify possible areas for internal improvement regarding both successful initiatives to continue and actions to consolidate engagement and people management.

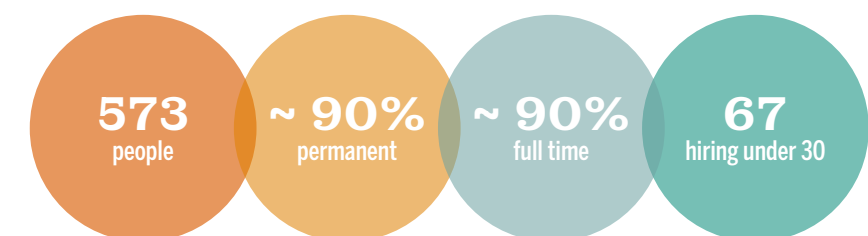
To outline the Group's organisational culture more clearly, WIIT launched a **Cultural Meter** project to identify and measure the strengths and weaknesses of the internal culture of WIIT S.p.A. and define targeted action. The survey underpinning the project, which was launched in July 2022 with a 59% response

rate, consisted of 30 questions regarding **organisational climate, mission, corporate values, internal relations** and other factors impacting corporate culture. The results of the analysis painted a picture of a **corporate culture based on cohesion as well as rules and procedures on the other**, summarised below:

- **relationships between people** are a central aspect of WIIT's organisational culture;
- WIIT offers a **familiar environment** where people can grow and achieve their goals together;
- it is important to invest in **cohesion both internally** to functions and between teams;
- it is important to set **objectives, roles and tasks** and to invest in **skills**;
- **results** can be achieved without overly strict **rules**;
- compliance with **rules** and **procedures** is nevertheless important to ensure order

In 2023 the Group intends to repeat the survey, while involving employees of the **German companies**, to gather further insights into the building of a lasting, increasingly solid, integrated and international corporate culture.

The complexity of this challenge led to the reinforcement of the HR team's staffing, with a **dedicated HR function for WIIT AG**, the Group's German holding company, strengthening the supervision of key processes such as recruiting, employer branding, skill-building and internal engagement.



22 - FVG Digitale 2022, "Strategie, talenti e benessere aziendale", 2022.

23 - Forbes, "Skills shortage threatened Cloud Security", 2022.

24 - Cloud Academy, The Cloud Skills Shortage: What it is and how to solve it, 2022.

ORGANISATION AND WELL-BEING FOR PROFESSIONAL GROWTH

Due to the results of the Cultural Meter, WIIT's HR team identified a number of behaviours in which to invest through targeted actions, in line with the Group's workforce growth objectives. These include **empathy, trust, flexibility and teamwork**, integrated into in the **Qualification Matrix**, a tool adopted by WIIT in 2022 to classify and organise the skills and knowledge of employees within the company.

On the basis of the e-Competence Framework (e-CF), the European matrix of IT competences prepared by the European Commission, the group identified the set of activities carried out by people in different organisational roles. These roles are characterised by the results to be achieved, the relationships that are formed and the expectations that are determined, taking into account specific technical and transversal competence profiles. **For each role, the mission, activities performed, responsibilities and competences – understood as the set of knowledge, skills and behaviours required to fulfil a given role – were described.**

Against the backdrop of the Group's Qualification Matrix, in 2022 WIIT redesigned its **Job Path**, i.e. the process for understanding career advancement possibilities within

the company, making growth opportunities transparent and defining levels of competence and responsibility.

In the future, a **self-assessment** process is planned for each employee's knowledge, skills and behaviour according to their position with a **one-to-one meeting** with their managers. Following this, a **gap analysis** is prepared **on the basis of the framework defined by the Qualification Matrix for the role in question**. At the end of the process, each person will get their own matrix, which will be useful for plotting their growth process at the company.

Since 2022 new recruits have been involved in a new **onboarding** process that lasts for the first year of their induction and includes a series of regular meetings with HR and line managers, as well as the setting of training goals to be achieved according to the Qualification Matrix. This process of caring for and supporting people demonstrates WIIT's commitment to creating effective tools to increase talent engagement and retention.

WELLBEING AT WIIT

WIIT adopts a **total reward** approach to HR, in which the priorities are employee well-being and satisfaction. The Group is committed to ensuring all aspects of the working experience and, to do so, it promotes **flexible working**, offers **corporate welfare** programmes,

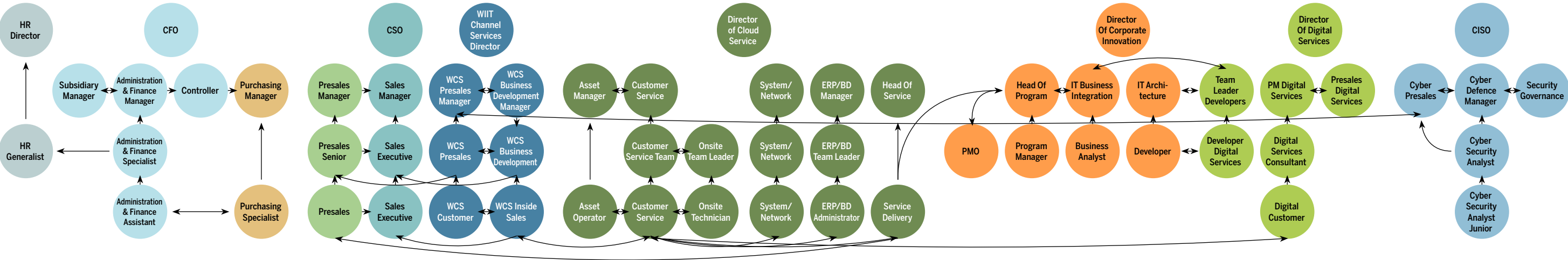
invests in employees' **soft skills** and offers **compensation packages** in addition to traditional fixed or variable remuneration. The company also invests in people's **engagement**, creating a working environment in which they feel valued and motivated, improving employee satisfaction, resulting in a long-term increase in productivity.

To reinforce this orientation, a set of new **HR Procedures and Regulations** was adopted in 2022, to formalise the all-encompassing approach to wellbeing and work towards uniformity of HR practices across the Group. Specifically, the following were introduced:

- **Regulation of the Welfare Plan**, definisce which sets out the rules and methods of operation of the services and benefits that WIIT makes available to the employees targeted by the Plan, in order to improve the reconciliation of their private and working life. The Regulations set out the conditions for access to the services, how they can be used, requirements and restrictions;
- **Smart Working Regulations**, which describe the conditions for the use of "agile" or "remote" working arrangements;
- **Personnel Selection and Induction Procedure**, which is designed to set out the responsibilities of the actors involved in the process of recruiting new talent, to enable the control and supervision of activities, and

- to oversee compliance with the prevention and control protocols, in order to prevent the offences provided for by Legislative Decree No. 231/2001 and Law No. 262/2005;
- **Personnel training and development procedure**, the goal of which is to lay down the minimum competencies for each organisational role, to analyse the gaps between the existing level of competencies and the expected level, and finally to determine the specific training processes for the gaps detected, by drawing up an annual Training Plan;
 - **Compensation & Benefit Procedure**, which provides the set of general principles and basic rules to be followed when drafting Remuneration Policies, which must be prepared in line with the Company's vision and strategy and in compliance with current regulations;
 - **Personnel Administration Procedure**, which defines the process that governs how WIIT begins work and the procedures to be followed for the proper management of employees and contractors. The purpose of the document is to describe the management of personnel records, the procedures for the correct claiming of expenses, the rules governing the expenses incurred by employees and how they are reimbursed, the authorisation of overtime work, the processing pay slips and the procedure for termination of employment.

WIIT's Job Path



WIIT is a firm believer in sharing work on a daily basis and managing to strike the right work-life balance. Although flexible working is now an established practice in the Group, we believe in the importance of striking the right balance between remote and face-to-face work, given the importance of the active engagement of people in creating a shared,

cohesive corporate culture. This spirit is shared by all our people: despite access to 40% flexible working days, on average **our people decide to work from home only 30% of the time available to them – a sign of the positive working environment and the added value of collaboration that they experience at WIIT.**

THE WIIT ACADEMY

WIIT believes in the importance of creating tailor-made growth journeys for its people. We have always invested in **training**, recognising the development of people's skills and technical expertise as a key factor in raising the motivation and satisfaction of all employees to support business growth.

The WIIT Academy translates into a training commitment structured around a wide range of courses. In 2022 almost **17,000 hours** of training were provided, divided into **18 modules**. The topics covered during training range from technical aspects such as security awareness, privacy, and specific security and cloud operations technologies to soft skills such as business English, problem solving, team work, and people management.

In 2022 WIIT concluded the **three mini-master's** courses for various business roles:

- **Executives**, to strengthen and consolidate management skills, crucial for achieving business objectives;
- **Managers & Team Leaders** to develop the skills for effective people management and resource management;
- **Sales & Service Delivery Managers**, for cross-functional and managerial skills for sales and delivery managers.

A total of eight executives and nine managers and team leaders were certified. In 2023 eighteen more managers and team leaders are expected to participate. Among the initiatives in the pipeline, WIIT is also considering the launch of a **SAP Academy** to increase internal technical skills in the use of SAP tools.

29.12

Average hours of training per Group employee



	Men	Women
Hours	13,232	3,456
People	496	77
H/people	27	45

Executives	Middle managers	White-collars
620	897	15,171
49	148	376
13	6	40

THE CONSTANT CHALLENGE OF ATTRACTION AND RETENTION

WIIT invests in various initiatives to get in touch with youth culture, understand how it is changing and attract young talent entering the workforce.

Among its various initiatives, in 2022 WIIT continued to collaborate with the **Rizzoli Superior Technical Institute (ITS) of Milan**, where some people from WIIT, including its Cybersecurity Director, lecture on cybersecurity, with the aim of recruiting talented young people for internships and apprenticeships. In 2022 the initiative resulted in the **placement of two trainees** with the company. Among the initiatives in the pipeline for 2023 is WIIT's desire to extend its reach to young people from **State Industrial Technical Institutes** to attract organisational roles.



In addition, in 2022 WIIT began to collaborate with **Tutored**, a platform that serves as a digital meeting point for students, recent graduates and companies, to tap into a **pool of around 500,000 young people**, with a STEM+E user community of over 340,000 people. From January to December 2022, WIIT received 131 job applications for ten advertisements published, proving it useful, efficient tool in creating employer branding and recruiting strategies.



In addition to external initiatives, WIIT leverages its own people to bring new talent onto the team. Confirming team spirit, entrepreneurial spirit and positive word-of-mouth, in 2022 the Referral **Programme** generated internal referrals of **47 candidates, 17 of whom were hired**, contributing approximately **14.5%** of the Group's total hires in 2022.



WIIT4 People

2030 SUSTAINABILITY TARGETS

Target	2022	2025	2030
Upskilling and Reskilling 100 people who participated in a multi-year mini-master's degree course organised by WIIT Academy aimed at upskilling and reskilling in technical and managerial fields	<p>The first editions of mini-master's courses for executives, managers and team leaders were completed in 2022. A total of eight executives and nine managers and team leaders were certified.</p> <p>17</p>	30	100
Knowledge Intensity 20% of technical personnel obtain at least one technical-specialist certification each year (ITIL, PMP, SAP, Microsoft, etc.)	<p>By 2022, 22% of technical personnel have earned at least one technical-specialty certification.</p> <p>22% ✓</p>	15%	20%
ESG co-creation Implementation of at least 1 ESG project per year proposed by employees and funded by the Group	<p>Two ESG initiatives were launched in 2022, the first related to the collaboration with Treedom and the second to a "green" onboarding kit for new employees.</p> <p>2</p>	4	10
Job Path 100% of the employees of the Group's Companies on a job path for internal growth after 24 months from acquisition	<p>The Job Path was extended to all employees of the Italian companies of the WIIT Group, with the possibility of intra-group growth.</p> <p>65%</p>	75%	100%

Methodological Note

HOW THIS DOCUMENT WAS CREATED

In this document, WIIT seeks to comply with **Legislative Decree 254/2016** on the reporting of non-financial information, to the extent necessary to ensure an understanding of the company's business, performance, results and related environmental, economic and social impacts. The first edition of WIIT's **Consolidated Non-Financial Statement** is intended to provide the Group's stakeholders with an accurate, comprehensive and transparent account of the results achieved and performance over time.

The information provided in the document refers to the last fiscal year – **from 1 January to 31 December 2022** – and the topics covered are presented, where possible, with a comparison to the previous year (2021) for a view of the Group's performance over time. The reporting scope, consistently with the requirements of Article 2, paragraph 2 of the Decree, coincides with that of the Group's **2022 Consolidated Financial Statements**.

The document was prepared in accordance with the guidelines provided by the new edition of the Global Reporting Initiative's **GRI Standards 2021** – now considered the most authoritative and widely used non-financial reporting standard nationally and internationally – according to the **"with reference to" reporting option**.

The document was built around **nine material sustainability topics** identified by WIIT. These same topics were first identified through the **materiality analysis conducted in January 2020**. This tool allows organisations to identify the environmental, economic and social issues deemed most important to the company and its stakeholders. In line with the standards, the analysis was carried out through a process of **listening to external stakeholders**.

In light of the new materiality methodology proposed by the GRI Standards 2021 and in view of the Group's significant corporate evolution, **in 2022 WIIT updated its materiality analysis** in accordance with the new guidelines of the standards, i.e. by verifying the materiality of its material topics according to their environmental, economic and social impacts. In particular, the first step involved identifying the different segments of WIIT's value chain: Procurement, Cloud Operations, Sales and Service Delivery. Through an initial "double materiality" exercise, the **impacts – positive and negative, potential and current, experienced and generated** – were identified, described and assessed for each segment of WIIT's value chain. Following this exercise, the significance of impacts was measured through a technical assessment²⁵ based on the criteria of **scope, perimeter, irremediability and probability**. The exercise confirmed the relevant topics, priority order and materiality threshold that emerged from the analysis carried out in 2020. The materiality analysis was approved by the Group ESG Committee on **4 November 2022**.

The information and data reported in the NFS was collected in collaboration with all WIIT functions, each for the activities within its purview, constituting a timely, exhaustive flow of information that ensured the robustness of the reporting model at the Group level, under the coordination and supervision of the **Operations** function.

For any further information, please contact us at the e-mail address: esg@wiit.cloud.

25 - The ratings of impacts by scope, perimeter and irremediability, multiplied by the probability of their occurrence, indicated the significance of each topic which, once normalised, allows the themes to be assigned a priority level from 1 to 10.

Priorities	Topic	Significance of impacts (1-10)										
1	Responsible Growth	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	HIGH									
2	Responsible Governance	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
3	Cybersecurity	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
4	Data Resiliency	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	MEDIUM									
5	Key people attraction and retention	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
6	Innovation as a Service	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
7	WIIT Academy	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
8	Technology for Climate	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
9	Cloud Carbon Positivity	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
Materiality threshold												
10	Customer journey	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>	LOW									
11	Remapping and reskilling	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
12	Tailor-made Cloud	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
13	People happiness	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
14	Risk appetite	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
15	Agile organization	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
16	Circular economy	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
17	Always on (life online)	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										
18	Life offline	<div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div></div>										

WIIT'S 9 MATERIAL TOPICS

RESPONSIBLE GROWTH

For a company geared to strong national and international expansion, growing responsibly means seizing the best opportunities offered by the market by adopting a strategy capable of integrating the different business synergies of Group companies, people management and risk management.

RESPONSIBLE GOVERNANCE

For a constantly expanding company, adopting a governance model that is responsible and integrated with sustainability means having policies, processes and roles that ensure transparent, inclusive and compliant governance in all its activities, also in line with investors' expectations.

CYBERSECURITY

In a global context in which cyber attacks are on the rise, the adoption of cloud and cybersecurity solutions aligned to the most authoritative international standards makes it possible to prevent attacks that could damage data centres, compromising business continuity both internally and externally.

DATA RESILIENCY

In the face of potential risks from climate change that could compromise IT infrastructure and business continuity, it becomes crucial for ICT companies to adopt server decentralisation and data storage redundancy solutions to increase resilience.

KEY PEOPLE ATTRACTION AND RETENTION

For companies operating in a highly specialised sector such as ICT, engagement programmes must be implemented to increase the rate of talent attraction and retention, with the ultimate aim of improving the company's productivity and performance.

INNOVATION AS A SERVICE

As technology is constantly evolving, ICT companies must strive to constantly innovate their portfolio of products and services to increase their attractiveness and competitiveness in a highly dynamic and competitive national and international market.

WIIT ACADEMY

The promotion of in-house training programmes and the spread of STEM disciplines enables ICT companies to obtain and attract highly specialised professional profiles, facilitating the achievement of corporate objectives.

TECHNOLOGY FOR CLIMATE

Cloud providing services contribute positively to the fight against climate change as they enable the dematerialisation of companies' activities and operations and greater energy efficiency than traditional on-premise IT systems.

CLOUD CARBON POSITIVITY

In order to better manage and reduce its environmental footprint, an energy-intensive company that manages data centres must commit to adopting systems for calculating and monitoring its direct and indirect emissions, while favouring the supply of electricity from renewable sources.

GRI CONTENT INDEX

Declaration of use	The WIIT Group has reported the information mentioned in this GRI content index for the period 1/1/2022 - 31/12/2022 with reference to the GRI Standards.
Used GRI 1	GRI 1 - Fundamental Principles - 2021 Version

GRI Standards	Disclosure	Location
GRI 2: General information – version 2021	The organisation and its reporting practices	
	2-1 Organisational details	a) WIIT S.p.A b) S.p.A. Listed (shareholders) c) Via dei Mercanti, 12 - 20121 Milan d) The WIIT Group operates in four countries: Italy, Germany, Switzerland and Poland
	2-2 Entities included in the organisation's sustainability reporting	a) The WIIT Group consists of nine companies: WIIT S.p.A., WIIT Swiss, Erptech S.p.A., MYLOC MANAGED IT AG, WIIT AG, GECKO mbH, BOREUS GmbH, LANSOL GmbH and Codefit Sp. z o.o. b) The entities included in the Group's financial reporting coincide with those in the consolidated non-financial statement prepared pursuant to Legislative Decree 254/2016. c) <i>i.</i> The information in this document does not take into account any minority interests; <i>ii.</i> Following acquisitions of companies, the administrative office informs the local contact persons of the due dates of financial information and constantly monitors compliance. The information received from the subsidiaries is also reviewed and support is provided in case of the need for special topics; <i>iii.</i> the approach is uniform and there are no discrepancies in this respect.
	2-3 Reporting period, frequency and Contact point	a) Annual reporting. b) The reporting period of the NFS runs from 1/1/2022 to 31/12/2022 and coincides with that of the Group's Consolidated Financial Statements. c) March 2023 d) Igor Bailo and Davide Capozzi and esg@wiit.cloud
	2-4 Restatements of information	a) The difference between the human resources tables for 2021 in this document and those in the 2021 Sustainability Report is due to a refinement of the calculation methodology used for MyLoc's personnel for 2022. b) Furthermore, due to further refinements in the calculation methodologies, all GRI indicators were reported for the two-year period 2022-2021, except for some specific indicators, for which the calculation was completely charged starting in 2022: GRI 404-1 and GRI 405-2. c) With regard to GRI 302-3, the 2021 and 2020 data were updated, as above to refine the calculation methodology. In fact, the energy intensity data only concern the Parent Company WIIT S.p.A., as the other companies that own data centres offer colocation services, making the calculation of the electricity used for storage of the WIIT Group's data alone insignificant.
	2-5 External assurance	a) The independent auditors were appointed by the Board of Statutory Auditors to perform the external audit. b) The document (excluding the European Taxonomy disclosure) is subject to limited assurance according to ISAE 3000. The suitable criteria are the GRI Standards currently in force, as updated in 2021.
Activities and workers		
	2-6 Activities, value chain and other business relationships	a) Hosted private and hybrid cloud services, cybersecurity and digital transformation b) <i>i.</i> Cloud and cybersecurity and digital transformation services delivered on an international scale. <i>ii.</i> The Group's suppliers can be grouped into four categories: Network and connectivity service providers, hardware and software providers, specialised service providers and electricity providers. <i>iii.</i> Sales and service delivery. c) N.A. d) In 2022 two new companies joined the WIIT Group: Erptech S.p.A., an IT outsourcer for SAP systems in Italy, and Lansol GmbH, a German cloud provider. In addition, the transfer of control of ICT Watchers was formalised at the end of 2022.
	2-7 Employees	a) Tables below c) Tables below

Employees [GRI2-7]												
Number of individuals / FTEs	2022											
	Italy			Germany			Poland			WIIT Group		
	Women	Men	Total	Women	Men	Total	Women	Men	Totale	Women	Men	Total
Number of permanent employees	33	185	218	35	247	282	1	10	11	69	442	511
Number of fixed-term employees	0	1	1	8	53	61	0	0	0	8	54	62
Total	33	186	219	43	300	343	1	10	11	77	496	573

2022												
Number of individuals / FTEs	Italy			Germany			Poland			WIIT Group		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of full-time employees	27	182	209	32	265	297	0	9	9	59	456	515
Number of part-time employees	6	4	10	11	35	46	1	1	2	18	40	58
Total	33	186	219	43	300	343	1	10	11	77	496	573

2021 ²⁶												
Number of individuals / FTEs	Italy			Germany			Albania			WIIT Group		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of permanent employees	29	170	199	7	76	83	12	7	19	48	253	301
Number of fixed-term employees	0	0	0	0	0	0	0	0	0	0	0	0
Total	29	170	199	7	76	83	12	7	19	48	253	301

2021 ²⁷												
Number of individuals / FTEs	Italy			Germany			Albania			WIIT Group		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of full-time employees	23	167	190	6	64	70	8	6	14	37	237	274
Number of part-time employees	6	3	9	1	12	13	4	1	5	11	16	27
Total	29	170	199	7	76	83	12	7	19	48	253	301

26 - See GRI 2-4.
27 - See GRI 2-4.

2-8 Workers who are not employees	a) N.A. b) N.A. c) N.A.
Governance	
2-9 Governance structure and composition	a) §TRANSPARENT, RESPONSIBLE AND SUSTAINABLE GOVERNANCE b) §TRANSPARENT, RESPONSIBLE AND SUSTAINABLE GOVERNANCE c) Tables below ²⁸

C. Composition of the highest governing body and its committees

	2022				
	i. Role	ii. Independence	iii. Term of office	iv. Other offices and commitments (n°)	v. Gender
Riccardo Sciutto	Chairman of the Board of Directors		Approval 2023 FS	Internal committee	Man
Alessandro Cozzi	Chief Executive Officer		Approval 2023 FS		Man
Enrico Rampin	Executive Director		Approval 2023 FS		Man
Francesco Baroncelli	Executive Director		Approval 2023 FS		Man
Igor Bailo	Executive Director		Approval 2023 FS		Man
Chiara Grossi	Director		Approval 2022 FS		Woman
Annamaria di Ruscio	Indipendent Director	X	Approval 2023 FS	Internal committee	Woman
Nathalie Brazzelli	Indipendent Director	X	Approval 2023 FS	Internal committee	Woman
Emanuela Basso Petrino	Indipendent Director	X	Approval 2023 FS	Internal committee	Woman
Paolo Ripamonti	Chairperson Board of Statutory Auditors		Approval 2023 FS		Man
Francis De Zanche	Statutory Auditor		Approval 2023 FS		Man
Chiara Ollivieri Siccardi	Statutory Auditor		Approval 2023 FS		Woman

C. Composition of the highest governing body and its committees

	2021				
	i. Role	ii. Independence	iii. Term of office	iv. Other offices and commitments (n°)	v. Gender
Riccardo Sciutto	Chairman of the Board of Directors		Approval 2023 FS	Internal committee	Man
Alessandro Cozzi	Chief Executive Officer		Approval 2023 FS		Man
Enrico Rampin	Executive Director		Approval 2023 FS		Man
Francesco Baroncelli	Executive Director		Approval 2023 FS		Man
Igor Bailo	Executive Director		Approval 2023 FS		Man
Stefano Dario	Director		Approval 2023 FS		Woman
Annamaria di Ruscio	Indipendent Director	X	Approval 2023 FS	Internal committee	Woman
Nathalie Brazzelli	Indipendent Director	X	Approval 2023 FS	Internal committee	Woman
Emanuela Basso Petrino	Indipendent Director	X	Approval 2023 FS	Internal committee	Woman
Paolo Ripamonti	Chairperson Board of Statutory Auditors		Approval 2023 FS		Man
Francis De Zanche	Statutory Auditor		Approval 2023 FS		Man
Chiara Ollivieri Siccardi	Statutory Auditor		Approval 2023 FS		Woman

28 - No information is reported on sub-points: Description of commitments, Membership of under-represented social groups, Competence regarding the organisation's impacts, Stakeholder representation.

C. Composition of the highest governing body and its committees

	2020				
	i. Role	ii. Independence	iii. Term of office	iv. Other offices and commitments (n°)	v. Gender
Riccardo Mazzanti	Chairman of the Board of Directors		Approval 2020 FS		Man
Alessandro Cozzi	Chief Executive Officer		Approval 2020 FS		Man
Enrico Rampin	Executive Director		Approval 2020 FS		Man
Francesco Baroncelli	Executive Director		Approval 2020 FS		Man
Amelia Bianchi	Director		Approval 2020 FS		Woman
Annamaria di Ruscio	Indipendent Director	X	Approval 2020 FS	Internal committee	Woman
Aldo Napoli	Indipendent Director	X	Approval 2020 FS	Internal committee	Man
Dario Albarello	Indipendent Director	X	Approval 2020 FS	Internal committee	Man
Riccardo Sciutto	Indipendent Director	X	Approval 2020 FS	Internal committee	Man
Luca Valdameri	Chairperson Board of Statutory Auditors		Approval 2020 FS		Man
Nathalie Brazzelli	Statutory Auditor		Approval 2020 FS		Woman
Paolo Ripamonti	Statutory Auditor		Approval 2020 FS		Man

2-10 Nomination and selection of the highest governance body	a) The procedures for appointing members of the governing bodies comply with the rules for listed companies. The procedure is guaranteed by the support of an external law firm that provides constant corporate legal counsel through the presence of a lawyer present at the company on a continuous basis. b) The selection and appointment of the highest governing bodies guarantees first and foremost their independence and competence through the evaluation of CVs and interviews with shareholders who submit lists of candidates to the Annual General Meeting. Furthermore, adhering to the governance principles of listed companies, the candidate lists comply with the diversity constraints of the Corporate Governance Regulation.
2-11 Chair of the highest governance body	a) WIIT Chairman Riccardo Sciutto is a figure from outside the Group and does not hold management roles within the organisation. b) N.A.
2-12 Role of the highest governance body in overseeing the management of impacts	a) The Board of Directors of the WIIT Group is responsible for approving organisational strategies, developing management policy, and ensuring the organisation's legal accountability to the authorities. In the ESG area, the Group COO, who is a member of the Board of Directors responsible for ESG issues, actively participates in the definition of sustainability goals and chairs the ESG Committee, the body responsible for overseeing WIIT's efforts to implement its sustainability strategy. b) The Board of Directors exercises its powers of policy, governance and control through regular meetings and by delegating operational powers to the CEO and executive directors. In the ESG area, the Group COO, a member of the Board of Directors and chair of the ESG Committee, reviews and approves the materiality analysis, which requires an assessment of the significance of the environmental, economic and social impacts of doing business. Materiality is updated periodically by through a process of listening to relevant stakeholders. Each year the Board of Directors approves the sustainability report, which includes the results of the materiality analysis and the Group's ESG strategy. c) The Group's ESG Committee, consisting of nine members, two of whom are board members, reviews and approves the materiality analysis, which requires an assessment of the significance of ESG impacts of the business. Each year the Board of Directors approves the Consolidated Annual Report and the Sustainability Report, which includes the results of the materiality analysis.

2-13 Delegation of responsibility for managing impacts	<p>a) WIIT's Board of Directors delegates responsibility for managing its ESG impacts to the ESG Committee, which is chaired by the Group COO (member of the Board of Directors) and consists of the following figures: Sustainability Manager (secretary and external member), the Director of Business Integration, Innovation and IT, Director of Cybersecurity Services, Director of HR & Organisation, Chief Marketing Officer (Board member), Chief Financial Officer, Director of Cloud Operations Services and, finally, an independent external Board member.</p> <p>b) The ESG Board Member (Group COO and Chair of the ESG Committee) presents the Group's ESG strategy and any updates to it over time to the Board of Directors, as well as periodically sharing the internal and external communication plan on the Group's sustainability commitments and achievements (publications, website, internal communications).</p>
2-14 Role of the highest governance body in sustainability reporting	<p>a) Each year, the Board of Directors approves the Group's sustainability report, which includes the results of the materiality analysis.</p> <p>b) N.A.</p>
2-15 Conflicts of interest	<p>a) The administrative office constantly monitors relations with related parties. Where relations with potential conflicts of interest are identified, they are brought to the attention of management and the Board of Auditors. Moreover, the Board of Statutory Auditors proactively assesses and verifies potential conflicts of interest. In addition, an audit is also carried out by the auditing company.</p> <p>b) On a monthly basis, related party transactions are identified and disclosed, where significant, in the notes to the financial statements. <i>See paragraph a).</i></p>
2-16 Communication of critical issues	<p>a) Any critical issues identified are shared first with the Board of Auditors and then with Directors and stakeholders.</p> <p>b) No critical issues were detected. A record of all communications is kept through both the electronic archiving of e-mails and archiving in the company servers in appropriate Excel files.</p>
2-17 Collective knowledge of the highest governance body	<p>a) Each year, the WIIT Board of Directors receives an induction meeting on the evolution of the scenario with regard to relevant sustainability issues as well as an update on the Group's ESG performance.</p>
2-18 Evaluation of the performance of the highest governance body	<p>a) In the interests of maximum transparency, the Board of Directors annually entrusts the assessment of its performance in the ESG area to external bodies, including Sustainalytics and other independent rating agencies, to objectively monitor the effectiveness of its strategies and actions in the ESG area.</p> <p>b) The assessments are independent, and carried out on an annual basis.</p> <p>c) The independent ESG performance assessment cycle provides insights and opportunities to adapt the strategy and ESG Plan. The effects of these initiatives are monitored in subsequent annual assessment cycles.</p>
2-19 Remuneration policies	<p>a) BoD: The shareholders' meeting decides on the remuneration for the board of directors, the amount of the MBO and the incentive remuneration (LTI). For executives with strategic responsibilities, the CEO defines the fixed and variable remuneration and possible participation in long-term retention plans. Company policies govern the allocation of additional benefits (car, welfare, etc.).</p> <p>b) Although the board is periodically informed, involved and engaged in the evolution of the ESG plan, defining its strategies and analysing its results, the remuneration of board members is currently not analytically linked to ESG criteria.</p>
2-20 Process to determine remuneration	<p>a) The procedure for determining the pay of the highest governing body stipulates that the Shareholders' Meeting determines the total amount of its remuneration. The elected Board of Directors sets the breakdown of remuneration according to the roles of employee, independent, executive, etc. directors.</p> <p>b) The percentages of votes in favour of the Board's remuneration policies are reported in the public minutes of the Board of Directors' meetings.</p>
Strategy, policies and practices	
2-22 Statement on sustainable development strategy	<p>a) § Letter to stakeholders</p>

2-23 Policy commitments	<p>a) In assessing and managing economic, environmental and social risks, the Group adopts an approach based on the precautionary principle. For more information on the ESG policies, procedures and guiding principles adopted by the Group, please refer to the section of the document: § The Premium Cloud</p> <p>b) Within the framework of the Group's ESG Procurement Policy, WIIT is committed to working only with entities that demonstrate that they conduct their business responsibly in line with a number of international principles, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and the Fundamental Conventions of the International Labour Organisation. Since 2022, WIIT has voluntarily joined the UN Global Compact with the aim of aligning its strategic operations with the UNGC's Ten Principles on human rights, labour, environment and anti-corruption.</p> <p>c) Link: https://www.wiit.cloud/en/sustainability/documents/</p> <p>d) The Group's ESG policies are approved by the Board of Directors and circulated through mailings, acknowledgement and acceptance, the company intranet, training and awareness-raising.</p> <p>e) The company is committed to circulating the principles set out in the Group ESG Policy, both internally and externally, involving all Group companies, employees, suppliers, contractors and business partners.</p> <p>f) The Group's ESG policies are transferred to Group employees through mailings, acknowledgement and acceptance of the document on the corporate intranet, publication on the Group's website and dedicated training activities.</p>
2-24 Embedding policy commitments	<p>a) By creating its Code of Ethics, WIIT has established a set of principles and rules of conduct to be followed, valid for both the people who work within the Group and for its business partners. The Code of Ethics is signed by all WIIT associates and suppliers and is the document that governs the inter-company professional relationship.</p>
2-25 Processes to remediate negative impacts	<p>a) As part of the update of the materiality analysis, WIIT identified a number of negative impacts that have been addressed by the Group's risk management system, as well as the initiatives defined in the Group's 2030 ESG Plan.</p> <p>b) The company offers a number of contact channels for external stakeholders, specific to each subject area. For business purposes, the Group has a corporate e-mail address. The Company has set up a whistleblowing procedure for reporting/disclosure of information referring to wrongdoing (including alleged wrongdoing).</p> <p>c) N.A.</p> <p>d) Currently, these types of procedures are managed internally within the company. For stakeholder engagement, see: § The Premium Cloud, Transparent, accountable and sustainable governance, An ESG strategy based on listening to stakeholders</p> <p>e) Periodically, the Supervisory Body (SB) analyses and suggests improvements to the company's system of compliance with the 231/2001 regulations.</p>
2-26 Mechanisms for seeking advice and raising concerns	<p>a) By creating its Code of Ethics, WIIT has established a set of principles and rules of conduct to be followed, valid for both the people who work within the Group and for its business partners. The Code of Ethics is signed by all WIIT associates and suppliers and is the document that governs the inter-company professional relationship. The Company has set up a whistleblowing procedure for reporting/disclosure of information referring to wrongdoing (including alleged wrongdoing).</p>
2-27 Compliance with laws and regulations	<p>a) Tables below</p> <p>b) Tables below</p> <p>c) N.A.</p> <p>d) N.A.</p>

Compliance with laws and regulations [2-27]
A./B. Significant cases of non-compliance with laws and regulations

	2022		2021	
	No.	Penalties (€)	No.	Penalties (€)
Cases in which it had to pay fines	0	€ 0.00	0	€ 0.00
in the current reporting period	0	€ 0.00	0	€ 0.00
in previous reporting periods	0	€ 0.00	0	€ 0.00
Cases in which non-financial penalties were incurred	0	N/A	0	N/A
Total	0	0	0	0

2-28 Membership associations	a) None
Stakeholder engagement	
2-29 Approach to stakeholder engagement	a) <i>i.</i> Relevant stakeholders (customers, suppliers, certifying bodies, banks and investors, ICT companies and partners, institutions and communities) are identified by mapping the most relevant stakeholder categories for each business function. <i>ii.</i> Listening activities aimed at identifying priority environmental, economic and social issues, sharing the Group's sustainability objectives and dialogue on the main challenges of the scenario. <i>iii. Periodic engagement activities.</i>
2-30 Collective bargaining agreements	a) 100% b) N.A.

GRI Standards	Disclosure	Location
GRI 3 - Material topics - 2021 version	3-1 Process to determine material topics	a) § How this document was created b) Figures from the most relevant stakeholder categories for the Group: Customers, suppliers, certification bodies, banks and investors, ICT companies and partners, institutions and communities.
	3-2 List of material topics	a) § WIIT'S nine material topics b) N.A.
	Responsible Growth	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	§ The Premium Cloud
GRI 201 - Economic Performance	201-1 Direct economic value generated and distributed	Table below

Economic value directly generated and distributed [GRI 201-1]²⁹

Information	2022	2021
Economic value generated	€ 118,806,138	€ 70,200,312
Economic value distributed: operating costs, employee salaries and benefits, payments	€ 90,928,596	€ 55,438,479
Operating costs	€ 47,329,710	€ 32,770,702
Salaries and employee benefits	€ 30,439,526	€ 14,303,050
Payments to capital providers	€ 8,367,415	€ 4,055,667
Payments to the Public Administration by Country	€ 3,628,996	€ 2,394,554
Investments in the community	€ 41,250	€ 24,420
Other operating costs and charges ³⁰	€ 1,121,700	€ 1,890,085
Economic value retained	€ 27,877,542	€ 14,761,833

GRI 3 - Material topics - 2021 version	Responsible Governance	
	3-3 Management of material topics	§ The Premium Cloud
GRI 205 - Anti-corruption	205-3 Confirmed incidents of corruption and actions taken	Table below

29 - The scope for 2021, compared to the balance sheet figures for the same year, excludes Boreus, Gecko, Reventure, Codefit and Mivitec, which were acquired during the year and, therefore, taken into account in the annual report, but not in the scope of the 2021 Sustainability Report.
30 - It includes: miscellaneous office expenses, miscellaneous vehicle expenses, domain maintenance expenses, reimbursement of school and medical expenses, out-of-period expenses, penalties, bank charges, commissions on sureties, other taxes and fees.

Confirmed incidents of corruption and actions taken [GRI 205-3]

Information	2022	2021
Total number and nature of corruption incidents detected	0	0
Total number of proven incidents of corruption in which employees were dismissed or subjected to measures for corruption	0	0
Total number of established incidents of corruption for which contracts with business partners were terminated or not renewed due to corruption-related violations	0	0
Corruption-related public lawsuits brought against the organisation or its employees during the reporting period and the outcomes of those incidents	0	0

GRI 206 - Anticompetitive Behaviour	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal action was taken for anti-competitive behaviour, anti-trust or monopoly practices during the two-year period.
	Cybersecurity e Data Resiliency	
GRI 3 - Material topics - 202 version	3-3 Management of material topics	§ WIIT4Data
GRI 418 - Customer Privacy	418-1 Substantiated complains concerning breaches of customer privacy and losses of customer data	During the two-year period, the organisation received no substantiated complaints of customer data breaches, theft, or loss
GRI 3 - Material topics - 2021 version	Key people attraction and retention	
	3-3 Management of material topics	§ WIIT4People
	GRI 401 - Employment	401-1 New employee hires and employee turnover

New employee hires and employee turnover [GRI 401-1]

Information	2022						2021					
Gender	Man		Woman		Total		Man		Woman		Total	
	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%
Hiring	104	21%	17	22%	121	21%	55	18%	9	3%	64	21%
Terminations	93	19%	16	21%	109	19%	13	4%	3	1%	16	5%

Information	2022								2021							
Age	<30		30-50		>50		Total		<30		30-50		>50		Total	
	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%
Hiring	67	39%	45	14%	9	10%	121	21%	27	9%	36	12%	1	0%	64	21%
Terminations	29	17%	66	21%	14	16%	109	19%	9	3%	7	2%	0	0%	16	5%

Information	2022								2021							
Area	Italy		Germany		Poland		Total		Italy		Germany		Albania		Total	
	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%	no.	%
Hiring	37	17%	82	24%	2	18%	121	21%	40	13%	17	6%	7	2%	64	21%
Terminations	60	27%	46	13%	3	27%	109	19%	8	3%	8	3%	0	0%	16	5%

GRI 405 - Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	Table below
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Diversity of governance bodies and employees [GRI 405-1]						
a) Percentage of members of the organisation's governance bodies belonging to each of the categories representing diversity						
Information ³¹	2022			2021		
i. Gender	Men	Donne	Total	Men	Donne	Total
Components of governing bodies	76%	24%	100%	86%	14%	100%
ii. Age group	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
Components of governing bodies	0%	67%	33%	0%	69%	31%

b.i.) Percentage of employees in each of the following diversity categories: gender

Information	2022		2021	
	Men	Women	Men	Women
Executives	89%	11%	86%	14%
Middle managers	84%	16%	86%	14%
White-collars	87%	13%	84%	16%
Total employees	87%	13%	84%	16%

b.ii.) Percentage of employees in each of the following diversity categories: age group

Information	2022			2021		
Age	< 30 years	30 - 50 years	> 50 years	< 30 years	30 - 50 years	> 50 years
Executives	0%	63%	37%	0%	86%	14%
Middle managers	2%	78%	20%	0%	75%	25%
White-collars	34%	53%	14%	33%	56%	11%
Total employees	30%	55%	15%	28%	56%	13%

GRI 405 - Diversity and equal opportunity	405-2 Ratio of basic salary and remuneration of women to men	Table below
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Ratio of basic salary and remuneration of women to men [GRI 405-2] ³²	
	2022
Ratio of gross annual pay of women/men	WIIT Group
Executives	29%
Middle managers	46%
White-collars	77%
REM ratio women/men	WIIT Italia
Executives	95%
Middle managers	91%
White-collars	93%

31 - In counting the members of the governance bodies, both the members of the Board of Directors of the parent company and those of the subsidiaries were counted.
32 - See GRI 2-4.

	Innovation as a Service	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	§ WIIT4Innovation
GRI 203 - Indirect Economic Impacts	203-2 Significant indirect economic impacts	§ WIIT4Innovation
	WIIT Academy	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	§ WIIT4People
GRI 404 - Training and Education	404-1 Average hours of training per year per employee	Table below

Average hours of training per year per employee [404-1] ^{33/34}			
Information	2021		
	Men	Women	Total
Hours of training	13,232	3,456	16,688
Employees	496	77	573
Average hours provided	26.7	44.9	29.1

Information	2022			
	Executives	Middle managers	White-collars	Total
Hours of training	620	897	15,171	16,688
Employees	49	148	376	573
Average hours provided	12.7	6.1	40.3	29.1

GRI 404: Training and Education	404-2 Programs for upgrading employee skills and transition assistance programs	§ WIIT4People; The WIIT Academy
	Technology for Climate	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	§ WIIT4Climate
GRI 203 - Indirect Economic Impacts	203-2 Significant indirect economic impacts	§ WIIT4Climate
	Cloud Carbon Positivity	
GRI 3 - Material topics - 2021 version	3-3 Management of material topics	§ WIIT4Climate
GRI 302 - Energy	302-1 Energy consumption within the organization	a) Table below b) N.a. c) Table below d) N.a. e) Table below f) Table below g) Table below

33 - The figures for the training of Gecko, Boreus and MyLoc are estimates. The process of monitoring these figures will be refined starting next year. In the case of Lansol, Codefit and WIIT AG, no training was provided during 2022.
34 - See GRI 2-4.

Energy consumption within the organization [GRI 302-1] ³⁵				
a. Consumption of non-renewable fuels ³⁶	2022		2021	
	u. of measure	GJ	u. of measure	GJ
Methane (Stdm3)	1,561,309	53,536	1,416,211	48,558
Diesel fuel (l)	57,103	2,172	27,382	1,046
Petrol (l)	44,832	1,526	-	-
c. Indirect energy consumption	kwh	GJ	kwh	GJ
From renewable sources	27,901,269	100,445	25,693,452	92,496
From non-renewable sources	7,264,937	26,154	63,371	228
District heating	68,937	248	-	-

e. Total energy consumed	2022	2021
	GJ	GJ
	184,081	142,382

Conversion factors	Value	Source
Methane (Natural gas) GJ/Sm3	0.034289	ITALIAN GREENHOUSE GAS INVENTORY 1990-2020 - NATIONAL INVENTORY REPORT 2022
Electricity GJ/KWh	0.0036	Constant
Diesel fuel GJ/l	0.0380	DEFRA 2022
Petrol GJ/l	0.0340	

GRI 302 - Energy	302-3 Energy intensity	Table below ³⁷
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Energy intensity [302-3]		
Energy intensity	2022	2021
MWh/Petabyte	61.91	56.9

GRI 302 - Energy	302-4 Reduction of energy consumption	§ WIIT4Climate, A GREEN AND EFFICIENT CLOUD
GRI 302 - Energy	302- 5 Reductions in energy requirements of products and services	§ WIIT4Climate, A GREEN AND EFFICIENT CLOUD
GRI 305 - Emissions	305-1 Direct (Scope 1) GHG emissions	Table below
GRI 305 - Emissions	305-2 Energy indirect (Scope 2) GHG emissions	Table below

35 - The consumption of the Etaeria, WIIT Swiss, ERPTech, WIIT AG, and Codefit sites has not been accounted for since, as the sites are rented, the costs associated with them are included in the rent. Furthermore, paragraph d) energy sold, is not applicable for WIIT as the Company does not sell energy.

36 - Fuel consumption for Gecko, Lansol and Myloc is estimated.

37 - In fact, the energy intensity data only concern the Parent Company WIIT S.p.A., as the other companies that own data centres offer colocation services, making the calculation of the electricity used for storage of the WIIT Group's data alone insignificant. The 2021 and 2020 data have been updated with a view to refining the methodology, as specified in GRI 2-4.

Direct greenhouse gas (GHG) emissions (Scope 1) [GRI 305-1] and Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2) [305-2]					
Group emissions in tonnes of CO ₂ e					
2022			2021		
Scope 1	Scope 2		Scope 1	Scope 2	
	Location-based	Market-based ³⁸		Location-based	Market-based
3,265.00	13,382.91	4,489.73	2,929.00	9,725.98	29.09

GRI 305 - Emissions	305-4 GHG emissions intensity ³⁹	Table below
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Intensity of greenhouse gas (GHG) emissions [305-4]		
Intensity of GHG emissions	2022	2021
Tonnes CO ₂ /Petabyte	0.00256	0.00244

Emission factors				
Scope 1				
Fuel	Indication		UM	Source
Natural gas Germany	Emission Factor	2.01574	kgCO ₂ e/m3	UK Government (DEFRA) - GHG Conversion Factors for Company Reporting (2022)
Diesel Italy	Emission Factor	3.150	tCO ₂ /t	ITALIAN GREENHOUSE GAS INVENTORY 1990-2020 - NATIONAL INVENTORY REPORT 2022
Diesel Germany	Emission Factor	2.5123	kgCO ₂ e/l	UK Government (DEFRA) - GHG Conversion Factors for Company Reporting (2022)
Natural Gas Italy	Emission Factor	0.002	tCO ₂ /Std m3	Min. Environment - Table of national standard parameters for greenhouse gas monitoring and reporting - 2022
Petrol Germany	Emission Factor	2.162	kgCO ₂ e/l	UK Government (DEFRA) - GHG Conversion Factors for Company Reporting (2022)
Scope 2 Market based				
Country	Indication		UM	Source
Italy	Emission Factor from Residual Mix	457	gCO ₂ /kWh	AIB - European Residual Mixes 2022
Germany	Emission Factor from Residual Mix	618	gCO ₂ /kWh	
Scope 2 Location based				
Country	Indication		UM	Source
Italy	Emission factor	260.5	gCO ₂ /kWh	ISPRA - Atmospheric emission factors of greenhouse gases in the national electricity sector and in the main European Countries (2021)
Germany	Emission factor	393	gCO ₂ /kWh	Terna international comparisons (2019)
Country	Indication		UM	Source
Germany	District heating emission factor	0.17073	kgCO ₂ e/kWh	UK Government (DEFRA) - GHG Conversion Factors for Company Reporting (2022)

38 - Scope 2 - Market based emissions are expressed in tonnes of CO₂, as the source used does not report emission factors for gases other than CO₂.

39 - In the calculation of GHG intensity, only data from the data centres of WIIT S.p.A. is taken into account, with a Scope 1 + Scope 2 market-based calculation.



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RELAZIONE DELLA SOCIETÀ DI REVISIONE INDIPENDENTE
SULLA DICHIARAZIONE CONSOLIDATA DI CARATTERE NON FINANZIARIO
AI SENSI DELL’ART. 3, C. 10, D.LGS. 254/2016 E DELL’ART. 5
REGOLAMENTO CONSOB ADOTTATO CON DELIBERA N. 20267 DEL GENNAIO 2018

Al Consiglio di Amministrazione della
Wiit S.p.A.

Ai sensi dell’articolo 3, comma 10, del Decreto Legislativo 30 dicembre 2016, n. 254 (di seguito “Decreto”) e dell’articolo 5 del Regolamento CONSOB n. 20267/2018, siamo stati incaricati di effettuare l’esame limitato (“*limited assurance engagement*”) della dichiarazione consolidata di carattere non finanziario della Wiit S.p.A. e sue controllate (di seguito “Gruppo Wiit” o “Gruppo”) relativa all’esercizio chiuso al 31 dicembre 2022, predisposta ex art. 4 del Decreto e approvata dal Consiglio di Amministrazione in data 15 marzo 2023 (di seguito “DNF”).

L’esame limitato da noi svolto non si estende alle informazioni contenute nel paragrafo “*La tassonomia per la finanza sostenibile*” della DNF, richieste dall’art. 8 del Regolamento europeo 2020/852.

Responsabilità degli Amministratori e del Collegio Sindacale per la DNF

Gli Amministratori sono responsabili per la redazione della DNF in conformità a quanto richiesto dagli articoli 3 e 4 del Decreto e ai “Global Reporting Initiative Sustainability Reporting Standards” definiti dal GRI (di seguito “GRI Standards”), da essi individuati come standard di rendicontazione.

Gli Amministratori sono altresì responsabili, nei termini previsti dalla legge, per quella parte del controllo interno da essi ritenuta necessaria al fine di consentire la redazione di una DNF che non contenga errori significativi dovuti a frodi o a comportamenti o eventi non intenzionali.

Gli Amministratori sono responsabili, inoltre, per l’individuazione del contenuto della DNF, nell’ambito dei temi menzionati nell’articolo 3, comma 1, del Decreto, tenuto conto delle attività e delle caratteristiche del Gruppo e nella misura necessaria ad assicurare la comprensione dell’attività del Gruppo, del suo andamento, dei suoi risultati e dell’impatto dallo stesso prodotti.

Gli Amministratori sono infine responsabili per la definizione del modello aziendale di gestione e organizzazione dell’attività del Gruppo, nonché, con riferimento ai temi individuati e riportati nella DNF, per le politiche praticate dal Gruppo e per l’individuazione e la gestione dei rischi generati o subiti dallo stesso.

Il Collegio Sindacale ha la responsabilità della vigilanza, nei termini previsti dalla legge, sull’osservanza delle disposizioni stabilite nel Decreto.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

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Indipendenza della società di revisione e controllo della qualità

Siamo indipendenti in conformità ai principi in materia di etica e di indipendenza del *Code of Ethics for Professional Accountants* emesso dall’*International Ethics Standards Board for Accountants*, basato su principi fondamentali di integrità, obiettività, competenza e diligenza professionale, riservatezza e comportamento professionale. La nostra società di revisione applica l’*International Standard on Quality Control 1 (ISQC Italia 1)* e, di conseguenza, mantiene un sistema di controllo qualità che include direttive e procedure documentate sulla conformità ai principi etici, ai principi professionali e alle disposizioni di legge e dei regolamenti applicabili.

Responsabilità della società di revisione

È nostra la responsabilità di esprimere, sulla base delle procedure svolte, una conclusione circa la conformità della DNF rispetto a quanto richiesto dal Decreto e dai GRI Standards. Il nostro lavoro è stato svolto secondo quanto previsto dal principio “*International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (di seguito “*ISAE 3000 Revised*”), emanato dall’*International Auditing and Assurance Standards Board* (IAASB) per gli incarichi *limited assurance*. Tale principio richiede la pianificazione e lo svolgimento di procedure al fine di acquisire un livello di sicurezza limitato che la DNF non contenga errori significativi. Pertanto, il nostro esame ha comportato un’estensione di lavoro inferiore a quella necessaria per lo svolgimento di un esame completo secondo l’ISAE 3000 Revised (“*reasonable assurance engagement*”) e, conseguentemente, non ci consente di avere la sicurezza di essere venuti a conoscenza di tutti i fatti e le circostanze significativi che potrebbero essere identificati con lo svolgimento di tale esame.

Le procedure svolte sulla DNF si sono basate sul nostro giudizio professionale e hanno compreso colloqui, prevalentemente con il personale della società responsabile per la predisposizione delle informazioni presentate nella DNF, nonché analisi di documenti, ricalcoli ed altre procedure volte all’acquisizione di evidenze ritenute utili.

In particolare, abbiamo svolto le seguenti procedure:

1. Analisi dei temi rilevanti in relazione alle attività e alle caratteristiche del Gruppo rendicontati nella DNF, al fine di valutare la ragionevolezza del processo di selezione seguito alla luce di quanto previsto dall’art. 3 del Decreto e tenendo presente lo standard di rendicontazione utilizzato;
2. Analisi e valutazione dei criteri di identificazione del perimetro di consolidamento, al fine di riscontrarne la conformità a quanto previsto dal Decreto;
3. Comparazione tra i dati e le informazioni di carattere economico-finanziario inclusi nella DNF e i dati e le informazioni inclusi nel Bilancio Consolidato del Gruppo Wiit al 31 dicembre 2022;
4. Comprensione dei seguenti aspetti:
 - modello aziendale di gestione e organizzazione dell’attività del Gruppo, con riferimento alla gestione dei temi indicati nell’art. 3 del Decreto;

- politiche praticate dall'impresa connesse ai temi indicati nell'art. 3 del Decreto, risultati conseguiti e relativi indicatori fondamentali di prestazione;
- principali rischi, generati o subito connessi ai temi indicati nell'art. 3 del Decreto.

Relativamente a tali aspetti sono stati effettuati inoltre i riscontri con le informazioni contenute nella DNF ed effettuate le verifiche descritte nel successivo punto [5], lett. a).

5. Comprensione dei processi che sottendono alla generazione, rilevazione e gestione delle informazioni qualitative e quantitative significative incluse nella DNF.

In particolare, abbiamo svolto interviste e discussioni con il personale della Direzione della Wiit S.p.A. e con il personale di MyLoc Managed IT AG e abbiamo svolto limitate verifiche documentali, al fine di raccogliere informazioni circa i processi e le procedure che supportano la raccolta, l'aggregazione, l'elaborazione e la trasmissione dei dati e delle informazioni di carattere non finanziario alla funzione responsabile della predisposizione della DNF.

Inoltre, per le informazioni significative, tenuto conto delle attività e delle caratteristiche del Gruppo:

- A livello di gruppo e società controllate:
 - a) con riferimento alle informazioni qualitative contenute nella DNF, e in particolare a modello aziendale, politiche praticate e principali rischi, abbiamo effettuato interviste e acquisito documentazione di supporto per verificarne la coerenza con le evidenze disponibili;
 - b) con riferimento alle informazioni quantitative, abbiamo svolto sia procedure analitiche che limitate verifiche per accertare su base campionaria la corretta aggregazione dei dati.
- per le seguenti società, Wiit S.p.A., MyLoc Managed IT AG e GECKO mbH, che abbiamo selezionato sulla base delle loro attività, del loro contributo agli indicatori di prestazione a livello consolidato e della loro ubicazione, abbiamo effettuato visite in loco (per Wiit S.p.A.) e riunioni da remoto (per Wiit S.p.A., MyLoc Managed IT AG e GECKO mbH) nel corso delle quali ci siamo confrontati con i responsabili e abbiamo acquisito riscontri documentali circa la corretta applicazione delle procedure e dei metodi di calcolo utilizzati per gli indicatori.

Conclusioni

Sulla base del lavoro svolto, non sono pervenuti alla nostra attenzione elementi che ci facciano ritenere che la DNF del Gruppo Wiit relativa all'esercizio chiuso al 31 dicembre 2022 non sia stata redatta, in tutti gli aspetti significativi, in conformità a quanto richiesto dagli articoli 3 e 4 del Decreto e dai GRI Standards.

Le nostre conclusioni sulla DNF del Gruppo Wiit non si estendono alle informazioni contenute nel paragrafo *“La tassonomia per la finanza sostenibile”* della stessa, richieste dall'art. 8 del Regolamento europeo 2020/852.

Altri aspetti

Con riferimento all'esercizio chiuso il 31 dicembre 2021, il Gruppo ha predisposto un Bilancio di sostenibilità, i cui dati sono utilizzati a fini comparativi all'interno della DNF. Detto Bilancio di sostenibilità è stato sottoposto in via volontaria ad un esame limitato in conformità all'ISAE 3000 Revised da parte di Deloitte & Touche S.p.A., che ha espresso delle conclusioni senza rilievi.

DELOITTE & TOUCHE S.p.A.



Davide Bertoia
Socio

Milano, 31 marzo 2023

