



WIIT
THE PREMIUM CLOUD

Sustainability beyond Cloud

2025 Sustainability Statement

Synthesis Report

Knowledge partner

TEHA

Learn more at: wiit.cloud

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2025 at a Glance

THE PREMIUM CLOUD	WIIT4INNOVATION	WIIT4CLIMATE	WIIT4PEOPLE
 4 GROUP COMPANIES  € 167.9 MILLION IN TURNOVER  7 REGIONS 3 PREMIUM ZONES, 3 TIER IV DC – UPTIME INSTITUTE	 8 ISO CERTIFICATIONS OBTAINED BY THE GROUP'S COMPANIES  3 PROPRIETARY DATA CENTRES CERTIFIED TIER IV  788 KW OF INSTALLED CAPACITY CERTIFIED TIER IV	 100% RENEWABLE AND CERTIFIED ELECTRICITY PURCHASED  49% OF THE COMPANY FLEET MADE UP OF HYBRID/ELECTRIC VEHICLES  1.08 tCO₂e/MN€ OF NET REVENUES EMISSIONS INTENSITY OF THE GROUP	 576 PEOPLE  13.53 AVERAGE HOURS OF TRAINING PER EMPLOYEE  99.8% 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.

The plan was drawn up in 2020 and currently consisting of 15 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.

WIIT conducts an annual progress monitoring of the goals set and the related initiatives to ensure the Group's ability to recalibrate targets in response to a change in the context, whether external or internal – such as the impact of new acquisitions. 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		2025 (result)	2025 (interim target)	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	17%	20%	30%
ESG goals in variable compensation	100% of WIIT's senior management with ESG incentives in their MBO schemes	55%	50% - ✓	100%
WIIT4INNOVATION		2025 (result)	2025 (interim target)	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	35	40	100
Non-profit financing	1% of revenues allocated to nonprofit organizations	0.2%	0.5%	1%
WIIT4CLIMATE		2025 (result)	2025 (interim target)	2030
Reduction of energy intensity	Reduce WIIT's energy intensity (MWh/mn€ of revenues)	266.5	220	90
Reduction of emissions intensity	Reduce WIIT's emissions intensity (tCO ₂ e/mn€ of revenues)	1.08	3	2 - ✓
Green energy towards zero emissions	Increase the share of electricity purchased from renewable sources to 100%	100%	70%	100% - ✓
Green company car fleet	Increase the share of hybrid/electric cars in the company car fleet to 70%	49%	30% - ✓	70%
Environmental management system	Adopt an Environmental Management System (ISO 14001)	2 Italian data centers and WIIT S.p.A.'s main offices were certified	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%	0% ¹	25%	80%
WIIT4PEOPLE		2025 (result)	2025 (interim target)	2030
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)	12 (1 in 2025)	At least 4 cumulative projects - ✓	At least 1 project per year
Job Path	100% of employees included in an Internal Growth Job Path after 24 months of acquisition	75%	75% - ✓	100%

¹ As of 2025, progress against the target is 0%, as no IT hardware was decommissioned during the reporting year and therefore no equipment was available for donation.

The Premium Cloud

4

GROUP COMPANIES

€ 167.9

MILLION IN TURNOVER

7 REGIONS

3 PREMIUM ZONES, 3 TIER IV DC –
UPTIME INSTITUTE

European Cloud services leader

Founded in 1996, **WIIT is a leading European provider of secure cloud computing solutions focused on business-critical applications.**

Through a series of acquisitions - particularly in Germany - the Group has strengthened its position in the private and hybrid cloud market.

WIIT delivers tailored Private Cloud and Hybrid Cloud solutions designed to ensure continuity, resilience and high performance for core business systems (e.g., SAP, Oracle and Microsoft ERP). Services are supported by proprietary Data Centers, including three facilities certified TIER IV by the Uptime Institute, ensuring the highest levels of reliability and redundancy.

The Group offers an integrated platform combining infrastructure (IaaS/PaaS), managed services, cybersecurity, and digital transformation solutions. Services are typically provided under long-term contracts (3–5 years), within a unified and fully managed framework.

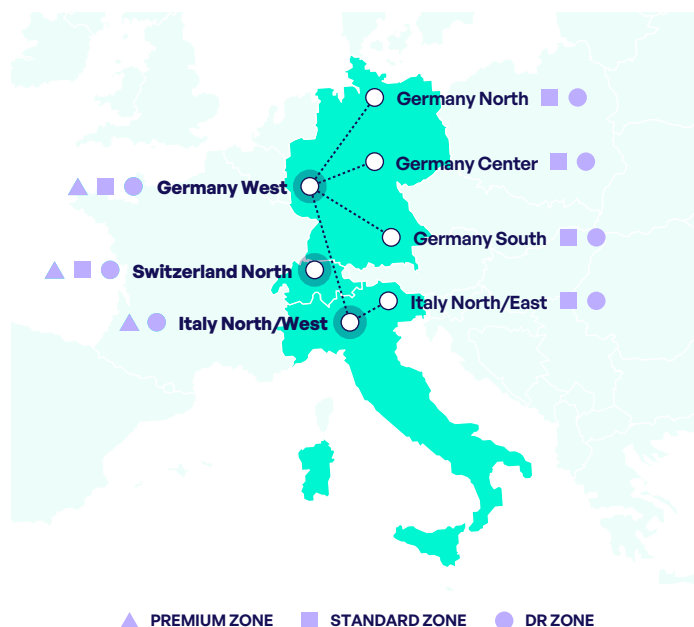
Today, WIIT consists of **four companies** and **576 employees** based in **Italy, Germany** and **Switzerland**, contributing to a turnover of around **€168 million** in 2025. Since 2019 the Company has been listed on the Euronext (EXM), STAR Segment (WIIT.MI), organised and managed by Borsa Italiana. **The Group operates through managed processes, specialized resources and technology assets including proprietary data centres spread across 7 regions:** 4 in Germany, 1 in Switzerland and 2 in Italy, 3 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 its clients through the cloud journey in a trustworthy and secure way.

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.
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 & HEALTHCARE



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.

WIIT'S CONTRIBUTION TO DIGITAL SOVEREIGNTY

Digital sovereignty is a crucial priority for the European Union. It refers to the ability of institutions to keep full control over the digital ecosystem on which their economy and society depend. In this context, WIIT positions itself as an enabler of a European Cloud by design, built to meet the core requirements of digital sovereignty: data residency, legal control, security, and technological independence.

All WIIT's data centers are located in Europe, designed according to highly resilient standards (up to Tier IV), and fully compliant with European regulations, from GDPR to NIS2. This ensures that data, workloads, and applications are subject only to EU law, with no ambiguity or external interference. At the heart of WIIT's vision is a strong focus on mission-critical environments: ERP

systems, industrial platforms, and business continuity solutions. These are the foundations for real and effective digital transformation for businesses and public administrations. At the same time, WIIT European Cloud does not mean isolation. It means controlled openness and interoperability. The platform is natively connected to major hyperscalers, making it possible to design hybrid and multicloud strategies that combine scalability and innovation, without giving up data sovereignty or regulatory compliance.

In short, flexibility remains essential, but it must always be supported by fully European governance. This approach also includes a no lock-in principle, based on the use of enterprise open-source technologies that ensure high interoperability and application portability, greatly reducing dependence on external vendors and enabling free, sustainable technological evolution.

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 – Edge & Cloud

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

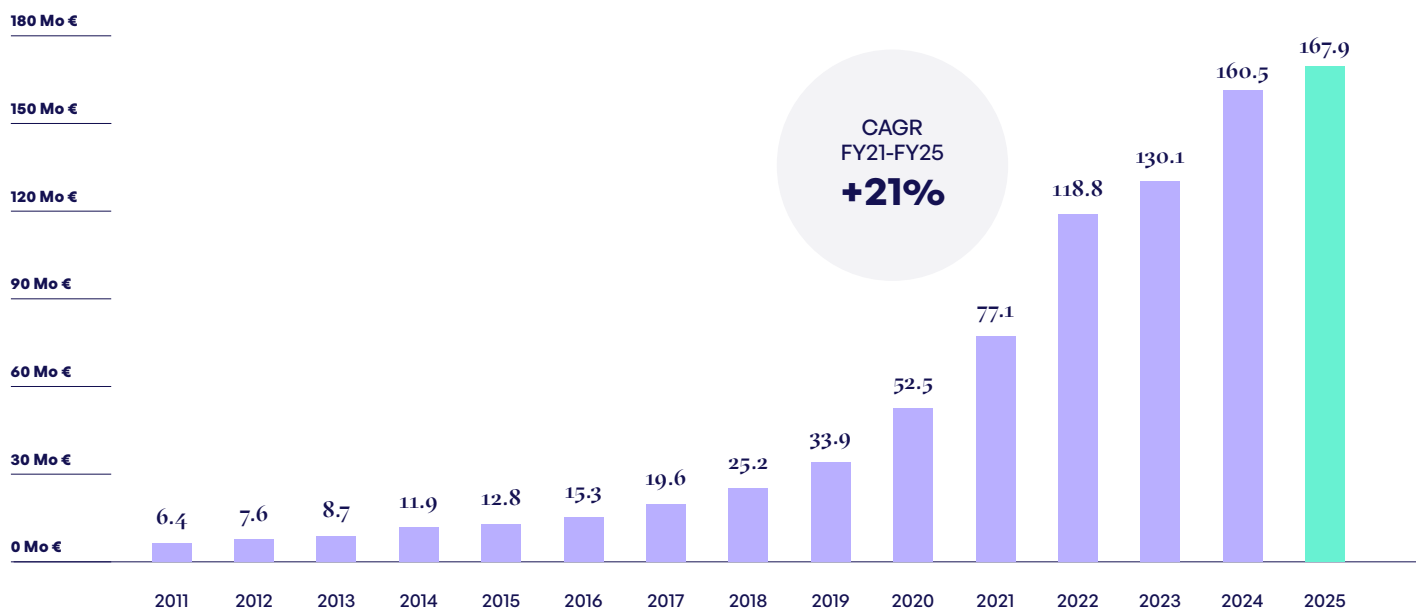
Based in Germany and established as a consulting and software provider, today it is the cloud provider of choice for the legal sector

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,

ach, in **2025 Michgehl & Partner**, which was acquired in late 2024, became fully operational as part of **WIIT AG**.

Financial Performance and the Value generated and distributed

WIIT GROUP TURNOVER OVER TIME



OPERATIONAL RESULTS (K€)	2025	2024	2023
Turnover	€ 167,910	€ 160,456	€ 130,107
EBITDA	€ 63,378	€ 56,333	€ 46,886
EBIT	€ 25,651	€ 21,272	€ 19,459

Group Certifications

SAP AND INTERNATIONAL CERTIFICATIONS

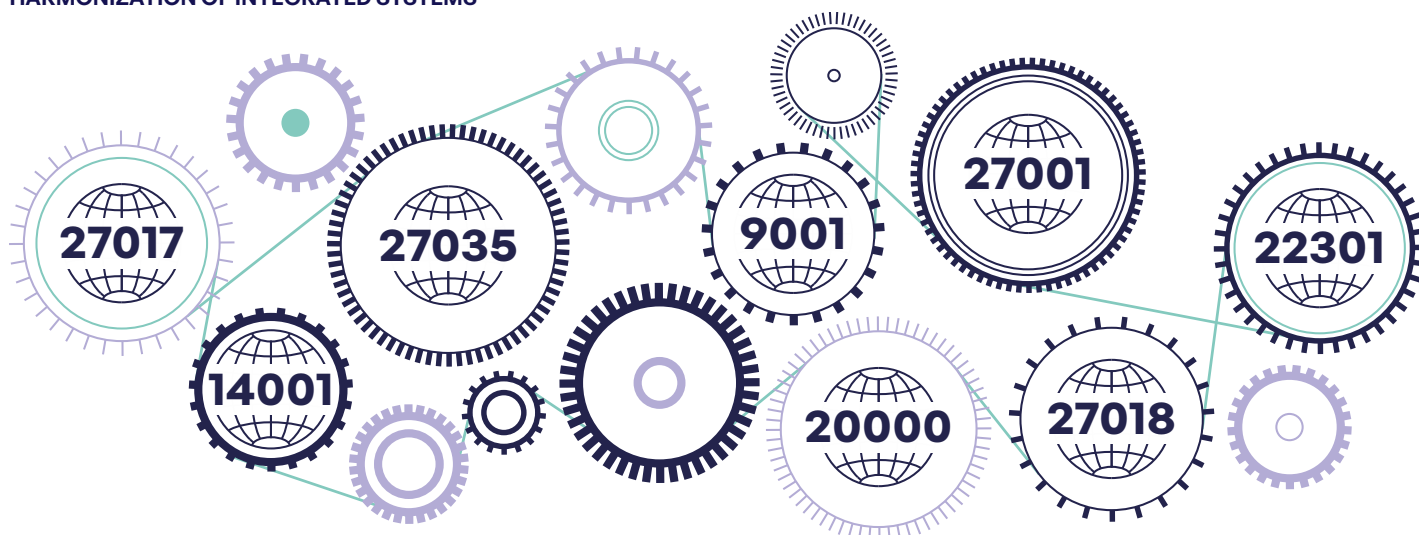
WIIT is currently one of the organisations with the largest number of SAP certifications in cloud outsourcing operations in the world, enabling its corporate customers to manage the main application suites: no fewer than six certifications for managing SAP S/4HANA technology platforms in PaaS mode. In 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.

In 2025, the Group implemented an Environmental Management System in line with the ISO14001 standard for its Italian data centers, and plans to extend it to all of the Group's Companies by 2030.

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's ESG Strategy

In 2025, 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 framework for all the tools, objectives and actions that the Group is implementing, and plans 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 2025 WIIT updated its **Double Materiality Assessment (DMA)**. The analysis was conducted on the 10 sustainability topics and the respective sub-topics provided 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 in 2024 were confirmed for 2025: E1 – Climate change, E5 – Resource use and circular economy, S1 – Own workforce, S4 – Consumers and end-users and G1 – Business conduct. For each of them, impacts, risks and opportunities were identified and are listed on the Group's 2025 Sustainability Statement. The results of the DMA were presented and validated by WIIT's ESG Committee as well as by the Group's stakeholders during the 2025 Stakeholder Day.

WIIT'S 2025 STAKEHOLDER DAY

On October 30th, 2025, the Company hosted the fourth edition of the Stakeholder Day. This recurrent event serves as a critical pillar of the double materiality assessment, designed to gather direct insights and validate the

relevance of sustainability topics through active dialogue. The session involved 15 key participants representing a balanced cross-section of the Company's stakeholders, including Clients, Investors, Organizations, and Suppliers. The engagement focused on the three strategic pillars guiding WIIT's 2030 ESG plan: Planet, People, and Premium Cloud. The primary outcome of the session was a substantial alignment between stakeholder insights and the existing FY24 Double Materiality Assessment (DMA). This consensus confirmed that the Company's current material topics are accurate and representative for the 2025 reporting cycle. Key discussion areas included digital sovereignty, energy efficiency, HR culture, and supply chain governance. The participants' comments and suggestions were taken into consideration in the update of the Group's DMA as well as in drafting the present edition of the Sustainability Statement.

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 – CONSUMERS 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

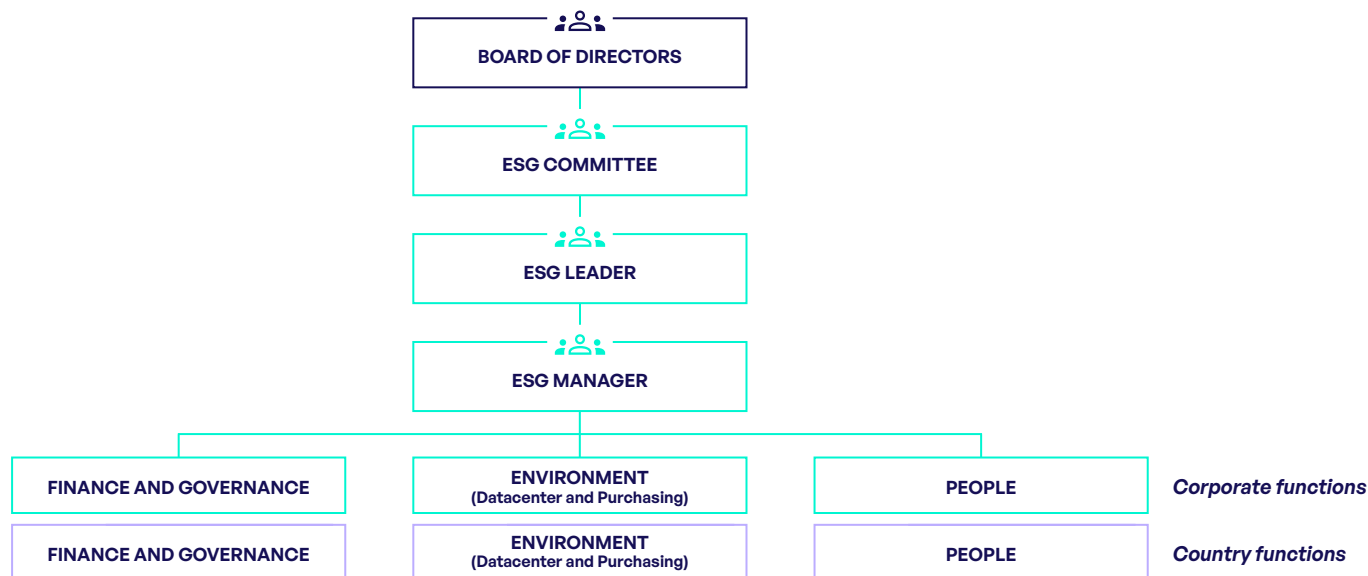
ESG GOVERNANCE

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 was updated in 2025, to reflect the Group's consolidation process and to make the internal management of the sustainability strategy seamless. 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): responsible for approving the Group's annual non-financial reporting in accordance with current European and Italian regulations on non-financial disclosure, and for ensuring alignment between the non-financial reporting and the Annual Report.

ESG Committee: approves or, when necessary, updates the Double Materiality Analysis (DMA) on a yearly basis.

ESG Leader: responsible of consolidating the data and information necessary for the annual Group Sustainability Statement.

ESG Manager: coordinates all activities related to non-financial reporting and presents the document to the Board of Directors. They manage the interviewing, data collection, and consolidation processes required for the realization of the annual sustainability statement. They also oversee the ownership of data and information related to Business and Governance, ensuring their accuracy, implement actions for compliance with the European Taxonomy for Sustainable Finance (EU Regulation 2020/852) and support the graphic agency in the development of the final document layout.

Corporate Functions: collect and consolidate relevant data and information necessary for the annual sustainability reporting from the Country Functions. They review and ensure

the accuracy of the data before it is passed on to the ESG Leader and ESG Manager.

Country Functions: extract the data and information required for the annual sustainability 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



United Nations
Global Compact

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

8

ISO CERTIFICATIONS OBTAINED
BY THE GROUP'S COMPANIES

3

PROPRIETARY DATA CENTRES
CERTIFIED TIER IV

788

kW OF INSTALLED CAPACITY
CERTIFIED TIER IV

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. In 2025, WIIT advanced the management of its environmental impacts, obtaining the **ISO14001** certification (**environmental management system**) for its Italian data centers.

During the three-year period spanning from 2023 to 2025, 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 2025 **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		ISO 14001 Environmental management system
	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 NIS2 European Directive in both Italy and Germany, WIIT confirms cybersecurity as a core pillar of its business strategy.

In 2025, the Group progressed in aligning its Cyber Security Framework (including WSU) with NIS2 requirements and related Italian implementing measures. WIIT completed its registration on the Italian National Cybersecurity Agency (ACN) portal within the prescribed deadlines, including the designation of points of contact, and was formally classified as an essential entity. The Group also completed the collection of required organisational and cloud service information, identified a dedicated CSIRT contact, and conducted a gap analysis based on the ACN checklist, initiating remediation activities to meet the October 2026 implementation deadline.

Looking ahead, WIIT will confirm its ACN registration by February 2026 and complete the annual information update between April and May 2026. The alignment process continues to leverage existing ISO/IEC 27001 compliance, facilitating the integration of NIS2 controls.

In parallel, WIIT monitors evolving EU priorities, including AI security, data privacy and the Digital Services Act. These actions strengthen the Group’s cybersecurity posture and support high levels of resilience, data integrity and customer trust.

UPTIME INSTITUTE TIER IV

In 2025 WIIT has continued to enhance its Data Center infrastructure to meet the highest security and reliability standards, with both its Milan Data Centers (MIL1 and MIL2) certified as Tier IV Facilities by the Uptime Institute, a leading IT security certification authority in the United States. At the beginning of 2024, WIIT officially inaugurated its new

Data Center in Düsseldorf, Germany, which had received Tier IV Design certification.

These certifications guarantee the highest quality standards and maximum fault tolerance, enabled by the redundancy of components and systems within WIIT’s infrastructure. The cross-country Tier IV within the European Community is today the highest worldwide guarantee of business continuity against any possible disruption. In 2025, 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, embedding 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 and organization of 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 2025, WIIT reached **35 cumulative partnerships** with its selected stakeholders.

DIGITAL AWARDS 360 AND CIOsumm.IT

WIIT participated in the 2025 edition of the Digital360 Awards and



DIGITAL 360 AWARDS



CIOsumm.IT, a leading event that brought together over **230 CIOs and innovation leaders to reflect on the evolving role of digital technologies under the theme “The Essential in Digital: What Really Matters in the Age of AI”**. The discussion highlighted a shift from pure efficiency gains enabled by generative AI toward a more strategic focus on what is truly critical for long-term business value.

Within this context, **WIIT was awarded in the Cloud Computing and Infrastructure Solutions category** with the project “Cloud Native Platform – a European alternative to hyperscalers. The VirtualMinds case”. Selected by a jury of CIOs based on criteria such as degree of innovation, tangible benefits and replicability, the recognition underscores WIIT’s ability to deliver high-performance, secure and scalable cloud solutions. The award further reinforces WIIT’s positioning as a key European player in the cloud space, capable of supporting enterprises with sovereign and reliable infrastructure in increasingly complex, data- and AI-intensive environments.

FOCUS ON – THE CLOUD NATIVE PLATFORM – THE VIRTUAL MINDS CASE

The “Cloud Native Platform – The Virtual Minds case” project reflects a major step forward in the modernization of digital infrastructure, developed by WIIT for Virtual Minds, a leading AdTech company managing very large volumes of data and online traffic. The initiative involved **transitioning from traditional IT systems to a more flexible and scalable cloud-based platform, designed to ensure high performance, reliability and full compliance with European data protection standards. A key objective was to combine technological efficiency with data sovereignty, offering a European alternative**

to non-EU cloud providers. The migration was carried out gradually over three years, allowing the new and old systems to run in parallel and ensuring continuity of service with no disruption for users. As a result, the new infrastructure significantly improved efficiency and reduced resource consumption and operating costs, while increasing the system’s ability to adapt to changing business needs. By removing dependency on a single technology provider and enabling greater control over data and infrastructure, the project represents a concrete and replicable example for companies looking to strengthen their digital capabilities in a secure, scalable and future-proof way.

RISING STRONG 2025

In 2025, WIIT organized ***Rising Strong*, an event dedicated to digital resilience and the evolving strategic role of IT functions**, held on April 15 at the Museo Nazionale Scienza e Tecnologia Leonardo da Vinci in Milan, with the participation of 28 selected clients and prospects. The initiative addressed a key challenge for CIOs, CISOs and IT Managers: demonstrating the tangible business value of IT strategies while balancing technological innovation, cost optimization, security and regulatory compliance.

At the core of the discussion was the need for a shift in approach, with cloud-native platforms emerging as a key enabler to improve operational efficiency, support scalable growth and reduce dependency on technology vendors. Through contributions from WIIT experts, partners and direct client testimonials, the event provided concrete insights into how organizations can approach digital transformation in an effective and sustainable way. The agenda also included dedicated networking moments, such as a guided museum tour and a closing lunch, fostering direct exchange among participants.

INNOVATION AT THE DISPOSAL 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 2025, WIIT renewed its contract with Emergency, allocating 358k over a three-year period.**

WIIT 4Climate

100%

RENEWABLE AND CERTIFIED
ENERGY PURCHASED

49%

OF THE COMPANY FLEET MADE UP
OF HYBRID/ELECTRIC VEHICLES

1.08 tCO₂e/mn €

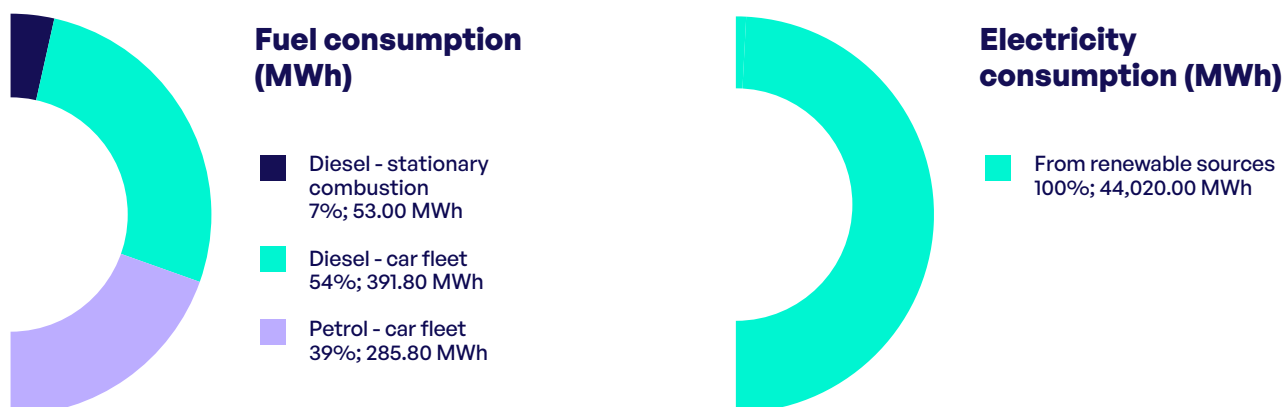
OF NET REVENUES
EMISSIONS INTENSITY OF THE GROUP

Green and efficient energy use

WIIT is committed to minimising the CO₂ 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.

In 2025, the WIIT Group consumed a total of 44,020 MWh of electricity, of which 98.4% from renewable sources (+1.8% vs. 2024). The consumption levels result in an energy intensity of the Group's activities of 266.52 MWh per million of euros of net revenues.

ESRS E1-5 – ENERGY CONSUMPTION AND MIX



		2025
Total energy consumption	MWh	44,751.3
Stationary combustion	MWh	53.6
Diesel	MWh	53.6
Car fleet	MWh	677.6
Petrol	MWh	285.8
Diesel	MWh	391.8
Consumption of electricity purchased	MWh	44,020.1
Electricity from renewable sources	MWh	44,020.1

The Group's total emissions in 2025 (scope 1 + scope 2 location-based) amounted to 15,527 tCO₂e, for an emissions inten-

sity of 1.08 tCO₂e per million of euros of net revenues.

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

		2025
GROSS SCOPE 1 AND 2 AND TOTAL GHG EMISSIONS	U.o.m	-
Scope 1 GHG emissions	tCO₂e	181.8
Scope 2 GHG emissions (location-based method)	tCO₂e	15,354
Scope 2 GHG emissions (market-based method)	tCO₂e	0
Scope 1 + Scope 2 (location-based)	tCO₂e	15,527
Scope 1 + Scope 2 (market-based)	tCO₂e	181.8

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**

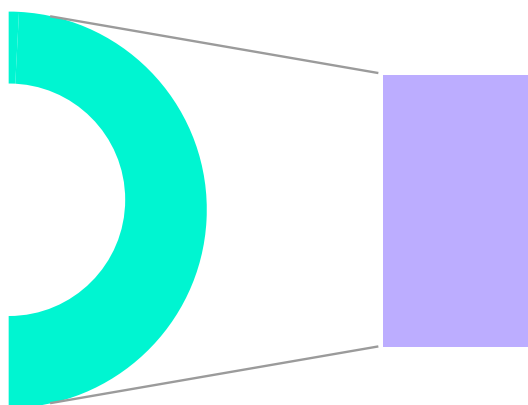
by 95%, both with respect to **2021 baseline levels**. Additionally, WIIT is committed to making **70% of its company car fleet hybrid/electric cars**. In 2025, **49% of the company fleet was either made up of hybrid or full electric vehicles**.

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. In total WIIT generated 81.63 tons of waste in 2025, all of which was either prepared for reuse, recycled or destined for other recovery operations.

ESRS E5-5 – RESOURCE OUTFLOWS



Total waste generated (t)

■	Hazardous 0%; 0.18
■	Non-hazardous 100%; 81.45
■	recycled or recovered 100%; 81.45

		2025
Total waste generated	U.o.m.	81.63
Of which diverted from disposal	t	81.63
of which hazardous	t	0.18
(i) Prepared for reuse	t	0.00
(ii) Recycled	t	0.18
(iii) Other recovery operations	t	0.00
of which non-hazardous	t	81.45
(i) Prepared for reuse	t	1.25
(ii) Recycled	t	49.2
(iii) Other recovery operations	t	31
Of which directed to disposal	t	0.00

PURCHASE OF REFURBISHED NON-CRITICAL COMPONENTS

In order to improve the circularity of their operations, in 2025 the Group's German companies started purchasing refurbished non-critical components. Non-critical components are those

parts and systems whose failure or absence has minor effects on the overall performance and safety of WIIT's services and therefore represented the perfect proving ground to kickstart the initiative, which will be monitored in order to evaluate its expansion to the whole Group.

WIIT 4People

576

PEOPLE

13.53

AVERAGE HOURS OF TRAINING
PER EMPLOYEE

99.8%

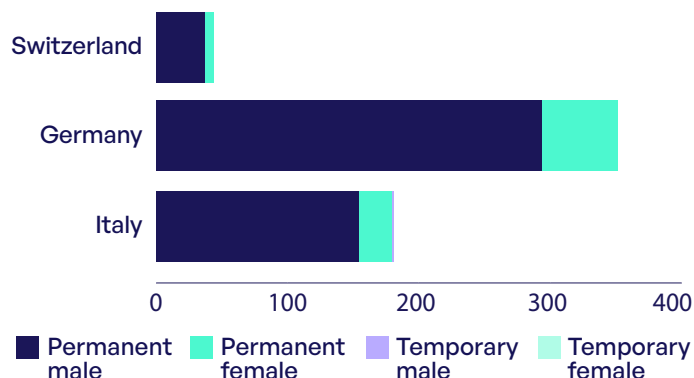
EMPLOYEES HIRED UNDER
PERMANENT CONTRACTS

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, 2025, the Group employed a total of **576 people**, **99.8% of whom were on permanent contracts**. Where applicable, **100% of employees are covered by a collective agreement**². In 2025, **84.5% of employees were men**.

WIIT employees



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

2025				
Employees by country	U.o.m	n.	%	
Italy	Headcount	181	31%	
Germany	Headcount	352	61%	
Switzerland	Headcount	43	8%	
Total employees		576	100%	

2025				
Employee head count by gender and country	U.o.m	Female	Male	Total
Number of employees		89	487	576
Italy	Headcount	25	156	181
Germany	Headcount	58	294	352
Switzerland	Headcount	6	37	43
Number of permanent employees		89	486	575
Italy	Headcount	25	155	180
Germany	Headcount	58	294	352
Switzerland	Headcount	6	37	43
Number of temporary employees		0	1	1
Italy	Headcount	0	1	0
Germany	Headcount	0	0	0
Switzerland	Headcount	0	0	0

ESRS S1-9 – DIVERSITY METRICS

2025			
Gender distribution at top management	U.o.m	n.	%
Total Top Management		15	100%
Male	Headcount	14	93%
Female	Headcount	1	7%

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.

ONE WIIT

One WIIT Culture embodies the integration and reinforcement of WIIT's corporate identity at a Group-wide level, ensuring a consistent way of working across countries while supporting the ambition to become the European cloud leader for mission-critical applications, combining innovation with security and sovereignty. It sets out the fundamental mechanisms to establish, develop, promote and evaluate WIIT's corporate culture, increasingly linking cultural priorities to measurable objectives, KPIs and transparent reporting as a shared management practice.

The key principles steering the Group's initiatives continue to include collaboration, trust, talent development, and a strong commitment to fostering an environment that supports professional growth, reinforced by a stronger focus on cross-country collaboration, standardization, and clearer responsibilities to enable scalable operational excellence. This approach ensures alignment with the Group's core values while promoting wellbeing for employees and WIIT's reputation as a trusted employer and dependable premium cloud partner.

Initially implemented within the Italian entities, the One WIIT Policy has further expanded to encompass the Group's international subsidiaries, supported by structured engagement programs and strengthened cross-functional governance (including regular alignment forums) that help prioritize initiatives, monitor progress and continuously improve the colleague experience and service quality.

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.**

In 2025, the initiative consisted in three donations to local sports teams, with a particular attention towards female teams, and of a green laboratory as well as a treasure hunt for the employees.

To further support the wellbeing of employees, in 2025 WIIT S.p.A. introduced the "Unobravo" online psychological support service, aimed at promoting the mental health and personal satisfaction of its employees. This initiative grants all personnel the right to mental as well as physical health, offering access to personalized therapeutic paths through a digital platform that matches each user with the most suitable professional figure. The service, which is flexibly accessible from various devices, includes a free initial introductory meeting and the use of corporate vouchers for following sessions, thereby integrating a fundamental welfare component into the daily support provided to its collaborators. The deployment of the mental wellbeing platform followed a survey delivered to the company's employees, underlining their interest in the proposal. Additionally, the 2025 inauguration of two new corporate buildings, one in Milan (Italy) and the other in Stralsund (Germany) was an occasion to provide the Group's workforce with facilities that support wellbeing through gyms, natural light intake, common spaces to share daily life at the office as well as accommodation for hosts coming from abroad.

BEWIIT

2023 saw the first edition of BeWIIT, a call for proposals for social, sporting and recreational activities designed

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.

Throughout 2025, the Group's companies 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 7,795 hours of training, more than 13.5 per employee**. Additionally, 100% of employees underwent regular performance and career development reviews.

The topics covered during training range from technical and regulatory aspects such as safety, compliance, technical / specialized skills, and IT aspects to soft skills and strategic areas such as professional proficiency in foreign languages and

sustainability. Additionally, specific training on compliance and business transparency was delivered to 12 C-level managers. 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

2025				
Average number of training hours per employee	U.o.m	Female	Male	Total
Hours of training provided	Hours	469	7,325	7,794.25
Total employees	Headcount	89	487	576
Total hours per employee		5.27	15.04	13.53

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

2025				
Employees that participated in regular performance and career development reviews	U.o.m	Female	Male	Tot
Employees evaluated	Headcount	89	487	576
% Total employee evaluated		100%	100%	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 2025, **a total of 163 employees left the Group**, with a **turnover rate of 28%**.

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

2025				
	U.o.m.	Male	Female	Total
Total number of leaves	Headcount	135	28	163
Turnover rate	%	28%	31%	28%

In 2025, WIIT carried out its continuous efforts to strengthen talent attraction and retention, an increasingly relevant topic, especially in the IT sector, as well as a key source of both risks and opportunities for the Group.

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.

In Germany, during the year WIIT AG continued and expanded its activities to actively engage young talents through participation in job fairs, school partnerships, open days, and

sponsorships of industry and education-related initiatives. These also included the sponsorship of the 14th IT Security Conference in Stralsund, the participation in targeted events to promote women representation in the IT sector, and an Open Day at the Düsseldorf site as part of the German Datacenter Association initiative "Here Lives the Internet". Additionally, to harmonize the hiring process at Group level, a unique recruitment platform has been adopted. Whereas up to 2024 recruiting was managed in dedicated ways throughout different companies and countries, during 2025 the platform used by WIIT AG was deemed the most effective and its application was extended to all other subsidiaries. This further strengthens WIIT's ability to grant transparent and meritocratic recruitment, both increasing the internal efficiency of the process and external attractiveness.

