WIIT

Sustainability beyond Cloud

2024 Sustainability Statement

Synthesis Report

Knowledge partner

⊗TEHA

Learn more at: wiit.cloud

CONTENT INDEX

2024 at a Glance

THE PREMIUM CLOUD	WIIT4INNOVATION	WIIT4CLIMATE	WIIT4PEOPLE
5 GROUP COMPANIES	**7** GROUP ISO CERTIFICATIONS	**99%** RENEWABLE AND CERTIFIED ENERGY PURCHASED	**678** PEOPLE
€ 160.5 MILLION IN TURNOVER	**3** **PROPRIETARY DATA CENTRES** CERTIFIED TIER IV	**52%** OF THE COMPANY FLEET MADE UP OF HYBRID/ELECTRIC VEHICLES	**15.93** AVERAGE HOURS OF TRAINING PER EMPLOYEE
19 **DATA CENTRES** OWNED BY THE GROUP	**788** KW OF INSTALLED CAPACITY CERTIFIED TIER IV	**3.7** **tCO$_2$e/MN€ OF NET REVENUES** EMISSIONS INTENSITY OF THE GROUP	**97.8%** EMPLOYEES HIRED UNDER PERMANENT CONTRACTS

2030 ESG plan

The ESG Plan represents WIIT's concrete commitment, from now to 2030, to improve its impact on the Group's priority environmental, economic and social issues.
It is an ambitious plan drawn up in 2020 and currently consisting of **16 measurable, long-term goals** with **intermediate targets for 2025**, in line with the Sustainable Development Goals promoted by the United Nations as part of its 2030 Agenda and the European Sustainability Reporting Standards.

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. Accordingly, **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		2024	2025	2030
Board composition	45% OF WIIT's BoD composed of women	44%	30% - ✓	45%
Diverse management	30% of WIIT's senior management composed of women	13%	20%	30%
ESG goals in variable compensation	100% of WIIT's senior management with ESG incentives in their MBO schemes	66%	50%	100%
WIIT4INNOVATION		2024	2025	2030
Fault-tolerant IT infrastructures	1,500 kW of installed capacity covered by the TIER IV certification (referring to the total capacity in kW of the group's infrastructures)	788 kW	1,000 kW	1,500 kW
Co-innovation	More than 100 stakeholders including corporate customers, suppliers, start-ups, institutions, and academia involved in co-innovation initiatives (e.g., hackathons or coding contests) to stimulate research in innovative cloud solutions	11	40	100
Non-profit financing	1% of revenues allocated to nonprofit organizations	0.2%	0.50%	1%
WIIT4CLIMATE		2024	2025	2030
Reduction of energy intensity	Reduce WIIT's energy intensity (MWh/mn€ of revenues)	269.5	220	90
Reduction of emissions intensity	Reduce WIIT's emissions intensity (tCO$_2$/mn€ of revenues)	3.7	3	2
Green energy towards zero emissions	Increase the share of electricity purchased from renewable sources to 100%	98.8%	70% - ✓	100%
Green company car fleet	Increase the share of hybrid/electric cars in the company car fleet to 70%	52%	30% - ✓	70%
Environmental management system	Adopt an Environmental Management System (ISO 14001)	Climate risk assessment carried out on Italian Data centres	Certify the Group's datacentres located in Italy	Certify all of the Group's datacentres
IT assets' second life	Increase the share of donated IT hardware that had to be replaced to 80%	56.54%	25% - ✓	80%
WIIT4PEOPLE		2024	2025	2030
Upskilling and Reskilling	At least 100 employees engaged in Mini-master programs	>30	30 - ✓	100
Knowledge Intensity	20% of the technical workforce with technical certifications (ITIL, PMP, SAP, Microsoft, etc.)	15%	15% - ✓	20%
ESG co-creation	Complete at least 1 ESG project proposed by the Group's employees per year (progress towards the target is reported on a cumulative basis)	11	At least 4 cumulative projects - ✓	At least 10 cumulative projects
Job Path	100% of employees included in an Internal Growth Job Path after 24 months of acquisition	75%	75% - ✓	100%

WIIT

The Premium Cloud

5

GROUP COMPANIES

€ 160.5

MILLION IN TURNOVER

7 REGIONS

2 PREMIUM ZONES, 3 TIER IV DC – UPTIME INSTITUTE

WIIT

European Cloud services leader

Founded in 1996, **WIIT is one of the leading European players in the cloud computing market, with extensive experience in private and hybrid cloud services** for non-interruptible critical applications.

Thanks to various acquisitions in recent years–mainly in the German market–the Group has significantly consolidated its leadership of the European hybrid cloud sector. Today, the Group consists of **five companies** and **678 people** based in **Italy, Germany** and **Switzerland,** contributing to turnover of over **€160.5 million** in 2024. Since 2019 the Company has been listed on the Euronext STAR Segment (WIIT.MI), organised and managed by Borsa Italiana.

WIIT's 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.
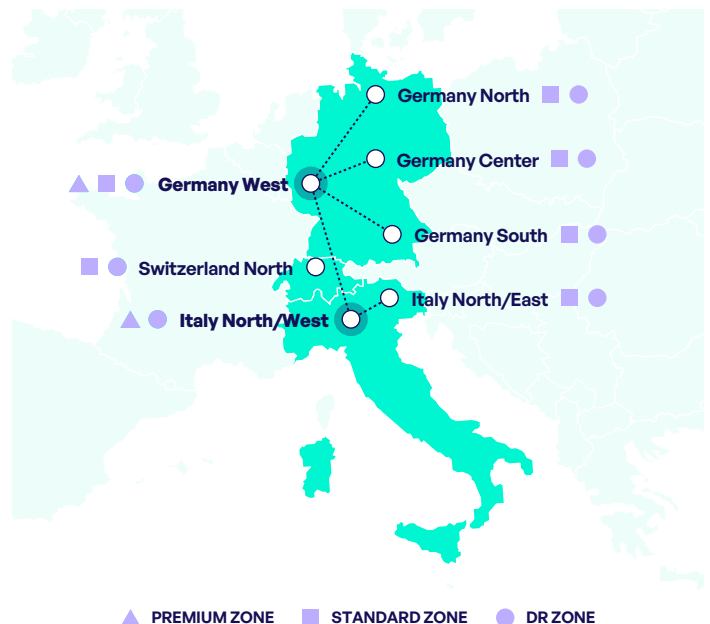
WIIT operates through managed processes, specialized resources and technology assets including proprietary data centres spread across 7 regions in 3 countries: 4 in Germany, 1 in Switzerland and 2 in Italy, 2 of which are Premium Zone enabled, i.e. with Tier IV certified data centres by the Uptime Institute and the highest levels of security by design.

WIIT'S APPROACH

WIIT's overall business approach is based on 4 strategic pillars that allow the Group to accompany clients with trust and security in the cloud journey.

WIIT is constantly investing in these since managing critical applications means ensuring the highest service levels in the market.

1. **People.** The quality of a company's service is closely linked to the skills and motivation of its people. More than 500 people work at WIIT every day, with the aim of making service excellence an asset for the business.

2. **Asset.** Delivering highly resilient services requires end-to-end ownership and control of all service components, starting with data centers. WIIT owns 19 of them, including 3 TIER IV certified by the International Uptime Institute.

Map of Germany, Switzerland and Italy showing WIIT data centre regions: Germany North, Germany Center, Germany West, Germany South, Switzerland North, Italy North/East, Italy North/West.

▲ PREMIUM ZONE   ■ STANDARD ZONE   ● DR ZONE

3. **Certifications.** WIIT has the main international certifications for Security and Business Continuity processes and is among the most certified companies in the world in the SAP area for the continuous management of SAP and SAP HANA technology platforms in PaaS mode.

4. **Processes.** The Group takes a process approach, guaranteeing clients that the quality service they get is not exceptional performance but the standard, with constant assessment of management, risks and opportunities for improvement.

MAIN INDUSTRIES

Over more than 20 years of experience, the Group's companies have gained significant expertise within major industries. These experiences are crucial to give the client real added value in the service design phase, and that the specific know-how that our people have results in faster onboarding, producing a higher level of customer satisfaction.

FASHION & LUXURY

MANUFACTURING

PROFESSIONAL SERVICES

CPG & RETAIL

PHARMA & HEALTCARE

FINANCIAL SERVICES

ENERGY & UTILITY

TELCO & MEDIA

FOOD & BEVERAGE

Cloud4Europe

CLOUD FOR EUROPE

The Cloud4Europe project was created at the end of 2020 with the aim of creating the European leader in the Cloud of Critical Applications. In a world where Cloud technology is increasingly crucial for any company's business continuity, WIIT's ambition is to position itself as the European leader. The project also aims at ensuring data continuity, protecting companies from cybercrimes and contrast American and Asian hyperscalers, which risk thwarting the ambition of a sovereign European cloud.

The internationalisation process began in Germany, a market chosen for its strategic importance in the sector and as a launching pad for future development towards other international markets. The acquisition in 2020 of **myLoc Managed IT**, a Düsseldorf-based cloud provider, marked the beginning of this journey, and was followed by various acquisitions and mergers in the following years. **The Group's most recent M&A transactions, completed throughout 2024, were the acquisitions of the Swiss-based company Econis and the German company Michgehl & Partner.**

M&A JOURNEY

2018 – Adelante Specialising in the digital transformation of medium-sized enterprises by providing cloud computing, managed services and managed security	**2019 – Matika** Strong synergies and high upselling potential with Matika's customer base in the Triveneto region; expansion of the service portfolio	**2020 – Etaeria and Aedera** Strong presence in Piedmont and in Emilia-Romagna. Proprietary technology platform that integrates WIIT's document management assets
2020 – myLoc Private and public cloud services with data centres located in Düsseldorf. Strong positioning in the Central Western Germany market as a platform for growth throughout Continental Europe	**July 2021 – Mivitec, Boreus (Reventure) and Gecko (Codefit)** Reinforcement on the German Cloud market. Solid know-how in managed services for companies and developing DevOps solutions for Kubernetes technologies	**March 2022 – Adelante, Matika and Etaeria** Plan for the merger of the Italian companies into the parent company WIIT S.p.A., resulting in corporate simplification
March 2022 – Erptech Leading IT services outsourcing company for SAP systems (4 certifications)	**September 2022 – LANSOL** Germany's leading provider for the tax and accounting industry with over 600 customers, active in the private cloud and PaaS	**January 2023 – Global Access** German company active in the private cloud and managed services since 1996
January 2024 – Cloud & Edge German company active in the cloud sector, part of the Fridhelm Loh Group	**March 2024 – Econis** Swiss technology and services company providing IT and cloud services to financial, healthcare, services, retail and law firm sectors	**October 2024 – Michgehl & Partner** Based in Germany and established as a consulting and software provider, today it is the cloud provider of choice for the legal sector

This integration process aims to create an increasingly efficient and streamlined corporate structure, unifying resources and simplifying operations to maximise value for customers and stakeholders. In line with a progressive integration approach, **in 2024 Lansol, Global Access, myloc and Boreus were merged into WIIT AG,** which became the single holding company for the Group's German operations.

Financial Performance

WIIT GROUP TURNOVER OVER TIME

CAGR
FY20-FY24
+32%
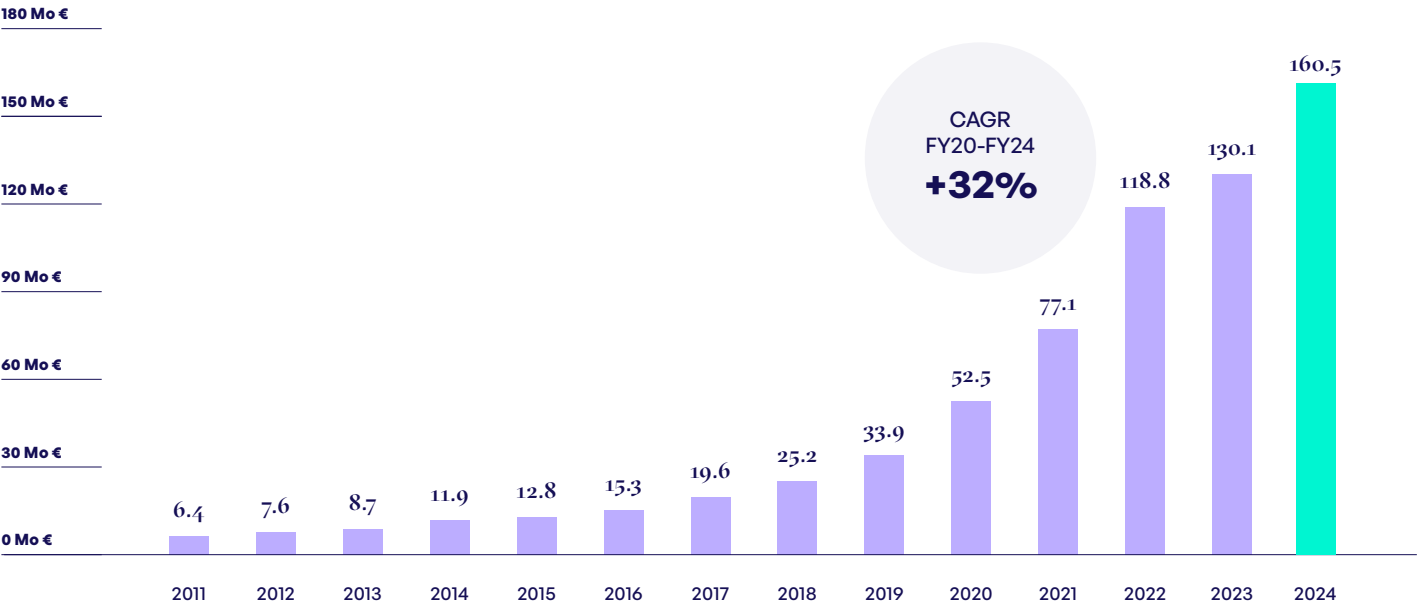
OPERATIONAL RESULTS (K€)	2024	2023	2022
Turnover	€ 160,456	€ 130,107	€ 118,806
EBITDA	€ 56,333	€ 46,886	€ 39,763
EBIT	€ 21,272	€ 19,459	€ 16,228

Group Certifications

SAP AND INTERNATIONAL CERTIFICATIONS

WIIT is currently one of the organisations with the largest number of SAP certifications in cloud outsourcing operations in the world, enabling its corporate customers to manage the main application suites: no fewer than six certifications for managing SAP S/4HANA technology platforms in PaaS mode. 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 operate within a standardised, transparent and international technical reference framework.

ISO

To sustain growth levels while maintaining a high level of quality, WIIT invests in updating and developing processes to meet the needs of ever-changing customers. In response to these needs, the Parent Company now has **seven ISO certifications** for nine Group locations.

Additionally, the Group has defined the objective to **implement an Environmental Management System in line with the ISO14001 standard, and by 2030 to extend it to all of the Group's Companies.**

HARMONIZATION OF INTEGRATED SYSTEMS
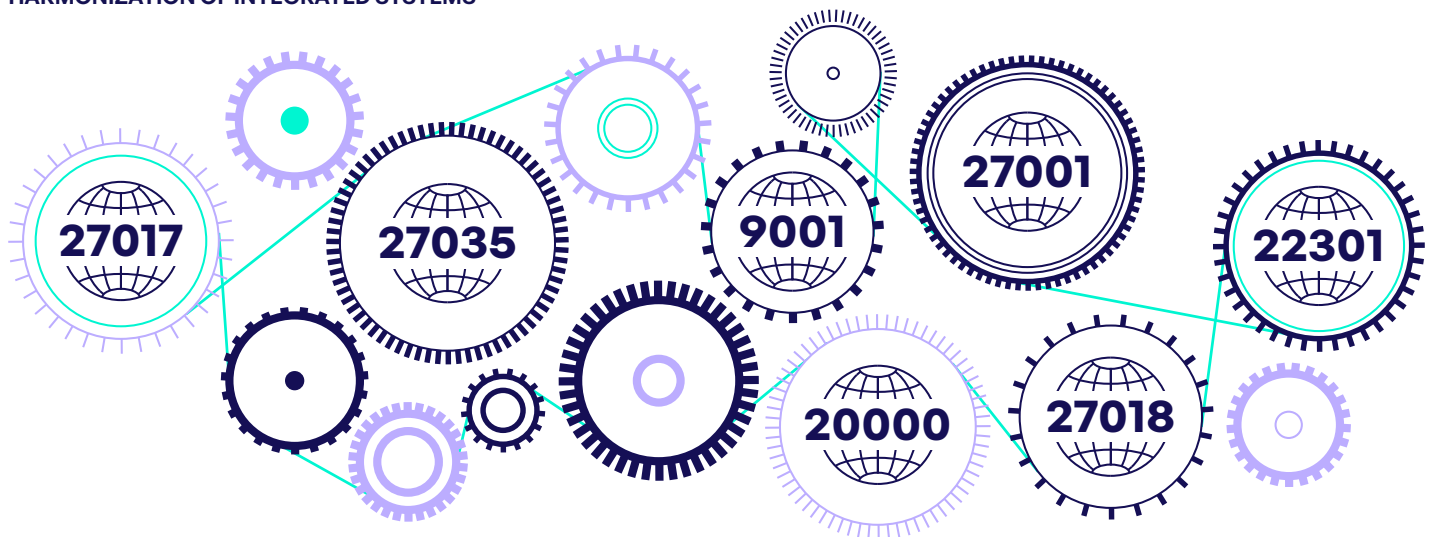
Not just a superstructure but a common working framework geared toward continuous improvement

The certification scopes in fact reflect the service lines

Holding industry ISO certification is a market differential

WIIT

WIIT's ESG Strategy

In 2024, WIIT's effort towards sustainability continued to be guided by the Group's ESG Policy. The Policy, implemented in 2019 to complement WIIT's steady corporate growth with a structured process of integrating sustainability into its business model, helped the Group identifying and improving its impact on the most relevant economic, social and environmental issues.

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. As for the previous years, the Group's ESG Strategy is based upon **four thematic pillars** that define the guidelines of the Group's ESG commitment: **responsible business management, with customers at the centre** (The Premium Cloud), **data security and resilience and the promotion of innovation** (WIIT4Innovation), **environmental protection** (WIIT4Climate) and the **management of its people** (WIIT4People). The sustainability goals defined within the ESG Plan 2030 can likewise be traced back to the thematic pillars of the strategy and are therefore distributed according to this same scheme among the chapters of the document.

WIIT'S DOUBLE MATERIALITY ASSESSMENT

In line with the European Sustainability Reporting Standards (ESRS), **in 2024 WIIT conducted a (DMA) Double Materiality assessment**. The analysis was done on the 10 sustainability topic and its sub-topics given by the standard regarding environmental, social and governance matters, and evaluates the relevance of each to determine which are most significant for the company.

These selected topics will serve as the foundation for structuring the Sustainability Statement.

The relevant topics selected by the WIIT Group were: **E1 – Climate change, E5 – Resource use and circular economy, S1 – Own workforce, S4 – Consumers and end-users and G1 – Business conduct.** These topics were deemed relevant for WIIT, and, for each of them, impacts, risks and opportunities were identified and are listed on the Group's 2024 Sustainability Statement.

The results of the DMA were presented and validated by **WIIT's ESG Committee.**

MATERIAL TOPICS AND SUB-TOPICS
E1 – CLIMATE CHANGE
Climate change adaptation
Climate change mitigation
Energy
E5 – CIRCULAR ECONOMY AND USE OF RESOURCES
Resource outflows related to products and services
Waste
S1 – OWN WORKFORCE
Working conditions
Equal treatment and opportunities for all
Other work-related rights
S4 – CONUSMERS AND END-USERS
Information-related impacts for consumers and/or end-users
Social inclusion of consumers and/or end-users
G1 – BUSINESS CONDUCT
Corporate culture
Management of relationships with suppliers, including payment practices
Corruption and bribery

ESG GOVERNANCE

To ensure the continuous efficiency of the implementation of its Sustainability Strategy, as well as to grant the efficient flow of data and information for sustainability reporting, WIIT has updated its **ESG Governance Model.**

The Model fits the data collection needs for drafting the Sustainability Statement under the ESRS standards, streamlining reporting of sustainability matters at all organizational levels and improving the implementation efficiency of the ESG Strategy.

Roles and responsibilities are defined to **ensure the oversight of all sustainability integration processes** – from compliance with annual reporting obligations to the achievement of ESG Plan 2030 targets – as well as the implementation of initiatives and projects defined to achieve them.
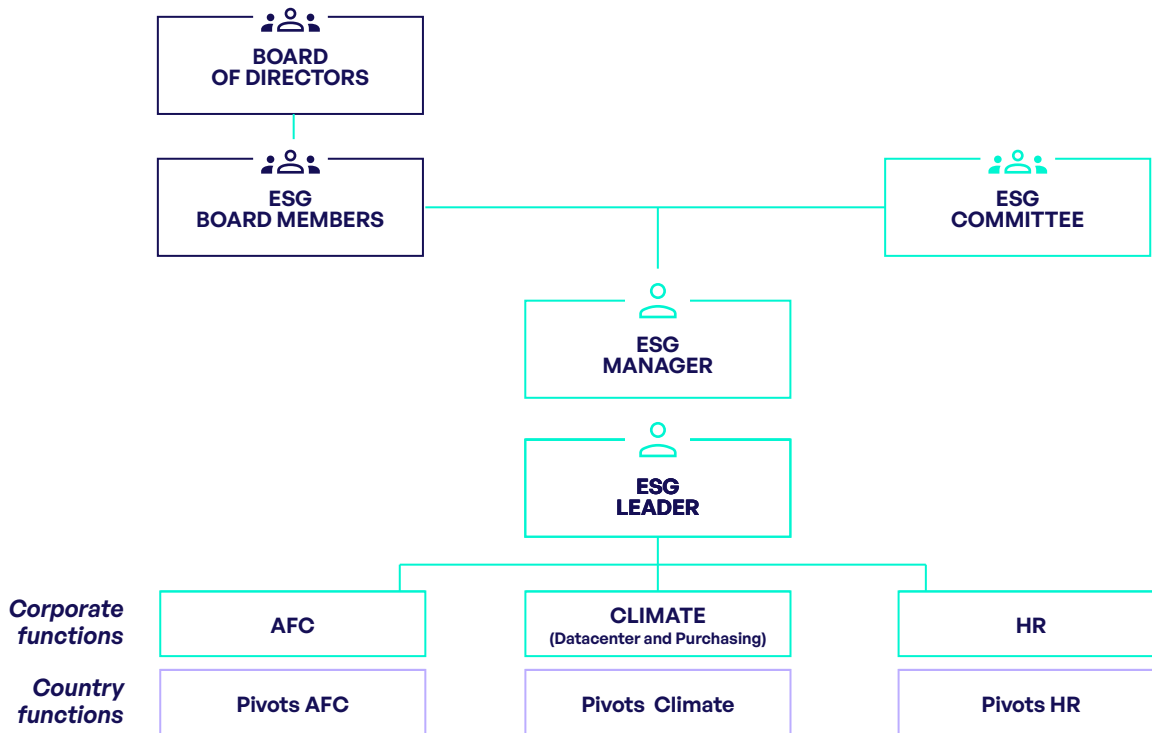
ROLES AND RESPONSIBILITIES

Board of Directors (BoD): it ultimately approves the Sustainability Statement, which includes the results of the materiality analysis and organisational and sustainability strategies, develops management policy, hires, supervises and remunerates senior managers, and ensures the organisation's legal accountability to the authorities. Finally, the BoD delegates responsibility for managing ESG impacts to the ESG Committee.

ESG Board Member: annually reviews and assesses the compliance of the Group's non-financial reporting.

ESG Committee: approves or updates the double materiality assessment on an annual basis.

ESG Manager: coordinates all activities related to non-financial reporting and presents the document to the Board of Directors. Manages the interviews, data collection, and consolidation required for the annual non-financial reporting process. Also oversees the ownership of data and information related to Business and Governance, ensuring their accuracy. Implements actions for compliance with the European Taxonomy for Sustainable Finance (EU Regulation 2020/852) and supports the graphic agency in the development of the non-financial reporting layout.

ESG Leader: consolidates the data and information necessary for the annual non-financial reporting of the Group.

Corporate Functions: collects and monitors the collection of data received and information from Country Functions,

necessary for the annual non-financial reporting. They review and ensure the accuracy of the consolidated data within their responsibility before it is passed on to the ESG Leader and ESG Manager.

Country Functions: process the data and information required for the annual non-financial reporting of the Group and transfer this information to the Corporate Functions.

UN GLOBAL COMPACT

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

The UNGC represents an invitation to 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 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.

WIIT
4Innovation

7
GROUP ISO CERTIFICATIONS

3
PROPRIETARY DATA CENTRES CERTIFIED TIER IV

788
kW OF INSTALLED CAPACITY CERTIFIED TIER IV

WIIT

Cybersecurity and data resiliency

Aware of the growing cyber risk to which organisations are exposed, WIIT is constantly working to improve and supplement its cybersecurity service offerings, with the aim of providing **an increasingly reliable defence against cyber threats**.
To meet these challenges, in 2021 WIIT adopted a **Cybersecurity Policy** that sets strict standards for data

security, which it has progressively extended to all Group companies, in line with the requirements of **ISO 27001** certification.
During the three-year period spanning from 2022 to 2024, WIIT received no substantiated complaints of customer data breaches, theft, or loss, settling itself as a reliable and trustworthy cloud partner.

Secure Cloud

In a context in which cybersecurity is a strategic priority, **WIIT is systematising its offerings around a value proposition based on the convergence of cloud and cybersecurity services,** thus creating a digital environment that is at once flexible, scalable and highly secure. In so doing, the Group intends to consolidate its position as an industry leader by offering **state-of-the-art secure cloud solutions.** This synergy allows customers to enjoy

the full benefits of the digital transformation, without compromising the security of their data and operations. **WIIT's services save customers the costs of dedicated infrastructure, without sacrificing the highest levels of IT system security.**
In addition, WIIT employs only internal resources in its operations, according to a philosophy of "zero delegation" and "zero trust".

WIIT's cybersecurity policies and certifications

As every year, in 2024 **WIIT continued to invest a significant portion of its resources in improving the performance of the cybersecurity products and services offered to its customers**, in view of the various sectors and organisational sizes.

CERTIFIED RISK MANAGEMENT PARTNER
In cybersecurity, an efficient risk management structure makes it possible **to prevent, detect, analyse and manage IT threats,** but also, at the same time, requires a significant use of resources to support overall operational risk management processes.

Through its high value-added cloud projects, WIIT has gained **extensive experience in security-as-a-service** over the years. The **certifications** obtained by the Group ensure the reliability of services for customers of all sizes that wish to turn to recognised suppliers certified according to the highest international standards.	**ISO 20000** IT Service Management	**ISO 22301** Business Process Management	**ISO 27001** Information Security Management
	ISAE 3402 SOC Type II Quality Assurance on Controls	**ISO 27017** Cloud Data Protection	**ISO 27018** Personally Identifiable information
	GxP Qualification for data resiliency in the Pharmaceutical industry	**ISO 9001** Service management system requirements	**ISO 27035-1** Information security incident management

NIS 2 DIRECTIVE

As a designated essential entity under the NIS 2 European Directive in both Italy and Germany, WIIT underscores cybersecurity as a fundamental pillar of its business strategy. This designation highlights the Group's industry-leading approach to regulatory compliance and risk mitigation, reinforcing its position as a trusted partner for enterprises operating in highly regulated environments.

WIIT is proactively advancing in **two strategic directions**:

1. Ensuring **full compliance** with the Directive's requirements by formally engaging with the Italian National Cybersecurity Agency (ACN), providing transparency and reliability to external stakeholders.
2. Enhancing its **Cyber Security Framework,** including WSU, by integrating key NIS 2 controls. Given that the Directive is built upon the ISO 27001 standard, WIIT leverages its existing ISO compliance to accelerate adaptation while strengthening its already solid security posture. This transformation is set to unfold between Q2 and Q3 2025, aligning with ACN's anticipated Assessment Framework release in April 2025.

In addition, **WIIT is closely monitoring emerging EU priorities**, particularly in AI security, data privacy, and the Digital Services Act, ensuring its services remain ahead of evolving regulatory landscapes.

By embedding global security standards into its operations, WIIT not only mitigates cyber risks but also elevates the trust and value proposition of its services. These actions reaffirm WIIT's unwavering commitment to providing customers with the highest level of cyber resilience, data integrity, and business continuity.

UPTIME INSTITUTE TIER IV

In 2024, WIIT continued to set the benchmark for data centre security and reliability, with both its Milan facilities (MIL1 and MIL2) awarded the prestigious Uptime Institute Tier IV certification – a globally recognized standard for maximum fault tolerance and zero-downtime infrastructure. This achievement underscores WIIT's uncompromising approach to business continuity, ensuring clients' mission-critical operations remain protected under any circumstances. **WIIT officially inaugurated its Düsseldorf data centre in early 2024**. Having obtained the first TIER IV Constructed Facility certification in Germany, WIIT offers its customers the highest standard of cross-country Tier IV coverage within the European Union—a level of business resilience unmatched in today's cloud and managed services landscape.

Obtaining the Tier IV certification for data centres is not only of strategic importance for data resilience and the market, but also a key pillar of WIIT's ESG Plan. In fact, the Group has set the ambitious goal of 1,500 kW consumed in Tier IV-certified infrastructure of the total kW attributable to the Group's data centres by 2030 **In 2024, WIIT reached a total of 788 kW of certified Tier IV Facilities**.

STRENGTHENING CYBERSECURITY

WIIT has implemented a comprehensive set of measures to strengthen the cybersecurity of its services, ensuring the protection of Consumers and End-Users and addressing impacts, risks, and opportunities identified. Key actions include the deployment of secure backup systems, the establishment of secure operation centres, the implementation of Endpoint Detection and Response (EDR) tools to monitor all laptops and critical servers and ensure IT administrators adhere to strict security protocols. Additionally, a "**Security by Design**" approach has been integrated into WIIT's Cloud Services, creating WIIT Secure Cloud.

WIIT Secure Cloud embeds cybersecurity considerations into every stage of service design and delivery. These actions, initiated two years ago as part of a long-term strategy, cover all operational activities and downstream services delivered to Consumers and end-users across all geographies where WIIT operates, with affected stakeholders including clients, their end-users, IT administrators, and internal teams. Future actions include enhancing threat detection capabilities and expanding cybersecurity measures to new service offerings, with completion planned over the next three years.

Participation in industry events

Within the framework of the objectives outlined in its ESG Plan, WIIT has set itself the goal of **working with more than 100 organisations,** including corporate customers, suppliers, start-ups, institutions and academic organisations **on co-innovation initiatives.** In 2024, WIIT formed **five partnerships** with its selected stakeholders, for a cumulative total of eleven.

DIGITAL AWARDS 360 AND CIOsumm.IT

Once again, WIIT participated in the 2024 edition of the **Digital Awards 360 and CIOsumm.IT,** a key event dedicated to exploring the evolving role of **innovation** and the challenges CIOs face in an increasingly unpredictable landscape.
Embracing the theme **"The Butterfly Effect: The CIO's Mission to Bring Order to Chaos,"** WIIT reaffirms its commitment to **collaboration and the exchange of ideas,** essential drivers of progress in the digital era. Today, on stage before a distinguished panel of CIOs, **WIIT's Innovation Director,** presented and won the finalist project **"Cloud GPU – Cutting Edge for Gaming and More"** in the **Cloud Computing category**—a high-performance, scalable, and secure **Cloud GPU platform** designed to push the boundaries of technology.

INTEGRATION.HUB

WIIT organized the 2024 Integration.hub, where it joined Syscons Futura and Boomi for an in-depth discussion on the evolving integration needs of modern enterprises. **The event served as the launch of WIIT's homonymous product,** an enterprise iPaaS solution that can provide companies with a

comprehensive, agile, cloud-oriented approach.
The event was organized by WIIT's Director of Innovation, and it featured the Company's CISO, contributing insights on composable enterprise strategies, secure cloud infrastructure, and the role of iPaaS in digital transformation. It also saw the participation of two of WIIT's clients, Bally and Epta Group, which shared their experiences. This gathering of industry leaders and IT professionals served as a **valuable platform for collaboration and knowledge exchange, reinforcing the critical role of integration, security, and cloud computing in driving business innovation.**

INDUSTRY EVENTS IN GERMANY

Following the Group's philosophy, its German companies continued their efforts to reach out to young talents in 2024 as well. **WIIT AG participated in the 2024 SUPA job fair in Stralsund,** presenting potential talents with working opportunities in the IT sector. **myLoc opened its doors to 50 local talented students** and discussed potential internship opportunities with them. It also sponsors the IT **Sicherheitskonferenz (IT Security Conference) in Stralsund.**

INNOVATION AT THE DISPOSALS OF THE COMMUNITIES
As part of its ESG Plan 2030, WIIT decided to allocate **1% of its turnover to digital services for organisations in the non-profit sector,** aware of the potentially enabling role of cloud innovation in the non-profit sector.
In 2024, WIIT allocated 0.2% of its turnover to non-profit organizations, this getting closer to the 2025 objective of 0.5%.

WIIT 4Climate

99%
RENEWABLE AND CERTIFIED ENERGY PURCHASED

52%
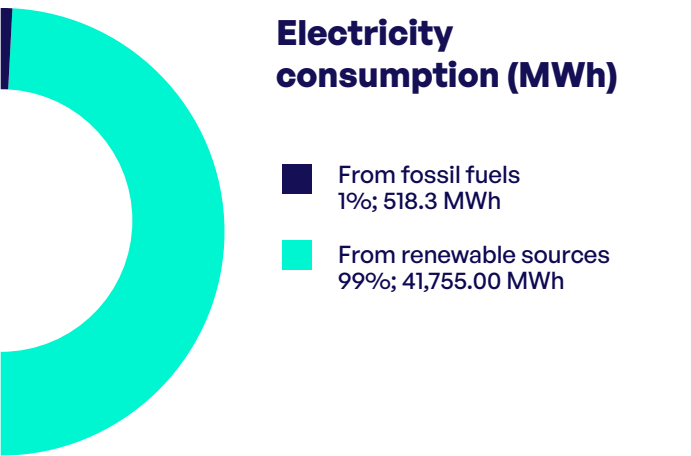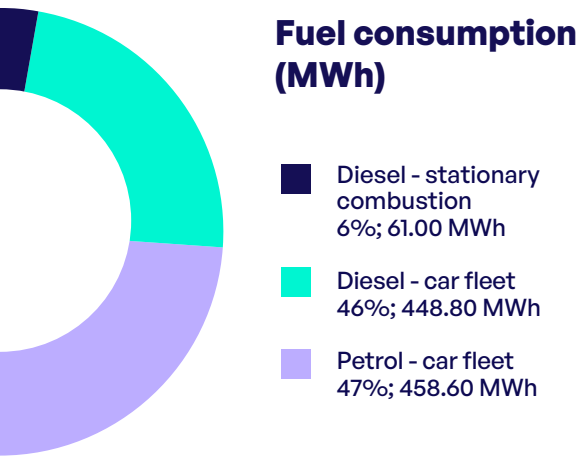**OF THE COMPANY FLEET MADE UP OF HYBRID/ELECTRIC VEHICLES**

3.7 tCO$_2$e/mn €
OF NET REVENUES EMISSIONS INTENSITY OF THE GROUP

WIIT

Green and efficient energy use

WIIT is committed to minimising the CO_2 emissions from its business activities, generating a positive impact on the planet and at the same time contributing to European and global climate targets. The topic is particularly relevant for WIIT, since cloud computing is a highly energy intensive activity. **To substantiate this commitment, the Group has adopted responsible energy consumption management.**

In 2024, the WIIT Group consumed 48,499.6 litres of diesel, 48,436.9 litres of petrol and a total of 42,273.3 MWh of electricity, of which 98.8% from renewable sources.
The consumption levels result in an energy intensity of the Group's activities of **269.5 MWh per million of euros of net revenues.**

ESRS E1-5 – ENERGY CONSUMPTION AND MIX

Fuel consumption (MWh)

- **Diesel - stationary combustion** 6%; 61.00 MWh
- **Diesel - car fleet** 46%; 448.80 MWh
- **Petrol - car fleet** 47%; 458.60 MWh

Electricity consumption (MWh)

- **From fossil fuels** 1%; 518.3 MWh
- **From renewable sources** 99%; 41,755.00 MWh

		2024
Total energy consumption	**MWh**	**43,241.7**
Stationary combustion	**MWh**	**61.0**
Diesel	MWh	61.0
Car fleet	**MWh**	**907.4**
Petrol	MWh	458.6
Diesel	MWh	448.8
Consumption of electricity purchased	**MWh**	**4,2273.3**
Electricity from fossil fuels	MWh	518.3
Electricity from renewable sources		41,755.0

The Parent Company currently procures its energy from Dolomiti Energia, a company that ensures a 100% renewable energy supply, offsetting the CO_2 produced by the gas consumed by customers, effectively making energy consumption a zero-emission service. WIIT S.p.A. has received **"100% Clean Energy"** **certification,** a Guarantee of Origin[1] of all energy consumed that ensures that the energy comes from renewable sources.
The Group's total emissions in 2024 (scope 1 + scope 2 location-based) amounted to **15,766.0 tCO$_2$e, for an emissions intensity of 3.7 tCO$_2$e per million of euros of net revenues.**

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1   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.

WIIT's Group's Total GHG Emissions

- ■ Scope 1 - Direct emissions 223 tCO$_2$e
- ■ Scope 2 - indirect emissions 15,499 tCO$_2$e

ESRS E1-6 – GROSS SCOPE 1 AND 2 GHG EMISSIONS

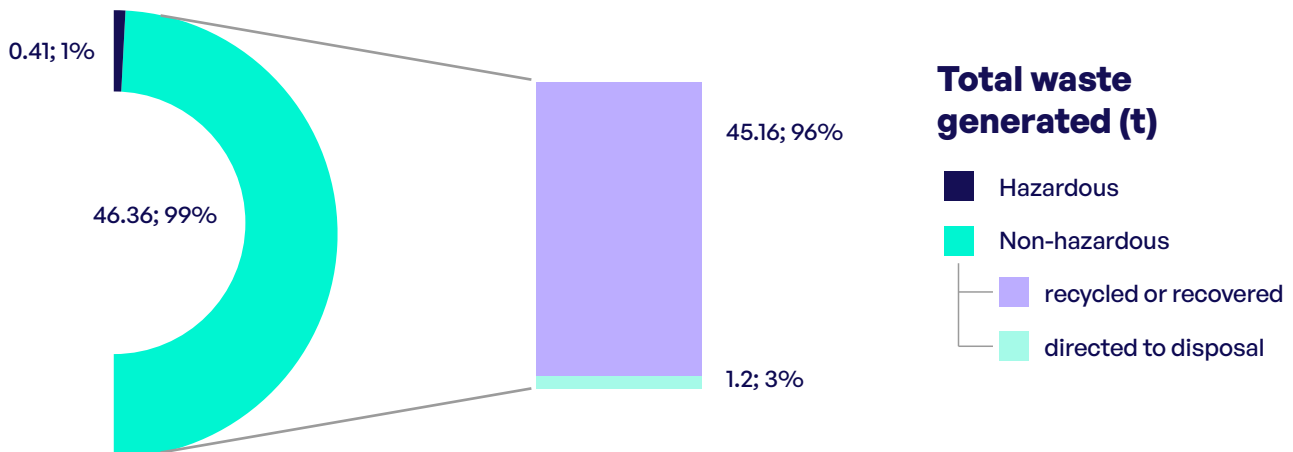|		2024
GROSS SCOPE 1 AND 2 AND TOTAL GHG EMISSIONS	**U.o.m**	**-**
Scope 1 GHG emissions	tCO$_2$e	223
Scope 2 GHG emissions (location-based method)	tCO$_2$e	15,499
Scope 2 GHG emissions (market-based method)	tCO$_2$e	373
Scope 1 + Scope 2 (location-based)	**tCO$_2$e**	**15,722**
Scope 1 + Scope 2 (market-based)	**tCO$_2$e**	**596**

As part of the ESG Plan, WIIT has set the goal of **reducing the Group's energy intensity in the parent company's data centres by 84% by 2030**, i.e. the energy consumed for each euro of generated net revenues, **as well as the emissions intensity by 95%,** both with respect to **2021 baseline levels.**

Additionally, WIIT is committed to making 70% of its company car fleet hybrid/electric cars. In 2024, **52% of the company fleet was either made up of hybrid or full electric vehicles.**

E-waste and resource management

As part of its environmental policy, WIIT is committed to responsible waste management. Indeed, at a time when technological innovation is advancing rapidly, the cloud computing sector has a significant role to play in the production of electronic waste. Commonly known as e-waste, it derives from the **rapid obsolescence of hardware, fuelled in part by the constant evolution of available technologies.** WIIT has set itself the goal of **allocating 80% of replaced technology materials to colleges, academic institutions and social institutions by 2030.** In 2024, **56.5% of WIIT S.p.A.'s**

unused IT assets were donated, at the benefit of several non-profit organizations and foundations such as **Dynamo Camp, Informatici Senza Frontiere, Fondazione Corti, Associazione Fantasiarte, Polisportiva Ricreatorio Marano, Associazione Koreni ODV, Scuola dell'Infanzia San Giuseppe** and **Casa di Accoglienza Donne Maltrattate.**
In total WIIT generated almost **45.57 tons of waste** in 2024, of which **less than 0.1% could be classified as hazardous.** 74.4% is diverted from disposal and either recycled, prepared for reuse or recovered through other operations.

0.41; 1%

46.36; 99%

45.16; 96%

1.2; 3%

Total waste generated (t)

- ■ Hazardous
- ■ Non-hazardous
  - ■ recycled or recovered
  - ■ directed to disposal

ESRS E5-5 – RESOURCE OUTFLOWS

		2024
Total waste generated	**U.o.m.**	**45.57**
Of which diverted from disposal	**t**	**35.02**
of which hazardous	t	**0.41**
(i) Prepared for reuse	t	0.00
(ii) Recycled	t	0.41
(iii) Other recovery operations	t	0.00
of which non-hazardous	t	**34.61**
(i) Prepared for reuse	t	0.00
(ii) Recycled	t	33.49
(iii) Other recovery operations	t	1.12
Of which directed to disposal	**t**	**10.55**
of which hazardous	t	**0.00**
(i) Incineration	t	0.00
(ii) Landfill	t	0.00
(iii) Other disposal operations	t	0.00
of which non-hazardous	t	**10.55**
(i) Incineration	t	10.45
(ii) Landfill	t	0.00
(iii) Other disposal operations	t	0.10

WIIT 4People

678
PEOPLE

15.93
**AVERAGE HOURS OF TRAINING
PER EMPLOYEE**

97.8%
**EMPLOYEES HIRED UNDER
PERMANENT CONTRACTS**

WIIT

People care and work culture

WIIT recognises that successful results are inextricably linked to the development of its people. The Group is therefore committed to implementing personnel management policies based on respect for principles that include moral integrity, safeguarding individual dignity, combating all forms of discrimination and promoting the development and professional growth of workers.

As of 31 December 2024, **the Group employed a total of 678 people, 97.8% of whom were on permanent contracts** and **97.8% on full-time** contracts. Where applicable, **100% of employees are covered by a collective agreement[2].** In 2024, **84% of employees in 2024 were men.**
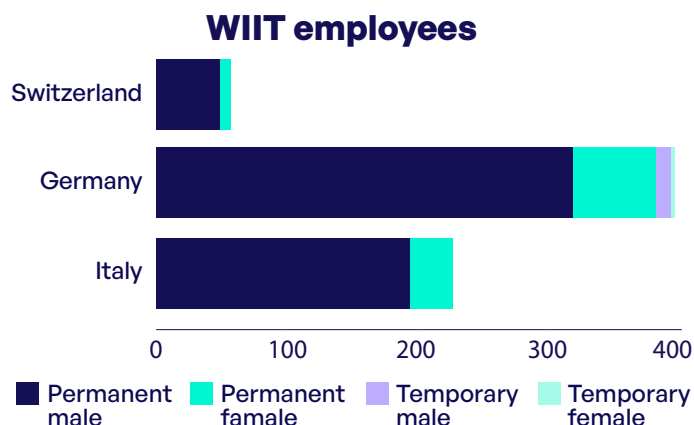
WIIT employees

ESRS S1-6 – CHARACTERISTICS OF THE UNDERTAKING'S EMPLOYEES

		2024	
Employees by country	**U.o.m**	**n.**	**%**
Italy	Headcount	226	33%
Germany	Headcount	395	58%
Switzerland	Headcount	57	8%
Total employees		**678**	**100%**

		2024		
Employee head count by gender and country	**U.o.m**	**Female**	**Male**	**Total**
Number of employees		**108**	**570**	**678**
Italy	Headcount	33	193	226
Germany	Headcount	66	329	395
Switzerland	Headcount	9	48	57
Number of permanent employees		**105**	**558**	**663**
Italy	Headcount	33	193	226
Germany	Headcount	63	317	380
Switzerland	Headcount	9	48	57
Number of temporary employees		**3**	**12**	**15**
Italy	Headcount	0	0	0
Germany	Headcount	3	12	15
Switzerland	Headcount	0	0	0

ESRS S1-9 – DIVERSITY METRICS

		2024	
Gender distribution at top management	**U.o.m**	**n.**	**%**
Total Top Management		**28**	**100%**
Male	Headcount	25	89%
Female	Headcount	3	11%

2   In Germany, there is no national collective agreement in the ICT sector, only company-specific collective agreements or individual employment contracts. The German companies make use of the latter.

BEWIIT

2023 saw the first edition of **BeWIIT, a call for proposals for social, sporting and recreational activities designed to specifically address the engagement and well-being needs of people within the company.** Employees can propose initiatives such as sponsorships of sports, cultural and social associations and the organization of specific sports or leisure events to be carried out with colleagues. Following the submission of proposals, the BeWIIT Committee evaluates which initiatives to carry out and provides everyone who proposed activities with feedback. **Numerous initiatives were proposed by employees during 2024, resulting in a calendar of 16 events related to sports,** **cultural and leisure activities.** Examples of successful proposals are WIIT's participation to the 2024 Prague International Marathon and the implementation of a project in local schools to help students understand the potential of Artificial Intelligence and other novel IT technologies. The events were held during one or half day during the working week and took place in different part of Italy to ensure that everyone could participate, regardless of their office's location. **The second edition of BeWIIT saw the active participation of more than half of WIIT's people in Italy from all the company's offices and functions,** thus creating a unique opportunity for people to meet and discuss topics and passions that extend beyond the work sphere.

People training and reskilling

WIIT's mantra ***"Humans in a digital world"*** reflects its awareness of the importance of developing soft skills, such as communication, empathy and critical thinking, even in an area of high technological innovation such as cloud computing. Among its upskilling and reskilling initiatives, WIIT attaches particular importance to **security awareness** and **IT best practices,** including specific courses on technologies and systems specific to the services offered to customers. The investment in training also includes the spread of globally recognised best practices and methodologies. In this regard, Project Manager and Service Delivery Manager roles obtained **Prince2** and **ITIL certifications.**

Throughout 2024, WIIT continued carrying out targeted upskilling and reskilling initiatives, promoting equality, inclusion, and robust security awareness. These efforts aim to bridge gender gaps in STEM fields, particularly through the recruitment and empowerment of women, and improve well-being via flexible working hours and corporate benefits.

During the year, **WIIT's employees received a total of 8,411.75 hours of training, close to 16 per capita. Additionally, all of the 678 employees underwent regular performance and career development reviews, of which 84% were women, underlining both WIIT's commitment to career advancements and to equality in opportunities.** 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, teamwork, and people management. A specific training on communication and relationship with customer was delivered to almost 50 people working in operational roles in Italy and one to one coaching path were given to People Manager.

Harnessing opportunities, **WIIT collaborates with schools and universities to attract young talent, particularly through its Junior Paths program, which prepares graduates for STEM careers.** By promoting inclusion and gender equality, the company enhances its appeal as an employer and builds a workforce capable of navigating an evolving digital landscape. This comprehensive approach ensures that WIIT not only manages associated challenges but also thrives on emerging opportunities in its industry.

ESRS S1-13 – TRAINING AND SKILLS DEVELOPMENT

		2024		
Average number of training hours per employee	U.o.m	**Female**	**Male**	**Tot**
Hours of training provided	Hours	943.25	7,468.5	**8,411.75**
Total employees	Headcount	75	453	**528**
Total hours per employee		**12.58**	**16.49**	**15.93**

Data about training was not available for Gecko and for Michgehl & Partner.

ESRS S1-13 – EMPLOYEES SUBJECT TO REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS

		2024		
Employees that participated in regular performance and career development reviews	U.o.m	**Female**	**Male**	**Tot**
Employees evaluated	Headcount	108	570	**678**
% Total employee evaluated		**16%**	**84%**	**100%**

Talent attraction and retention

For a Group that has innovation at the core of its business model, **talent attraction and retention are a crucial challenge.** Constantly evolving market demands, and the increasing complexity of the required skills make it more and more difficult to find highly qualified professionals. In 2024, **a total of 107 employees left the Group,** with a **turnover rate of 16%.**

ESRS S1-6 – TOTAL NUMBER OF LEAVES AND TURNOVER RATE

		2024		
	U.o.m.	**Male**	**Female**	**Total**
Total number of leaves	Headcount	97	10	**107**
Turnover rate	%	17%	9%	**16%**

In 2024, WIIT implemented a range of actions aimed at enhancing talent attraction, a key source of both risks and opportunities for the organization.
To engage with emerging youth culture and better understand its evolving dynamics, WIIT invests in strategic partnerships and programs. The collaboration with **Istituto Tecnico Superiore (ITS) Rizzoli** in Milan has been instrumental in introducing trainees and apprenticeship contracts focused on advanced training, research, and development. Additionally, WIIT's **partnership with Istituto Freud** in Milan has supported job orientation for senior secondary school students, including inviting classes to visit WIIT's Data Centers for real-world exposure.

Following the Group's philosophy, its German companies continued their efforts to reach out to young talents in 2024 as well. WIIT AG participated in the **2024 SUPA job fair in Straslund,** presenting potential talents with working opportunities in the IT sector. **myLoc opened its doors to 50 local talented students** and discussed potential internship opportunities with them. It also sponsors the IT **Sicherheitskonferenz (IT Security Conference) in Stralsund.**