

SUSTAINABILITY REPORT 2023

The logo for S21, featuring a stylized white 'S' followed by the number '21' and a small copyright symbol. The logo is centered within a circular frame that is part of a larger graphic design of concentric, overlapping circles in various shades of blue and teal. The background of the entire page is a lush green landscape with rolling hills and a few trees, viewed from an elevated perspective.

S21©

INDEX

- LETTER TO THE STAKEHOLDER
- METHODOLOGICAL NOTE
- HIGHLIGHTS SAFETY21 GROUP

01 SAFETY21

- THE REALITY OF THE GROUP
- OUR HISTORY
- MISSION
- VALUES
- ACTIVITIES AND PRODUCTS OF THE GROUP
- BOARD OF DIRECTORS AND SUPERVISORY BOARD
- ORGANISATIONAL CHART
- MODEL D.LGS. 231/01
- SUPERVISORY BODY
- REMUNERATION COMMITTEE
- CODE OF ETHICS
- CERTIFICATIONS AND QUALIFICATIONS
- RELATIONSHIP WITH SHAREHOLDERS
- THE GROUP'S NUMBERS
- ECONOMIC VALUE GENERATED AND DISTRIBUTED BY SAFETY21 S.P.A

02 SUSTAINABILITY

- DIGITALISATION OF PUBLIC INFRASTRUCTURE
- IMPROVING ROAD SAFETY
- PREVENTING ENVIRONMENTAL DAMAGE
- MANAGEMENT AND SAFEGUARDING OF WATER RESOURCES
- PARTNERSHIPS WITH PUBLIC ENTITIES
- MATERIAL ISSUES OF THE GROUP

03 PRODUCT AND SERVICES

- THE SOCIAL ROLE OF THE GROUP'S BUSINESS
- MAIN SERVICES OFFERED
- MANAGEMENT OF RECLAMATION CONSORTIA
- SERVICES & SUPPORT
- CYBERSECURITY AND IT SERVICES
- CLOUD MIGRATION OF THE ON-PREMISE DATA CENTRE IN PADUA

04 RELATIONSHIP WITH THE TERRITORY AND THE COMMUNITY

- INITIATIVES AND PARTNERSHIPS WITH THE TERRITORY AND COMMUNITY

05 THE PEOPLE OF THE GROUP

- GENDER BREAKDOWN BY CONTRACT TYPE
- GENDER DISTRIBUTION BY CONTRACT TYPE AND AGE GROUPS
- MONITORING TURNOVER
- PROMOTIONS AND DESIGN OF THE ORGANISATIONAL CHART
- DIVERSITY AND EQUAL OPPORTUNITIES
- WELFARE
- TRAINING AND DEVELOPMENT

06 HEALTH AND SAFETY AT WORK

- HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS)
- INFORMATION ON INJURIES OF INTERNAL STAFF AND EXTERNAL COLLABORATORS

07 ENVIRONMENTAL SAFEGUARD

- ENERGY CONSUMPTION AND DIRECT EMISSIONS – SCOPE 1
- ENERGY CONSUMPTION AND INDIRECT EMISSIONS – SCOPE 2
- INDIRECT EMISSIONS – SCOPE 3
- TOTAL CONSUMPTION AND SCOPE EMISSIONS

08 SUPPLY CHAIN

- DESCRIPTION OF THE SUPPLY CHAIN
- SUPPLIER CODE OF CONDUCT

09 LONG-TERM SUSTAINABILITY STRATEGY

- INTEGRATION OF SUSTAINABILITY PRINCIPLES
- ENERGY AND EMISSIONS
- TALENT MANAGEMENT & RETENTION
- DATA SECURITY & CUSTOMER PRIVACY
- PRODUCT IMPACT

10 GRI INDICATOR TABLE

LETTER TO THE STAKEHOLDER

Dear Stakeholders,
Observing today's world and the year we have just left behind, it is undeniable that the global community is increasingly called upon to face an ever more precarious stability that generates war conflicts between states, an unstoppable migratory phenomenon towards Western countries, and the progressive depletion and difficulty of sourcing raw materials, etc.; all urgent and severe issues that require urgent and structured responses.

Moreover, the continual and sudden climate changes over the last decades have caused temperature rises and increasingly frequent flooding events, highlighting the fragility of the territory caused by human activity, and reminding us that there is no more time to waste. Addressing environmental issues is now a priority compared to the past, and adopting more respectful lifestyles for the planet we live in is essential.

The myth of progress, understood as the unstoppable growth of the economy and consumption, has been revisited, and as it no longer finds followers, the belief that it is perfectly possible and imperative to strengthen economic growth and competitiveness without harming the environment is gaining ground.

This is why today, more than ever, Safety21 believes it must take on this mantle, with increasing commitment to the environmental, economic and social impacts that its activities generate. Always keeping in mind that at the base of the concept of sustainable development there are three different needs that must be met: halting environmental degradation, not impoverishing future generations and improving quality of life.

Every individual, every company – regardless of its size – has responsibilities that go beyond economic

development: it is no longer sufficient that it simply produces. It is now crucial that we do so consciously as part of an individual or corporate policy. To only pursue economic objectives, disregarding social and environmental ones, is no longer acceptable.

Safety21 has long been aware that environmental protection should not and cannot be seen merely as a cost to the company, but as a value to believe in, without feeling the need to refer to legal constraints. In other words, it's not about having to do it, but wanting to do it.

Safety21 already embarked on this path two years ago, and has actively and widely involved its employees, identifying among them the role of Ambassador, i.e., those who, aware of environmental issues and understanding that the planet's resources are not inexhaustible, support the company in its effort to promote waste reduction.

We are confident that the result we will achieve through this involvement will undoubtedly be positive and will contribute to enriching the already established reputational capital, and the daily transparency that Safety21 implements in its actions. But 2023 for Safety21 was also an important year from the point of view of internal structuring and thus the entire corporate organisation. The challenging goal that had to be pursued from the very first days of the year came about from the acquisition of the companies belonging to the Gefil ecosystem and the related process of welcoming and aligning the staff of that group (about 140 people).

It was necessary to immediately redefine the organisational model of this new business reality and thus, redesign the organisational chart, avoid internal fragmentation, eliminate uncertainties, potential loss

of motivation and maintain the commitment of the inherited employees; in other words, our priorities were overcoming the difficulties stemming from every post-acquisition integration.

The greatest effort inevitably concerned the management of the human factor of the incoming business reality. There were fears and uncertainties due to the lack of previous information about the future of that company; it was necessary to bring back tranquillity, get everyone working in a business climate free of uncertainty, find points of contact to combine the different corporate cultures, give a common organisational identity, and to create and spread a sense of belonging.

We believe we have done much of this work in the best possible way, although we are perfectly aware that the path is still long, but we are ready to complete it as soon as possible.

The year 2023 for Safety21 was also a year of continuous strengthening of the company's reputation through the achievement of additional international standard certifications (currently there are already 12). Indeed, both the ISO 22301 Certification (Business Continuity Management System) and the ISO 45001 (Occupational Health and Safety Management Systems) and lastly the UNI-PDR 125 Certification (Gender Equality) represent the company's constant pursuit of increasingly high-quality standards and the guarantee of compliance with current regulations as a demonstration of competence and credibility.

Furthermore, the second half of 2023 saw us, with satisfaction, rewarding the efforts and choices made in the first half, especially those concerning the top-tier management team that has been established, integrated and strengthened, enabling us to achieve

the set goals. Additionally, the two new company acquisitions (Capacitas and iMoi) will bring expertise and new horizons on which Safety21 is ready to embark, with the awareness that the path is made by walking it, and the journey has just begun.



Roberto Campisi
PRESIDENT



Gianluca Longo
CEO

METHODOLOGICAL NOTE

For the third consecutive year, Safety21 S.p.A. renews its commitment to communicate transparently and in a structured manner with its stakeholders, in order to account not only for economic and financial performance, but also for non-financial performance related to the environmental and social impacts generated by the various activities of the Group's companies.

Reference Scope

For the first time, this document also includes the companies controlled by Safety21, thereby reflecting the progress in environmental, social and governance sustainability for the year 2023. In addition to Safety21 S.p.A., the scope of analysis also includes A21 Riscossioni S.r.l., ServiceNet21 S.r.l., Motus21 S.r.l., Gefil S.p.A., Megasp S.r.l., Elfo S.p.A., Easy Serv S.r.l., SPV21 Ventimiglia S.r.l., iMoi S.r.l.¹ e Capacitas S.r.l.².

The Sustainability Report, which will be issued annually, has been prepared in accordance with the "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI), as indicated in the "GRI Content Index" table, which highlights the coverage of the GRI indicators reported in this document. Consistent with the previous approach and to allow for data comparability over time, comparison and evaluation tables on the activities' performance have been included. These tables show the numbers compared to the previous year relating to Safety21 alone, accompanied by the reporting of data for 2023 with the broader Group scope, to best represent the corporate evolution³.

Indeed, significant M&A⁴ operations were completed in 2023, resulting in a substantial transformation in terms of human capital, clients

and service portfolio. For this reason, Safety21 intends to extend the same management methodologies to all Group companies, harmonising their systems to jointly pursue long-term sustainability goals; thus also preparing our path for the CSRD reporting that will soon involve us.

The collection and consolidation of the information and data reported in this balance sheet were carried out using data collection forms and qualitative information, appropriately expanded to include the acquired companies. The data and information collection process for the 2023 fiscal year was structured to involve the representatives of the various departments. The data was accurately calculated based on the collection conducted during the year; in case of estimates, the method followed to quantify them was indicated in determining the indicators. Disclosure is made according to the Principle of Materiality (or Principle of Relevance), focusing on the topics considered most relevant to stakeholders and the social and environmental impact of the Group's activities.

The Board of Directors of Safety21 approved the Balance Sheet on 13th may 2024. This document has not been subject to a compliance audit. For further information and suggestions regarding the Safety21 Group's Sustainability Report, you can contact info@safety21.it.

For more information and suggestions regarding Safety21's Sustainability Report, please email info@safety21.it.

The document is also available on the website www.safety21.it.

¹ - Company acquired in the last quarter of 2023.

² - Company acquired in the last quarter of 2023.

³ - Refer to the section dedicated to the history of Safety21 (Chapter 1).

⁴ - Refer to the financial section (Chapter 1).

ENABLING SMART ROAD



HIGHLIGHTS SAFETY21 GROUP

Our numbers >

65 Mln €

Revenue

300+

Clients

11 locations

Rome, Milan, Padua, Orvieto,
Benevento, La Spezia, Florence,
Beinasco, Bologna, Pescara,
San Donà di Piave

Group employees >

284

People



55%

Women

12%

Employees under 30

Certifications > and qualifications

12 Certifications

2 Qualifications

Strategic ESG Projects >

-16% Scope 1+2 emissions

-27% Scope 3 emissions



Combating **climate change**



Employee empowerment



Data protection for client security

01 SAFETY21

- THE REALITY OF THE GROUP
- OUR HISTORY
- MISSION
- VALUES
- ACTIVITIES AND PRODUCTS OF THE GROUP
- BOARD OF DIRECTORS AND SUPERVISORY BOARD
- ORGANISATIONAL CHART
- MODEL D.LGS. 231/01
- SUPERVISORY BODY
- REMUNERATION COMMITTEE
- CODE OF ETHICS
- CERTIFICATIONS AND QUALIFICATIONS
- RELATIONSHIP WITH SHAREHOLDERS
- THE GROUP'S NUMBERS
- ECONOMIC VALUE GENERATED AND DISTRIBUTED BY SAFETY21 S.P.A.



THE REALITY OF THE GROUP

In recent years, our lives have undergone a true transformation thanks to a growing attention to the environment around us and new ways of moving within cities and territories. The Safety21 Group is an active part of this change, working alongside Public Bodies and Public Administrations to achieve safety and sustainability goals.

Since our foundation in 2011 and subsequently through a path of organic growth and the acquisition of new companies, we have developed a range of integrated solutions and services supported by excellent technological infrastructures.

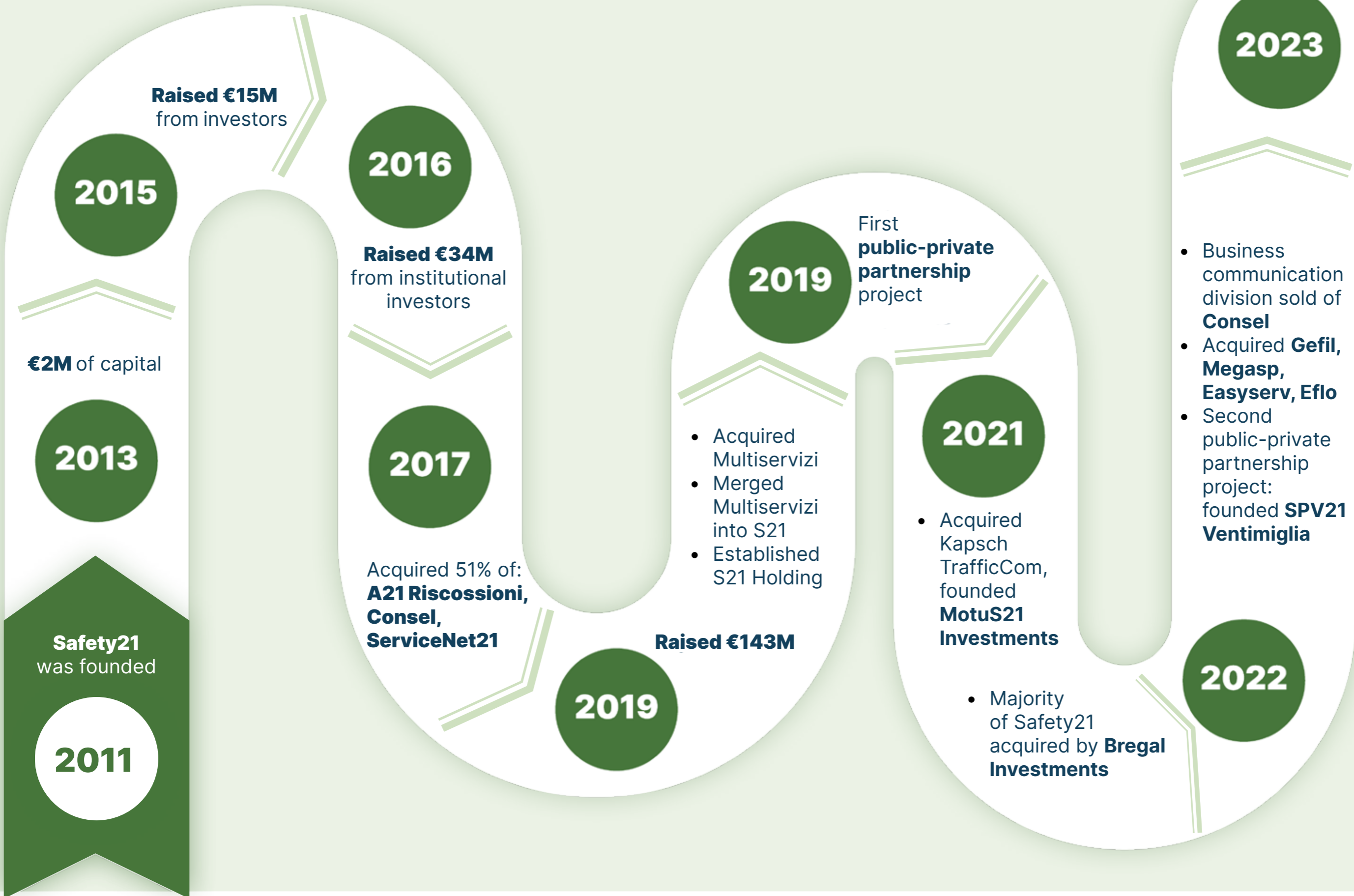
Today, these allow our clients to face fundamental challenges for the improvement of road and territorial safety, the development of Smart Mobility, and the safeguarding of environmental resources.

We believe in a model of collaboration between the public and private sectors that allows us to best support Entities and Administrations in the challenging task of reconciling the protection of their citizens' safety with the conservation of the territory.

**Because together,
we can truly make a difference.**



OUR STORY



MISSION

Our mission is to make roads safe and give everyone the opportunity to live peacefully in spaces and territories.

We are committed to developing and implementing innovative solutions that protect road users by improving road safety while simultaneously reducing the environmental impact of traffic.

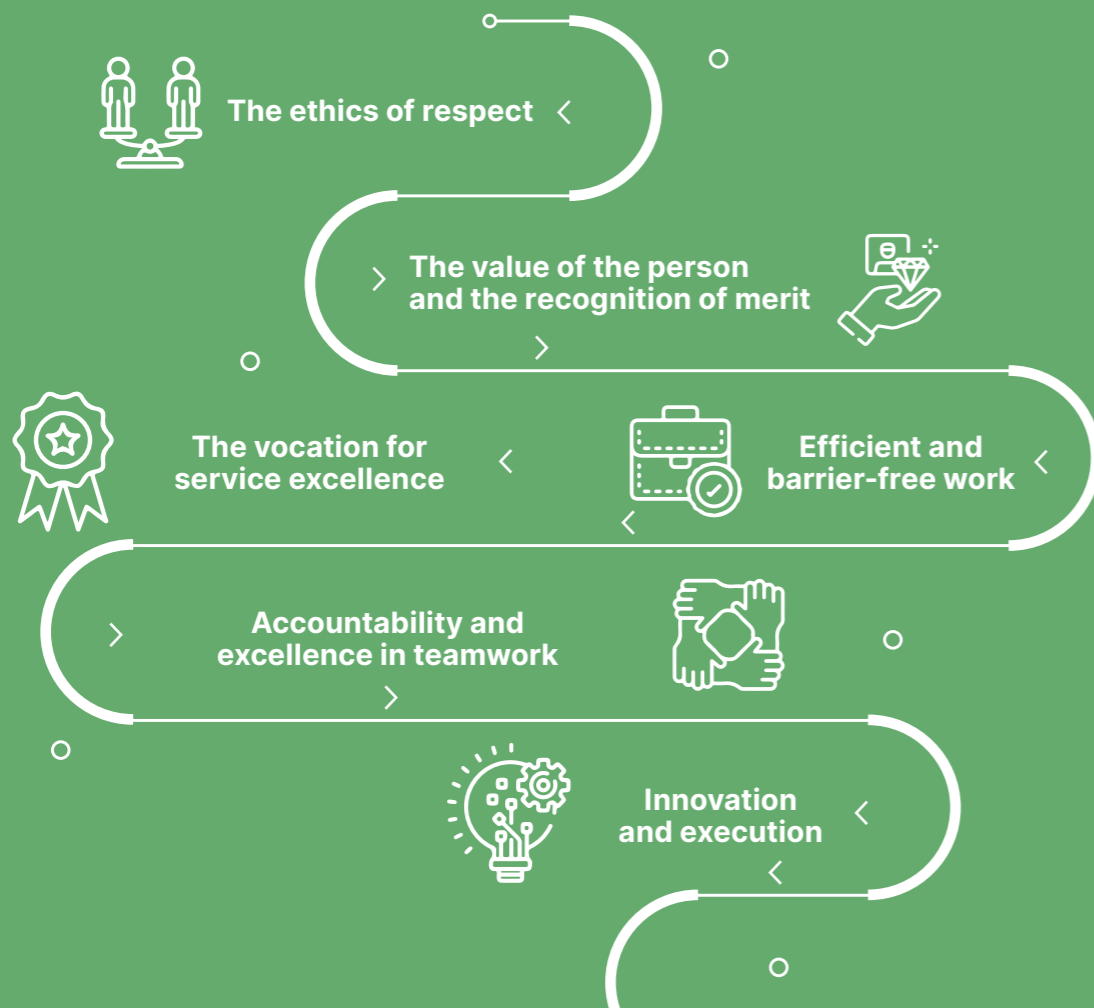
Through collaboration with strategic partners, public bodies and the community, we dedicate ourselves to creating safer road environments that benefit both people and the territory.

Our ambition is to lead the change towards a world where road safety and environmental protection merge, ensuring a positive legacy for future generations.

VALUES

The Safety21 Group aims to promote its values both within the organisation and towards its main interlocutors, focusing particularly on Public Administrations and Entities, and businesses with which it shares common goals and actively collaborates.

Here are the main values of Safety21:



ACTIVITIES AND PRODUCTS OF THE GROUP

Customers

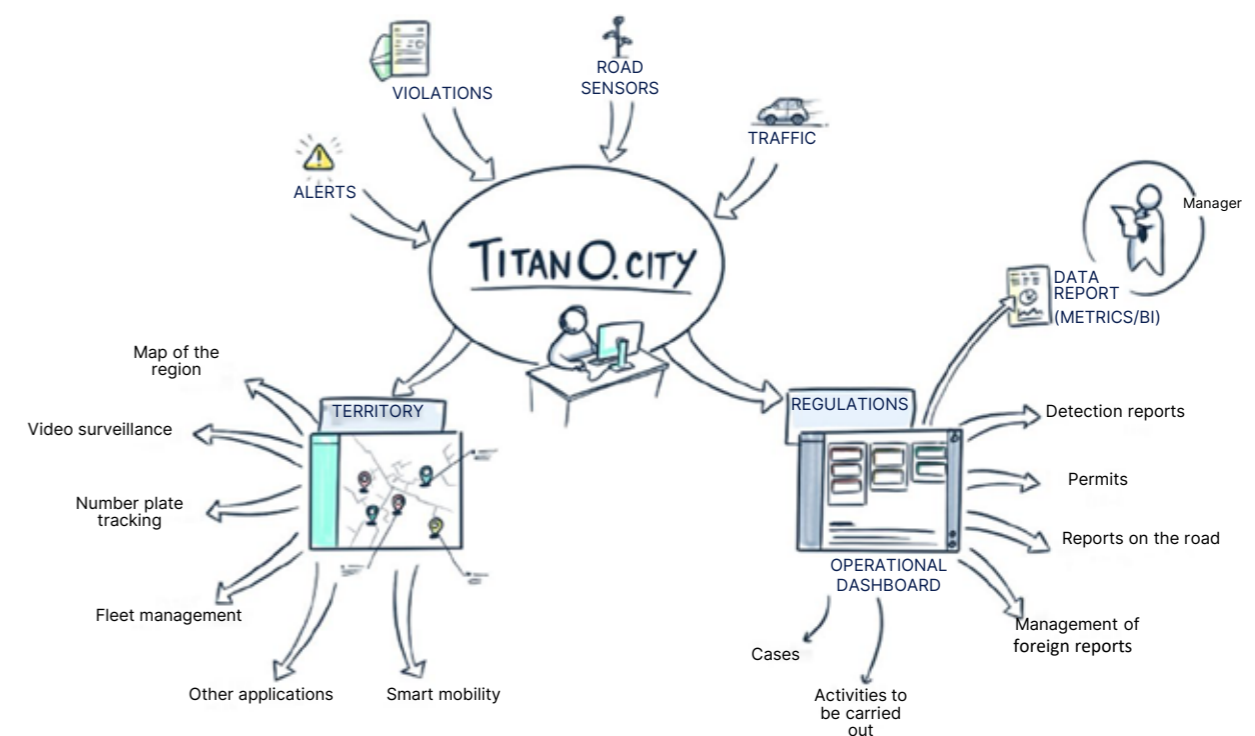
We support over 300 clients across the Italian territory, from major cities like Milan, Rome, Turin, Florence and Bologna, to smaller municipal realities. We also provide products and services to Regions and Italian Reclamation Consortia.

We aim to continue growing by further developing relationships with the most important Italian and international public bodies and with an increasingly widespread presence in the territory.

The Technological Heart of Our Offer

Thanks to our proprietary Titan® platform and the various connected application solutions, we ensure complete coverage of what is prescribed and regulated by the Road Code: from violation detection to the management of the entire sanctioning process, in full compliance with legal norms; from prevention and traffic monitoring to ensuring road safety.

Leveraging the technological know-how acquired in 2023, we have begun a virtuous path of integration and uniformity of the company platforms currently used in the Group, aiming to optimise and reduce the use of resources present in the cloud, thus creating the TitanO Ecosystem. Thanks to TitanO, it will be possible to integrate the current company platforms Titan Babylo, TitanUp, and Sirio, in addition to the Catasto and Informcity solutions.



BOARD OF DIRECTORS AND SUPERVISORY BOARD

The Board of Directors of Safety21 is the decision-making core responsible for managing the entire Group, which entrusts the CEO with the task of leading the company's strategy and undertaking the necessary actions for its development.

This body authorises and instructs the CEO to perform both routine and extraordinary operations, all aimed at business progress. Comprising eight members, of which seven are men and one woman, the Board was appointed on September 30, 2021, and will remain in office until the approval of the 2023 financial statements.

As the company's fulcrum, the Board is committed not only to outlining corporate strategies but also to ensuring their adherence and overseeing the adopted organisational procedures.

Simultaneously, the Supervisory Board consists of three standing auditors and two alternates, charged with ensuring compliance with regulations and the proper conduct of business activities.

Roberto Campisi Chairman

Gianluca Longo CEO

Valentina Pippolo Director

Edoardo Romeo Director

Ignazio Castiglioni Director

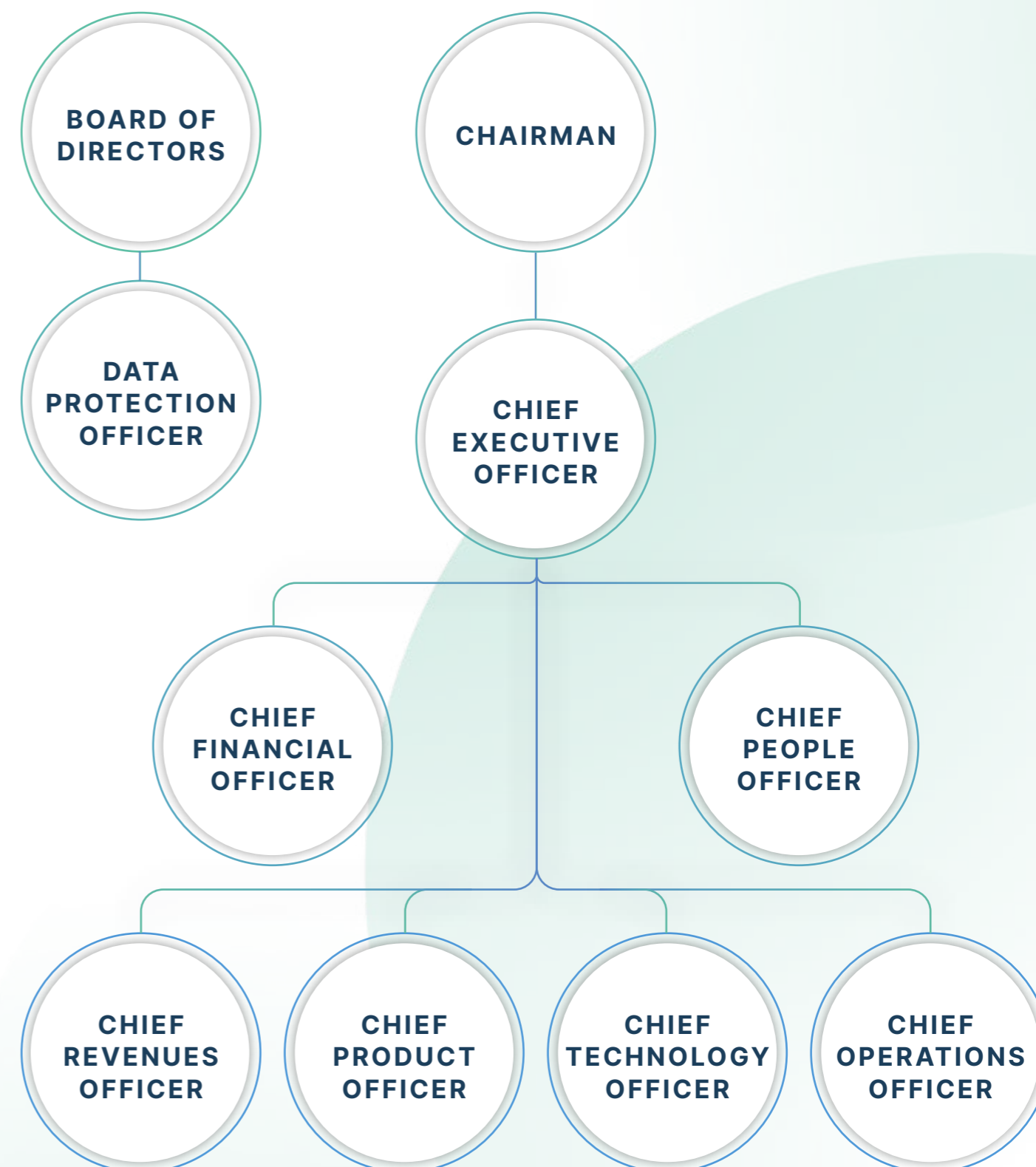
Laurent Asscher Director

Germano Fanelli Director

Enrico Del Sole Director

ORGANISATIONAL CHART

Below is the updated company organisational chart as of 6 December 2023, with Gianluca Longo serving as CEO of Safety21 Group.



MODEL D.LGS. 231/2001

Although not obligated, Safety21 has considered it essential for several years to adopt its own Management, Organisation, and Control model under Legislative Decree 231/01 ("Model 231") to ensure correct and transparent corporate management. This model has been implemented and recently extended to all group companies to protect the company's position and image, as well as to meet shareholder expectations and preserve employee well-being.

Through Model 231, designed to allow companies to protect themselves from misconduct, Safety21 has established a risk management system to prevent involvement in crimes committed for the benefit of the company or its employees. Its compilation and adoption formally aim to exclude or at least limit liabilities that may arise from prosecutable crimes contained in Legislative Decree 231/01.

Alongside the implementation of Model 231, Safety21 has introduced a Code of Ethics, believing that such initiatives can be a valid tool for raising awareness among the recipients about the importance of adopting ethical behaviour and complying with laws. The goal is to promote a corporate culture focused on integrity and regulatory compliance, to prevent any risk of damaging the company's reputation.

Updated on 26 June 2023, Safety21's Model 231 particularly aims to:

- Establish a structured and systematic prevention and control system aimed at reducing the risk of committing crimes related to business activities and preventing/opposing potential misconduct;
- Generate awareness among all those acting in the name and/or on behalf of the Company, especially in "high-risk areas," of the potential for incurring prosecutable offences that could also lead to penalties for the Company;
- Inform recipients that violating the prescriptions contained in Model 231, which they are obliged to comply with, will result in the application of specific sanctions and, in the most serious cases, the termination of the contractual relationship;
- Reiterate that the Company does not tolerate unlawful conduct of any kind and for any purpose, as such, behaviours, even if the Company were to apparently benefit from them, are still contrary to the ethical principles the Company adheres to.

The Model 231 prepared by the Company specifically consists of:

- An Ethical Code, which identifies the fundamental values to which the company commits and provides general guidelines for social activities;
- An updated, formalised, and clear organisational system that ensures defined task allocation and an adequate level of function segregation;
- Protocols aimed at regulating the conduct of activities, particularly for risk processes, that include appropriate control points and the separation of tasks among those who perform crucial phases or activities in such processes;
- A clear assignment of authorising powers and signatures consistent with organisational and management responsibilities;
- Control measures primarily aimed at preventing the commission of crimes, capable of providing timely notification of the existence and onset of situations of general and/or particular concern.

SUPERVISORY BODY

In accordance with Legislative Decree 231/01, the Board of Directors of Safety21 has established the Supervisory and Control Body (OdV), which is tasked with overseeing the functioning and compliance of the Organisational Model, as well as its ongoing update.

The activities of the Supervisory Body of Safety21 S.p.A., now a collegiate body, include overseeing and controlling the provisions of the Model across all group companies. The OdV, coordinating with the managers of the corporate functions involved from time to time, periodically verifies the effectiveness and suitability of the Organisational Model in preventing the commission of offenses as specified by the Legislative Decree.

The Model also stipulates that any reports of suspected irregularities be sent exclusively and directly to the OdV.

In line with current regulations (D.Lgs. n.24/2023), Safety21 has implemented and introduced a whistleblowing software application for reporting unlawful acts concerning crimes under Legislative Decree 231, as well as other types of reports/complaints allowed within the Integrated Management System (IMS), where applicable.

This application is available to both internal and external users of Safety21, ensuring that any stakeholder can communicate their reports or complaints to the organisation; hence, access to the reporting management application is published on the corporate website [safety21.integrityline.com](https://www.safety21.integrityline.com)

REMUNERATION COMMITTEE

At the beginning of 2022, the Board of Directors of Safety21 decided to establish the Remuneration Committee to pursue the goal of defining the principles and guidelines of the company's remuneration and incentive policy.

Extended to all companies in the Group, the Remuneration Committee has continued its activities throughout 2023 and is currently composed of three members from the Board of Directors. This corporate body is responsible for formulating proposals related to remuneration and sharing the incentive policy in advance with the Board, as well as attracting, retaining, and identifying top professional skills and strategic resources for the company, including annual and long-term incentive plans.

CODE OF ETHICS

Since 2013, Safety21 has adopted its own Ethical Code, which is an integral and substantial part of the Organizational Model. This code summarises the fundamental principles, directives, and behavioural prescriptions that must be followed by all those who, directly or indirectly, engage in collaborative relationships with the companies in the Group. These principles and directives guide the conduct of business and the management of company activities, promoting a work environment based on ethics, responsibility and compliance with regulations.

The supplier companies, brokers and business partners of Safety21, and the companies in the Group, are made aware of the content of the Ethical Code, and by sharing its values, they are invited to feel part of it and to collaborate in its respect.

With the latest update of the Ethical Code on 26 June 2023, the Safety21 Group has formally adhered to and concretely contributes to the Global Agenda 2030, recognising as fundamental factors for its sustainable development: environmental protection (Environmental); the sustainable development and management of human resources (Social); the sustainable development and management of productive resources (Governance).

In the conduct of business relations, the Group and the companies that are part of it are inspired by the principles of legality, loyalty and correctness, and pursue the typical objectives of financial management while considering environmental, social and governance aspects, objectifying such issues through the management of a set of adequately monitored indicators according to ESG values.

Furthermore, in the conduct of work activities and business exchanges, the Safety21 Group promotes exchanges and economic, financial and commercial flows based on correctness, equality and non-discrimination, generating sustainable economic value through the use of particular caution in safeguarding environmental and social values, and using clean and environmentally friendly technologies.

Below are the Ethical Principles adopted by Safety21⁵:

⁵ - For more information, please refer to the Code of Ethics at the following address:
https://www.safety21.it/wp-content/uploads/2023/09/S21_Codice-Etico_DEF.pdf



CERTIFICATIONS AND QUALIFICATIONS

Safety21 has always pursued excellence in its services and activities, obtaining qualifications and certifications that attest to the compliance of its systems, processes, and services. These qualifications and certifications ensure that all processes used by Safety21 to provide services comply with current regulations.

AgiD qualification

Safety21 is registered in the AgiD Marketplace for storage services pursuant to Article 34, paragraph 1-bis, letter b) of Legislative Decree 7 March 2005, No. 82 and subsequent amendments, containing the Code of Digital Administration (CAD).

The qualification obtained for the proprietary platform Titan® guarantees to the Public Administration the compliance with organizational requirements, including:

- The availability of a structured customer support service capable of covering the operational needs that may arise in the context of providing the proposed services
- The guarantee of a mature and reliable process capable of ensuring continuous software updates related to the solutions provided in SaaS mode
- The adoption of industry "best practices" regarding the development, configuration, and maintenance of the software for the implementation of the provided services
- Service levels guaranteed at 99.9%



Legality Rating

The Italian Competition Authority has awarded Safety21 three stars in the Legality Rating, the highest score a company can achieve.

Furthermore, over the years, Safety21 has achieved other important certifications with the goal of building an Integrated Management System (IMS) suited to internal and external expectations, characterised by a level of governance and reliability that covers as broad a range of needs as possible.

In this regard, the IMS has progressively embraced and integrated various fundamental aspects for Safety21:

- Technical, safety, and continuity aspects
- ESG/environmental and health and safety aspects
- Reputational, ethical, and equity aspects.

In particular, from the perspective of continuous improvement, the certifications aimed at and/or achieved by Safety21 during 2023 were:

- ISO 22301 – Management System for Business Continuity (Business Continuity)
- ISO 45001 – Management System for Health and Safety at Work (SSL)
- ISO 18295-1 – Management System for Contact Centre Services
- UNI PDR:125 – Management System for Gender Equality (Equity Gender)

Some IMSs originate from fundamental principles identified by Safety21 and adequately detailed in specific policies. These policies are disseminated within the organisation and published on the corporate website to inform and involve all internal and external stakeholders. Some IMSs allow for the transmission of complaints and/or reports of misconduct to bodies or individuals specifically appointed by the Organisation, through the use of whistleblowing software or as stipulated in the respective "Reporting" procedures.

Gefil S.p.A. - a company wholly owned by Safety21 – has, over time, acquired the following certifications:

- ISO 9001 – Quality Management System
- ISO 27001 - ISO 27017 and ISO 27018 – Information Security Management System
- ISO 14001 – Environmental Management System

In the perspective of continuous improvement, for 2024, Gefil S.p.A. plans to achieve ISO 37001 Anti-Corruption Management System certification.

UNI/PDR:125

Gender Equality Management System

Safety21 has embarked on an internal cultural change process to achieve greater gender equality. Safety21 believes in a culture based on respect and the valorisation of diversity in terms of gender, age, social origin, religious beliefs, political ideas, physical and mental abilities, identity and sexual orientation. To strengthen this commitment, Safety21 has adopted its own management system in compliance with the UNI/PDR125:2022 standard – Management System for Gender Equality.

ISO 45001

Workplace Health and Safety Management System (SSL)

To address the growing importance of workplace safety, Safety21 has adopted a management system for health and safety at work, certifying it according to the ISO 45001:2018 standard. The adoption of this certification has enabled the evaluation, prevention and reduction of risks associated with workplace health and safety activities, thus promoting the protection of workers regarding risks and hazards.

ISO 37001

Anti-Corruption Management System

Safety21 has always been engaged in ongoing activities to monitor tools and safeguards aimed at combating all forms of active and passive, direct and indirect corruption that may involve not only company personnel but also any individual who performs activities on behalf of the company. To strengthen this commitment, Safety21 has adopted its own anti-corruption management system in compliance with the UNI ISO 37001:2016 standard – Management System for Corruption Prevention.

ISO/IEC 27701

GDPR Compliance Management System

In its commitment to reducing the risk to individuals' privacy rights and to the organisation through the implementation of effective systems to support compliance with GDPR and related privacy regulations, Safety21 has obtained ISO/IEC 27701:2019 certification.

SA8000

Social Accountability Management System

To confirm its commitment to increasingly responsible business conduct that complies with international and national regulatory frameworks, Safety21 has obtained certification of its management system according to the SA8000:2014 standard.

ISO 9001

Quality Management System

To demonstrate its capability to consistently provide products and services that meet customer and applicable legal and regulatory requirements, Safety21 has obtained ISO 9001:2015 certification.

ISO 14001

Environmental Management System

Safety21 is committed to maintaining an environmental management system – in terms of improving environmental performance, fulfilling compliance obligations and achieving environmental objectives – compliant with the ISO 14001:2015 standard, demonstrating its commitment to sustainability issues.

ISO 18295-1

Contact Centre Services Management System

To affirm its commitment to customer service, Safety21, with the acquisition of certification according to the ISO 18295-1:2017 standard, has sought to define performance and quality standards for the customer relations sector through inbound and outbound Contact Centres, positioning itself from the service user's perspective and highlighting the resulting performances.

ISO 2000-1

IT Services Certification

Safety21 holds ISO 20000-1:2018 certification, which certifies the quality of the management system within the IT services scope, capable of meeting customer demand and expectations.

ISO 22301

Business Continuity Management System

To ensure continuity of operations across all company activities, Safety21 has adhered to the ISO 22301:2019 standard, establishing the business continuity policy, objectives, controls, processes and procedures necessary to enhance operational continuity in line with the organisation's policies and objectives.

ISO/IEC 27001

ISO/IEC 27017

ISO/IEC 27018

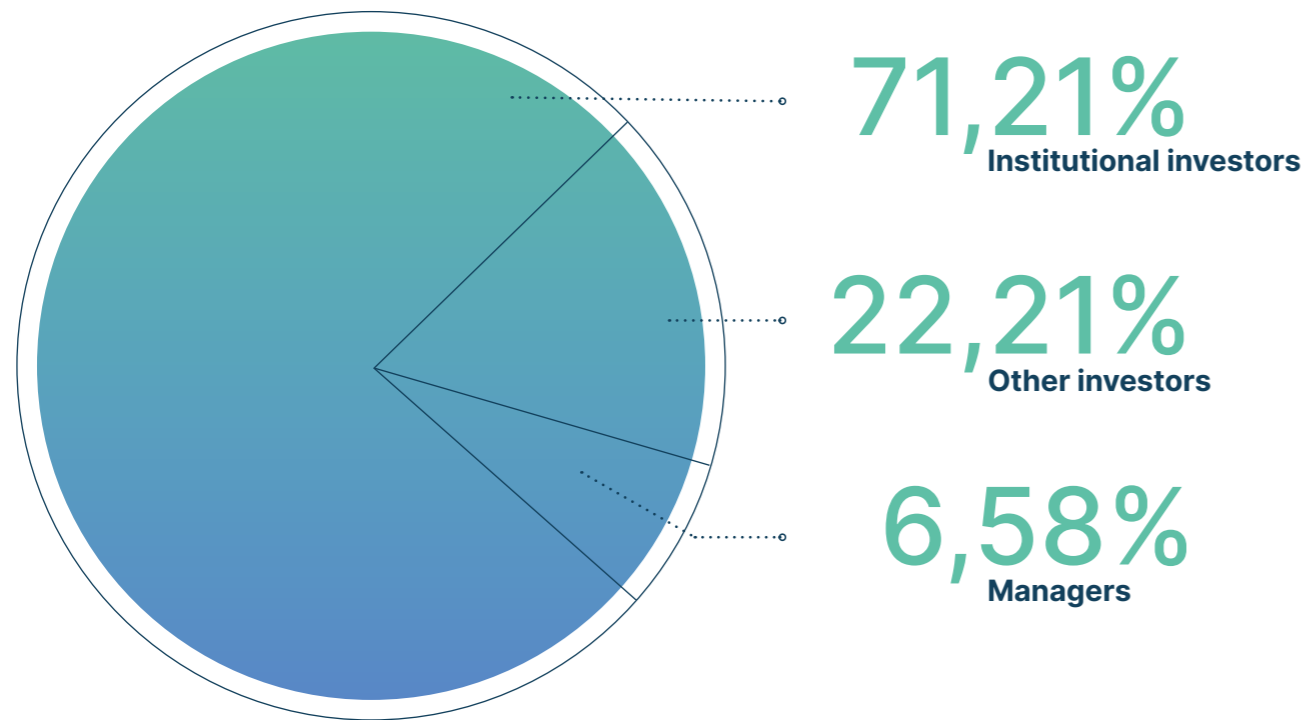
Information Security Management Systems (ISMS)

By adopting UNI CEI ISO/IEC 27001:2017, Safety21 is able to systematically and continuously control the processes concerning the security of the entire corporate information asset, not only from an IT perspective but also from a managerial and organisational standpoint. It also ensures security controls for cloud services during the implementation of an information security management system for cloud computing – certified through the ISO/IEC 27017:2015 standard. Demonstrating that Safety21 is capable of managing the security of its data, employee data, and information entrusted to them by third parties, it also holds ISO/IEC 27018:2019 certification.

OUR CERTIFICATIONS

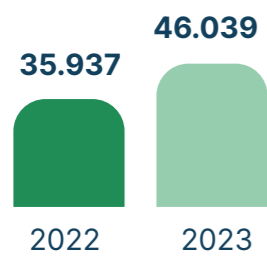
RELATIONSHIPS WITH SHAREHOLDERS

Safety21 S.p.A. has a single shareholder, Encelado s.à.r.l, whose shareholding structure includes Institutional Investors, Professional Investors and Management:

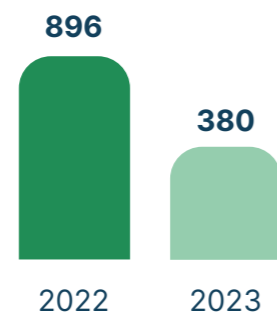


The charts below show the main economic highlights of **Safety21 S.p.A.**. For more information, please refer to the Financial Statements.

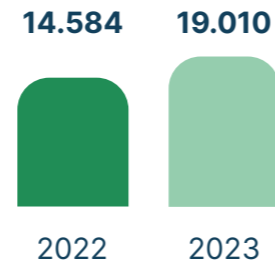
Revenue 2022 - 2023 (k€)



Profit 2022 - 2023 (k€)



EBITDA 2022 - 2023 (k€)



THE GROUP'S NUMBERS

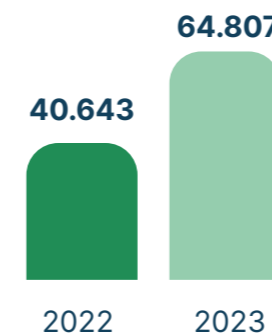
In addition to Safety21 S.p.A., the Safety21 Group includes the subsidiaries A21 Riscossioni S.r.l., ServiceNet21 S.r.l., Motus21 S.r.l., Gefil S.p.A., Megasp S.r.l., Elfo S.p.A., Easy Serv S.r.l., SPV21 Ventimiglia S.r.l., CityNext S.r.l, iMoi S.r.l., and Capacitas S.r.l..

SAFETY21 GROUP'S NUMBERS

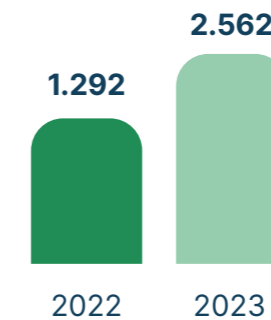


The main economic highlights of the **Safety21 Group** are listed below. For more information, please refer to the Group Consolidated Financial Statements.

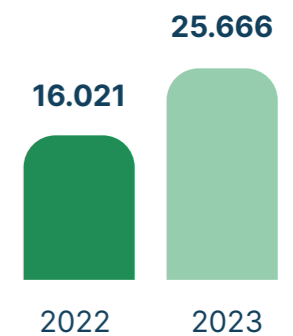
Revenue 2022 - 2023 (k€)



Profit 2022 - 2023 (k€)



EBITDA 2022 - 2023 (k€)



ECONOMIC VALUE GENERATED AND DISTRIBUTED BY SAFETY21 S.P.A.⁶

Safety21, in order to make clear the economic value that the company's activities have generated and distributed to some important categories of stakeholders, uses the parameter of directly generated and distributed economic value.

The value represents the wealth produced by the Company and redistributed among its stakeholders; in its creation and distribution, through a reclassification of the income statement, an indication is provided of how Safety21 has created wealth for its stakeholders, highlighting the economic effects produced by the business management on the main categories of stakeholders.

In 2023, the economic value generated by the Company was approximately 46,3 million euros compared to about 36 million euros in 2022, while the economic value distributed increased from about 28 million to about 37,7 million euros in 2023.

Below is evidence of how the economic value was distributed by Safety21:

ECONOMIC VALUE DISTRIBUTION STATEMENT (€'000)⁷

	2022	2023
Sales Revenue	35.214	42.004
Other Income and Revenues	723	4.035
Financial Income	110	289
Economic Value Generated	36.047	46.328
Direct Project Costs	19.085	22.929
Employee and Collaborator Remuneration	4.871	7.245
Public Administration Remuneration ⁸	113	877
Community Remuneration ⁹	7,8	9,5
Financier Remuneration ¹⁰	3.846	6.654
Total Economic Value Distributed	27.922	37.714
Total Value Retained	8.125	8.614

From the statement relating to the analysis of the economic value generated and distributed in 2023 by Safety21, it emerges that:

- Over 23 million was distributed to direct project costs, or 49.49% of the economic value generated by the Company in 2023, in line with the type of Business operated by Safety21. Production costs include all management cost items, including those for the supply of raw materials and services.
- The share allocated to employees and non-employees amounts to 7.2 million euros, or 15.64%.
- The share attributed to the Public Administration was approximately 877 thousand euros, or about 1.89%.
- Banks and other financiers are allocated 6.6 million euros, or about 14.36%.
- The share allocated to membership fees and contributions to entities and associations is 9.5 thousand euros, totalling about 0.02%.

⁶ - It is specified that the data reported concerning the economic value refer exclusively to the company Safety21 S.p.A and not to the entire Group.

⁷ - Data in millions of Euros.

⁸ - Item consisting of current taxes.

⁹ - Item related to Membership fees and Voluntary contributions to entities and associations.

¹⁰ - Item related to interest and other financial charges.

2

SUSTAINABILITY

- DIGITALISATION OF PUBLIC INFRASTRUCTURE
- IMPROVING ROAD SAFETY
- PREVENTING ENVIRONMENTAL DAMAGE
- MANAGEMENT AND SAFEGUARDING OF WATER RESOURCES
- PARTNERSHIP WITH PUBLIC ENTITIES
- MATERIAL ISSUES OF THE GROUP



SUSTAINABILITY

At the heart of Safety21 Group's commitment is the determination to operate with transparency and full compliance with regulations, providing a wide range of solutions and services dedicated to road safety and Smart Mobility, as well as offering consultancy for reclamation consortia and collection services.

All these activities are conducted in full respect of the three ESG (Environmental, Social, Governance) factors that guide the creation of value towards all the actors involved with the company, whether they are customers, employees, shareholders, partners or suppliers.

The Group contributes concretely to the Global Agenda 2030, a programme initiated in 2015 that identifies 17 Sustainable Development Goals (SDGs) divided into 169 specific targets to be achieved by 2030 and aimed at states, organisations and individuals.

Through targeted strategies and concrete initiatives, Safety21 Group's core business makes a significant contribution to the achievement of six of these goals: the development of quality, reliable and sustainable infrastructure; ensuring access for all to a safe and affordable transport system; reducing waste and the release of harmful substances into the air and soil; providing clean water and sanitation services; taking action to combat climate change; and promoting partnerships for the goals.



SUSTAINABLE DEVELOPMENT GOALS





DIGITALISATION OF PUBLIC INFRASTRUCTURE

Safety21 Group enhances the efficiency of public administration services through the digitalisation of sanction processes and the implementation of Smart Mobility policies. The proposed solutions align with the goals of the National Recovery and Resilience Plan (PNRR), as they enhance the digital infrastructures of the Public Administration, also through the adoption of cloud technology, thus improving access to services for citizens through digital means.



IMPROVING ROAD SAFETY

Safety21 Group supports public authorities in strengthening road safety by reducing the risks of harm to people through technological solutions for monitoring and controlling traffic. Through the creation of a widespread network of IoT devices across the territory, responsible behaviour among road users is promoted, who by respecting the Road Code and speed limits, contribute not only to reducing environmental and noise pollution but also, and especially, to reducing the risk of serious or fatal accidents.

In addition, the Safety21 Group offers preventive solutions to protect vulnerable users and children, including the installation of innovative pedestrian crossing control devices.

A further element of attention is given by the choice of qualified suppliers and the use of innovative products and components. For example, for the installation of detection systems, the adoption of passively safe yielding poles is preferred, capable of absorbing the kinetic energy of vehicles in the event of an impact, thus avoiding the need to install additional protection barriers. The commitment of the Safety21 Group goes beyond the supply of solutions and products, also including assistance and support to Public Bodies in awareness and education campaigns promoted in the area.

These initiatives in the area aim to increase citizens' awareness of the risks associated with road accidents and to promote compliance with road safety regulations.



PREVENTING ENVIRONMENTAL DAMAGE



Our traffic monitoring services contribute to a significant reduction in road congestion, reducing CO2 emissions and improving air quality in urban areas, thus demonstrating a concrete commitment to a cleaner environment and more sustainable mobility.

The Safety21 Group collaborates with public authorities, actively committing itself to combating the regrettable problem of waste spillage on the roads and in the vicinity with the use of advanced video surveillance systems.

We are committed to promoting all initiatives aimed at reducing paper consumption, welcoming and providing support in the digitalization process of Public Administrations.

We recognize the importance of reducing the ecological footprint and actively contributing to the conservation of natural resources to achieve a future in which technological progress and environmental responsibility go hand in hand, thus benefiting the global ecosystem and future generations.



MANAGEMENT AND SAFEGUARDING OF WATER RESOURCES



Safety21 Group supports public authorities in the activity of Reclamation Consortia by providing technological solutions and specific services to evaluate, parameterise and control the efficiency of water networks. This includes monitoring water levels, flow rates, and assessing water quality.

Through the Group's contribution to supporting reclamation consortia, we directly contribute to Goal 6, improving the management of water resources, reclaiming polluted lands, and ensuring the availability of clean water for agricultural and civil use.

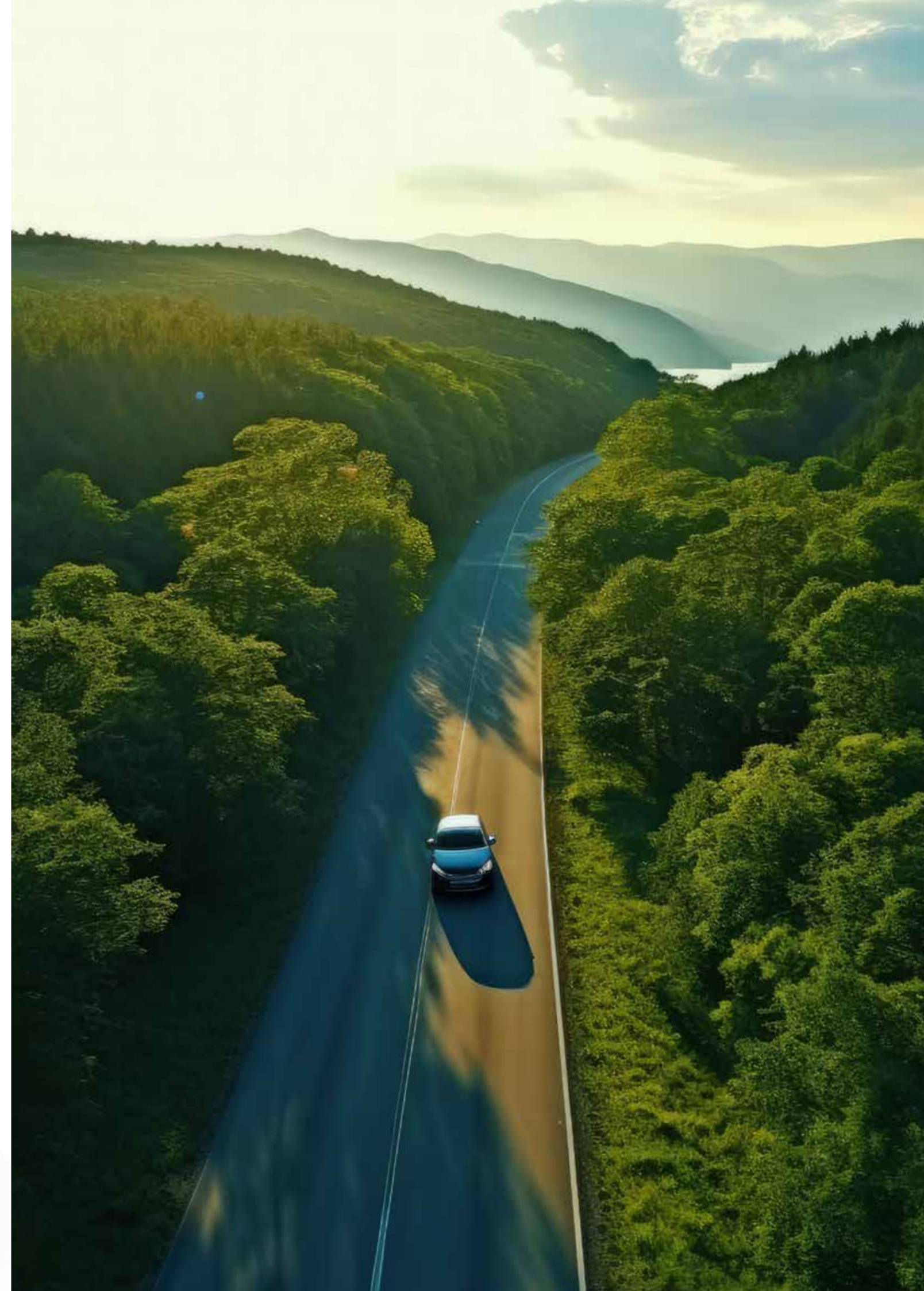
In addition, we pursue the goal of Goal 13 through the sustainable management of water resources and the prevention of natural risks, such as floods, which are unfortunately made more frequent and burdensome by climate change. Finally, land remediation can help reduce the impact of greenhouse gases by improving the soil's ability to retain carbon.



PARTNERSHIPS WITH PUBLIC ENTITIES

With our dedicated collection services, we manage all the ordinary and extraordinary phases for the settlement, assessment, reimbursement, and all other collection activities, including the management of disputes related to tax, property, and other revenues for local entities and possibly for other bodies.

Through these services, we optimise local tax revenues, simplify compliance for taxpayers and reduce the human resources employed. We therefore intend to strengthen the means of implementation by renewing the global partnership for sustainable development, as set out in Goal 17. A collection company can, in fact, establish partnerships with public and private entities to improve efficiency in debt collection, thus supporting the financial sustainability of other businesses and contributing to overall economic well-being. In addition, we are committed to encouraging and promoting effective partnerships in the public sector, between the public and private sectors, and in civil society, building on the experience of partnerships and their ability to find resources.



MATERIAL ISSUES OF THE GROUP

Aware that sustainability is an integral part of our principles and business, the Safety21 Group, in line with the requests of the latest edition of the "GRI Standards 2021" has updated the materiality analysis to identify aspects to be reported within the 2023 Sustainability Report, identifying the material themes that reflect the significant economic, environmental and social impacts of the company, and that influence the evaluations and decisions of stakeholders.

The concept of materiality is closely connected to the concept of impact: material themes are those that represent the most significant impacts of the organisation on the economy, the environment and people, including impacts on human rights.

In detail, the update of the materiality analysis was carried out starting from a study of the context, through which potentially relevant aspects for Safety21 were identified first, and then for the entire Group, considering the material themes identified last year, the activities carried out, the sustainability context in which it operates, and conducting a sector benchmark analysis.

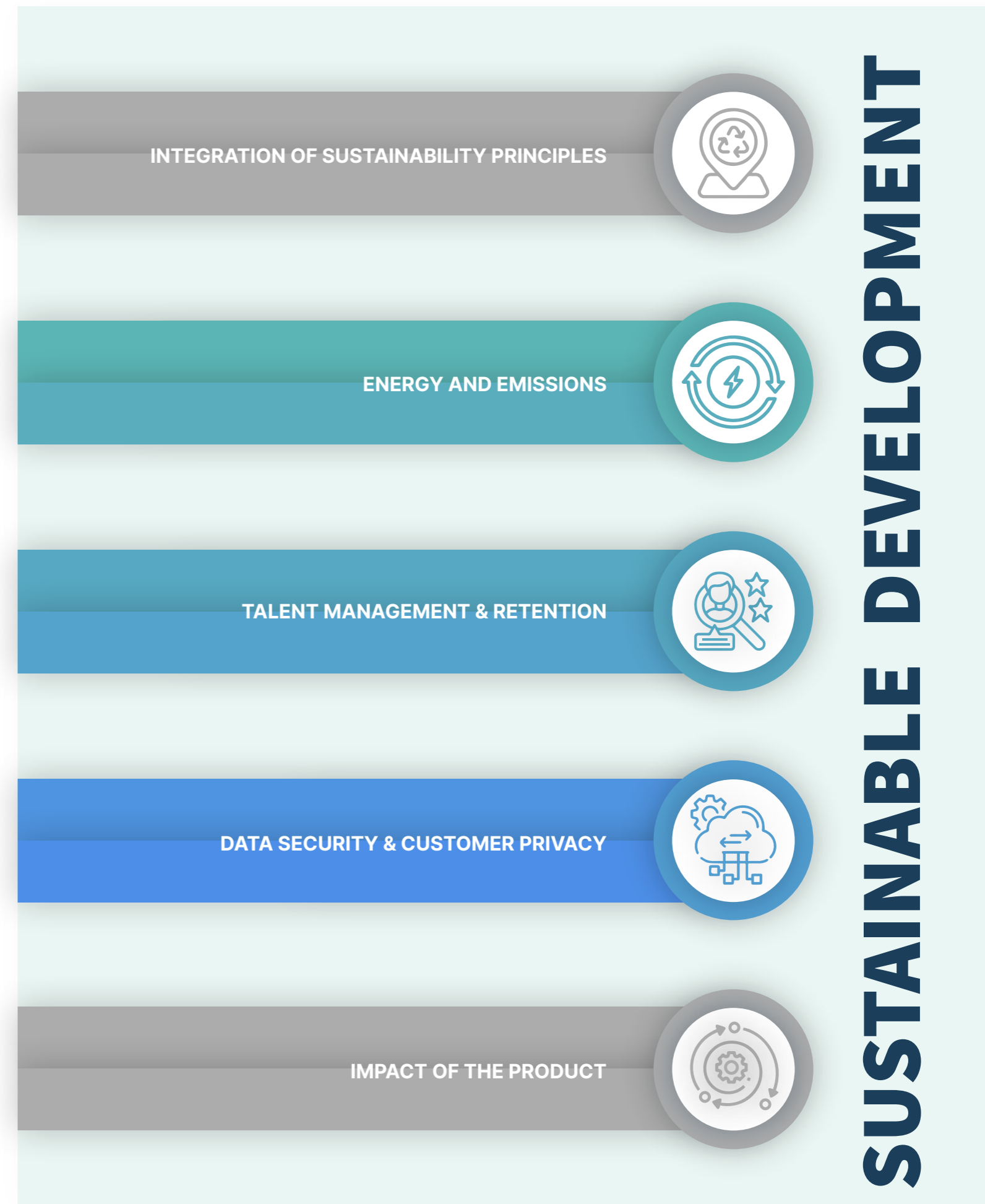
The study revealed that the issues of greatest interest in the field of transport infrastructure and IT services are: the environmental impact of the products and services offered (in terms of energy use, greenhouse gas emissions, public health risks, supply chain management, and also customer satisfaction) and human resource management (with particular attention to employee engagement and satisfaction, their safety, and the creation of a safe and inclusive work environment).

At the conclusion of the analysis, the Safety21 group shows alignment in terms of attention to safety and sustainability.

To integrate the principles of social and environmental responsibility into the managerial processes of the Safety21 Group, the ESG Committee was established, composed of 6 members, including the chairman of the Board of Directors and some executives, with the task of managing the progress of projects concerning the ESG scope at the Group level and aligning the activities of all areas with the fundamental principles related to sustainability.

In order to communicate the commitment to this area, the Safety21¹¹ website features an ESG section that reflects the sustainable direction undertaken by the company, including corporate projects and initiatives on the topic.

¹¹ - For further information, please visit: <https://www.safety21.it/it/esg/>.





PRODUCTS AND SERVICES

- THE SOCIAL ROLE OF THE GROUP'S BUSINESS
- MAIN SERVICES OFFERED
- MANAGEMENT OF RECLAMATION CONSORTIA
- SERVICES & SUPPORT
- CYBERSECURITY AND IT SERVICES
- CLOUD MIGRATION OF THE ON-PREMISE DATA CENTRE IN PADUA



THE SOCIAL ROLE OF THE GROUP'S BUSINESS

Safety21 Group has always been committed to supporting institutions and Public Administrations in pursuing objectives of safety and sustainability.

The integration of applications, technologies, services and infrastructure allows us to create solutions that offer targeted support to address key challenges such as digitalisation and administrative simplification, for more efficient use of resources, improvement of road and territorial safety, development of Smart Mobility, and environmental protection.

The social impact of our products and services translates into contributing to the reduction of road accidents, thanks to information and awareness initiatives – especially aimed at young people – and an increase in the efficiency and quality of public services, as provided for by the National Recovery and Resilience Plan (PNRR).

From an environmental perspective, we are able to maintain a precise and strong commitment to the safeguarding of territories and a more conscious use of water resources, thanks to specific solutions for the world of reclamation consortia.

In this way, through the development of our offerings, Safety21 Group actively engages in contributing to the Sustainable Development Goals of the UN 2030 Agenda (SDGs), improving infrastructures and the production system, making them more sustainable through the promotion of greater efficiency of the resources used and the adoption of clean and environmentally friendly technologies that support development and innovation.

MAIN SERVICES OFFERED

Safety21 Group's services cover five fundamental reference areas, each aimed at specific objectives:





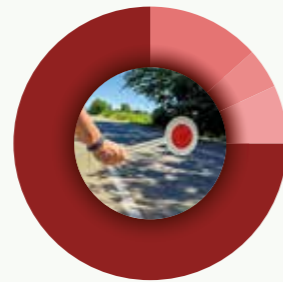
With the Titan® Ecosystem, we support the Police Forces in the execution and simplification of administrative procedures provided by the Road Code, freeing up resources to be directed to operational functions of territory control. Specifically, Titan® ensures complete coverage of the entire process of managing violations of the Road Code and a management mode that guarantees safety and optimisation of operational timing.

The End-to-End management process of the sanction cycle includes:



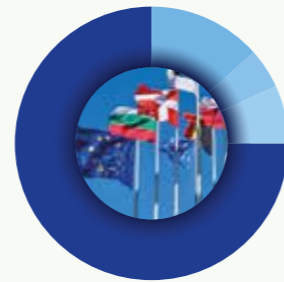
RENTAL SERVICE ENFORCEMENT IoT

Hire of monitoring systems and centralised image and data management service



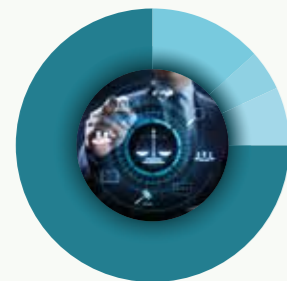
MANAGEMENT OF NATIONAL TRAFFIC PENALTY NOTICES

Administrative support for document management, preparation and printing of reports to citizens residing in Italy



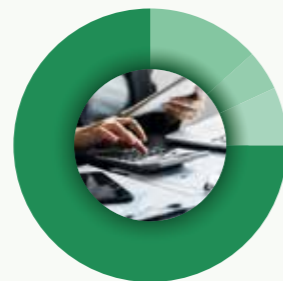
MANAGEMENT OF FOREIGN TRAFFIC PENALTY NOTICES

A management software for the notification of violations for offenders residing outside Italy



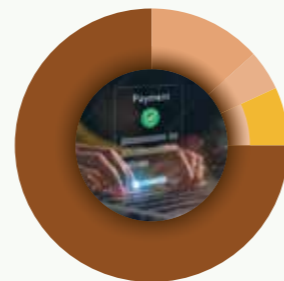
APPEALS MANAGEMENT SERVICE

The service assists the public authorities in providing counterarguments for legal proceeding



SUPPORT FOR DEBT RECOVERY

The service assists the local authority in collecting payments relating to infringements of the Highway Code



INTERNATIONAL DEBT COLLECTION

Safety21 offers an International Debt Collection service for public authorities



We believe in a holistic approach towards Public Administrations and Smart Cities, supporting the key concept of Smart Mobility and prioritising solutions and systems that allow the integration of applications, technologies, service and urban mobility infrastructures with the clear objective of achieving the sustainable development of cities. The typical approach we adopt is that of an integrated Road Safety project that unfolds with a series of activities that involve the entire community.

The goal is to develop a road safety culture that acknowledges the social, environmental, and economic risks involved.

The project consists of a "Safety Infrastructure" that includes IoT tools managed through the Titan® Ecosystem. Thanks to the Internet of Things, it is indeed possible to design cities that are technologically more advanced, more efficient, more supportive and more ecological. A Smart City is dotted with sensors that generate a large amount of data, which can feed more advanced and real-time services, and allow administrations to manage more efficiently.

The project, which is realised through public-private partnership tools, is directed to Public Administrations to assist them in safeguarding the safety of their citizens and fostering a collective culture of attention to road education – particularly towards young people – contributing to promoting proper behaviour on the road.

MANAGEMENT OF RECLAMATION CONSORTIA



Aware of the vital importance that reclamation consortia hold in ensuring sustainable management of water resources and protection of territories from floods and hydrogeological events, we support consorcial entities in their activities through an approach that embraces multiple aspects.

We provide integrated solutions made up of hardware and software technologies, supported as needed by specific services, that allow evaluating, parameterising and controlling the efficiency state of consorcial water networks.

The primary goal is to provide structured tools that are promptly usable, aimed at environmental and territorial safety.

MAIN APPLICATIONS

Cadastral Platform

Delivered in SaaS, it allows the management of the entire self-financing process of the consortium, based on constantly updated cadastral data of the managed district.

Informcity Platform

Delivered in SaaS, it allows the management of the graphic cadastral database of the Consortium in support and control of the alphanumeric / tabular one.

Consultancies and Professional Services

- Implementation of alphanumeric and graphic cadastral databases aimed at the distribution of consorcial expenses, thus financing the entity.
- Service of alphanumeric and graphic cadastral updating.
- Management Plans and Classification Plans for the distribution of expenses: drafting and/or application to Alphanumeric Cadastral Databases.
- Role simulations applying variations of the Classification Plan (calibration of the benefit coefficients of the Classification Plan).
- Calculation of Consortial Roles, and issuing documents.
- Specific consultancy activities requested by the reclamation consortia.

SERVICES & SUPPORT

Our approach focuses not only on technological platforms but also on services and added-value support to ensure effective management and control, making cities and territories safer and more livable. We offer administrative management services that support the digitisation of Public Administration activities with the aim of improving efficiency and relations with citizens, including:

- Substitutive conservation of administrative acts for Public Entities;
- Optimisation of the collection of sums uncollected by the Public Administration;
- Creation of a Portal for citizens, as an efficient communication channel, which allows the citizen to view proof of the committed infringement; find answers to frequently asked questions; contact the Police Command for further detailed information also regarding the payment method; verify the placements of control equipment and the documentation relating to the compliance of the plants; download all the necessary forms for forwarding communications and/or drafting appeals, and more.



Management of Coercive Collection

We provide specialised support services to Entities in the management of coercive credit collection, mainly provided through two applications:

- **Local Taxation by CadIT**, through which we manage all phases of coercive collection. The main goal of the product is to offer services and solutions capable of helping local entities in a less invasive manner in the recovery of the claimed credit.
- **Dashboard** through which entities can monitor the progress of various phases of the collection, evaluate its effectiveness, and suggest any further improvement activities.

In the perspective of holistic support for collection, we are able to offer management and complete integration with technological partners for timely collection with PagoPA, which today has reached high reliability, allowing direct interaction of Entities and the interchange of data processed with any other external information system.

CYBERSECURITY AND IT SERVICES

Strengthening Cyber Security

The implementation of an internal SOC (Security Operations Center) represents an important step forward in our cybersecurity strategy. The SOC acts as a nerve center for the detection, response, and monitoring of cyber threats.

Thanks to this infrastructure, we are able to:

- Detect and mitigate threats in real-time**
 The SOC allows us to detect suspicious activities or intrusions in our digital environment before they can cause significant damage. Through real-time data analysis and the implementation of advanced threat detection technologies, we are able to identify and respond promptly to potential cyberattacks.
- Constantly monitor our IT infrastructure**
 The SOC provides continuous surveillance of our network, applications and systems, ensuring that any anomalies are detected and addressed promptly. This level of continuous vigilance is essential to ensure the security of our sensitive data and our business systems.
- Improve resilience and response capacity**
 The SOC not only helps us prevent attacks, but it also prepares us to manage any security breaches efficiently and effectively. Through the definition of incident response procedures and staff training, we are able to proactively address threats, minimising the impact on our business processes and our customers.

The implementation of the internal SOC reflects our commitment to data security and corporate responsibility.

Through this initiative, we demonstrate our commitment to:

- Protect our customers and their sensitive information**
 Data security is a top priority for us. The SOC enables us to maintain high standards of data protection, ensuring that our customers' information is safe from unauthorised access and potential security breaches.
- Comply with regulations and standards**
 The implementation of the SOC helps us comply with data security regulations and

compliance requirements. This includes compliance with laws such as GDPR and other industry regulations, ensuring the privacy and protection of personal data of our customers and employees.

- Promote transparency and trust**
 Investing in robust cybersecurity infrastructure demonstrates our commitment to transparency and trust. Our stakeholders can trust that we are taking the necessary measures to protect their interests and data, thus strengthening our relationship with them and the wider community.

In conclusion, the implementation of the internal SOC represents a significant milestone in our cybersecurity strategy and our commitment to corporate sustainability. We will continue to invest in best data security practices and adopt proactive measures to protect our customers, our employees and our overall business.

Data Treatment and Privacy

In the current context, characterised by the increasing globalisation of business, a proliferation of channels and methods of access to information, as well as a growth in the volume and types of data managed, Safety21 Group is addressing various issues related to data management: from compliance with recent industry regulations to defence against potential threats to the confidentiality, integrity and availability of information.

Furthermore, the European regulation on personal data protection (GDPR - General Data Protection Regulation), which came into force in May 2018, has now become one of the major reference points for renewed commitment to data protection, with particular attention to personal data.

In carrying out its activities, Safety21 Group processes data useful for the sanctioning process resulting from violations of the Road Code, ensuring compliance with the provisions in force for its clients.

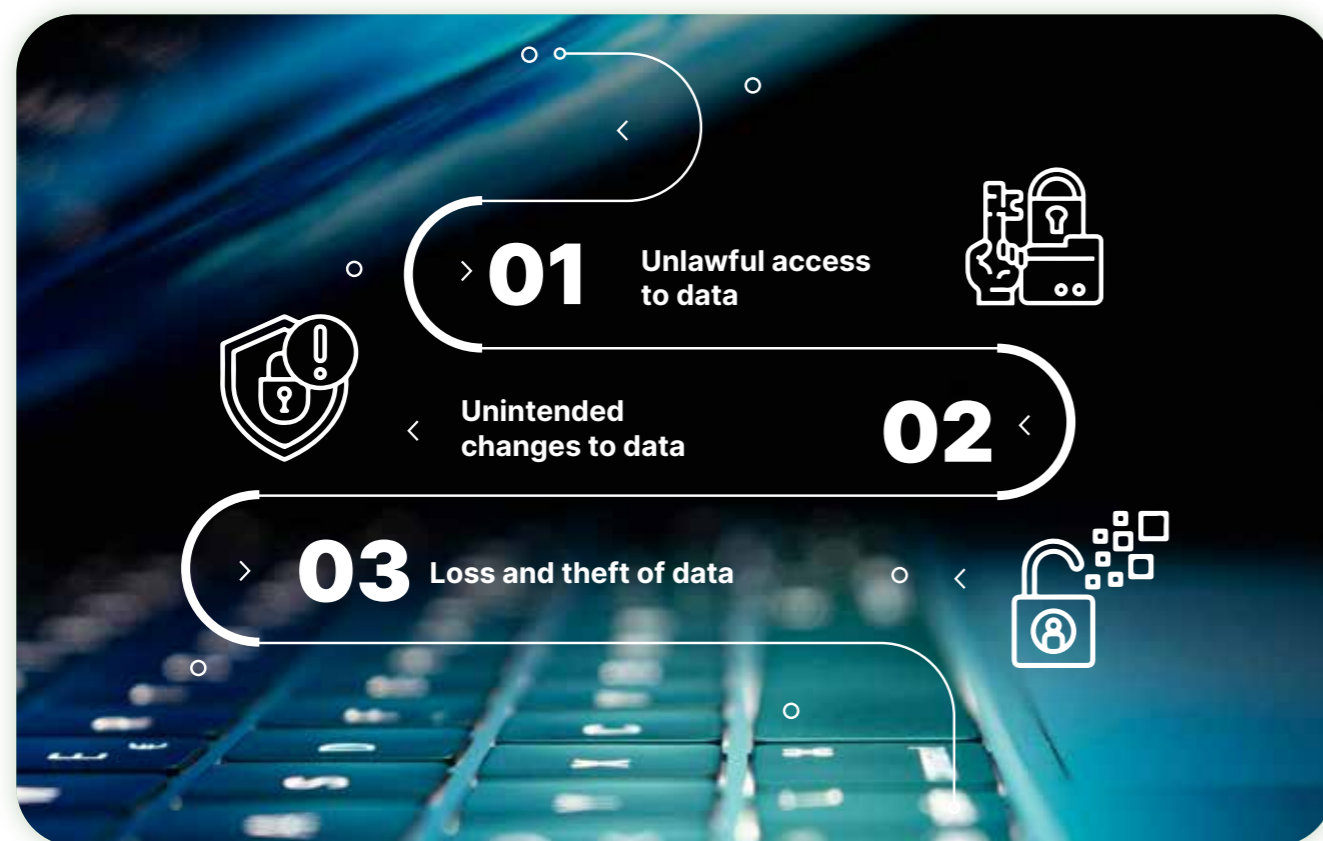
Moreover, in compliance with data privacy and security regulations, each employee, at the time of hiring, is provided with the document "Instructions for the treatment of personal data" and is concurrently authorised to process the data.

Safety21 Group has defined access control to its IT platforms through various systems to prevent the loss or erroneous dissemination of sensitive information.

The control systems include:

- Use of personal passwords, using encrypted systems and a highly performant computer infrastructure;
- Cloud storage of sensitive data;
- Use and installation of antivirus software on devices;
- Management of PC stations through passwords, as each employee has a reference password for their station;
- Cloud backup of information and periodic Audit/Assessment activities on External Managers already appointed ex art 28 of the GDPR.

The main risks for Safety21 include:



For risk mitigation, Safety21 Group employs a strong system of logical access controls linked to various Audit/Assessment activities on External Managers, simultaneously ensuring the continuous and constant storage of data and information.

CLOUD MIGRATION OF THE ON-PREMISE DATA CENTRE IN PADUA

The migration of our on-premise data centre in Padova to a cloud solution, initiated in 2023, represents an important step towards optimising our IT resources. Thanks to cloud technology, we were able to consolidate and virtualise our servers and infrastructures, thus reducing the environmental footprint of the Group and improving the overall efficiency of our systems.

The migration primarily allowed for the elimination of the physical data centre, significantly reducing the energy costs associated with cooling and powering the servers. The use of shared cloud resources also allows us to optimise the use of hardware resources, minimising energy waste.

The adoption of cloud services has also allowed us to implement a more robust and flexible disaster recovery strategy. Thanks to the geographic diversification in the deployment of our resources, we are able to ensure operational continuity even in the event of hardware failures or natural disasters in a particular geographic area.

From an environmental perspective, the migration of our on-premise data centre in Padova to a cloud solution allowed us to reduce energy consumption and emissions associated with our IT operations. Additionally, it enabled the elimination of electronic waste resulting from the replacement of obsolete hardware.

Cloud migration has also improved the flexibility and mobility of our staff. Thanks to remote access to cloud resources, our employees can work more effectively and collaboratively, regardless of their geographical location. This not only increases employee satisfaction but also promotes greater inclusion and diversity in our workforce.

From a governance perspective, cloud migration has allowed us to strengthen the security and compliance of our IT operations. Through the implementation of solid security policies and the use of certified cloud services, we ensure the protection of sensitive data of our clients and our business operations. Moreover, our risk management strategy has been enhanced thanks to the greater visibility and control provided by cloud technology.

In conclusion, the migration of our on-premise data centre in Padova to a cloud solution, represents a significant step towards our environmental sustainability and corporate responsibility. We are firmly committed to continuing to explore opportunities to reduce the impact of our operations on the environment and the community, while improving our operational efficiency and resilience.

4 RELATIONSHIP WITH THE TERRITORY AND THE COMMUNITY

- INITIATIVES AND PARTNERSHIPS WITH THE TERRITORY AND COMMUNITY



RELATIONSHIP WITH THE TERRITORY AND THE COMMUNITY

Safety21 Group is deeply integrated into the fabric of the territory in which it operates and maintains close ties with all stakeholders through relationships based on trust, quality, ethics, competitiveness, professionalism and respect for the rules.

Safety21 Group's commercial relationships are exclusively with partners who enjoy a good reputation, are engaged in lawful activities and have a corporate ethic aligned with that of the Group. Before establishing collaborations, the available information about potential partners is carefully evaluated.

To further enhance the connection with the territory and local communities, we promote various engagement and sponsorship initiatives in Italy. These activities aim to raise stakeholder awareness about issues relevant to the local community, thus contributing to the well-being and development of the areas in which we operate.

INITIATIVES AND PARTNERSHIPS WITH THE TERRITORY AND COMMUNITY

We have developed a series of innovative projects aimed at protecting the territory, safeguarding the environment and preventing illegal activities, such as the abandonment of waste in public areas, and the promotion of road safety. These projects reflect the Group's commitment to sustainability and community well-being, as well as its responsibility towards the environment and society in general.

MILAN METROPOLITAN SAFETY PROJECT

For four years, Safety21 Group has been a leader in the largest Smart City public-private partnership project in Europe, with the primary goal of reducing road accidents and protecting pedestrians and cyclists. This project not only aims to improve road safety but also actively combats waste abandonment, contributing to the protection of the territory and the environment.

The interventions planned within the context of this ambitious project are supported by the use of innovative video surveillance systems and smart applications, which allow for constant monitoring of the areas concerned and the adoption of effective preventive measures.

A crucial role is played by the local police personnel who have offered their expertise on the dynamics and issues of urban and suburban road networks.



Environmental and Safety Monitoring through video analysis software for environmental care and defence;



Citizen Safety through control systems for pedestrian crossing areas;



Road Safety Monitoring: with speed control and traffic light systems.

The project includes the installation of 90 systems for the protection of pedestrian crossings that the Metropolitan City of Milan is implementing on its road network to safeguard vulnerable users.

These are innovative devices for the control of non-signalised pedestrian crossings, featuring four high-brightness LED flashers installed near the pedestrian lines and two outer indicators that activate only in the presence of a pedestrian, alerting passing vehicles. This solution effectively addresses the problem of poor visibility both day and night. Additionally, each system is equipped with a 360° camera that constantly records the crossing area, storing the data on a cloud accessible 24/7.

This allows for the retrieval of video recordings by the competent authorities in the case of accidents. Furthermore, to further enhance environmental protection, environmental video surveillance systems have been upgraded through the installation of intelligent video analysis software.

This software is designed to detect the presence of smoke plumes, prevent the spread of fires, and report the presence of snow on the roads, thus providing an additional tool to ensure safety and environmental protection.

TI VOGLIO BENE CAMPAIGN CITY OF VENTIMIGLIA

Safety21 has also launched the "Ti Voglio Bene" initiative on the Ligurian Riviera, a communication and awareness campaign aimed at all the citizens of Ventimiglia. The primary goal of this campaign is to promote a cultural change focused on increasing sensitivity towards the respect of norms, transforming the perception of regulations from limitations to tools for the protection of individual health and the community. The "Ti Voglio Bene" campaign has been reinforced by a multi-channel communication strategy, extending from local information web portals to social media and local press. This approach aims not only to inform citizens about new developments but also to raise awareness among all road users about the importance of adopting responsible behaviour and being aware of the dangers stemming from non-compliance with the rules.

As part of this social initiative, 10 innovative systems have been installed for the control of the most critical pedestrian crossings. Devices well signalled by flashing LEDs activate upon the detection a pedestrian passage by a radar sensor, significantly improving the visibility and safety of the crossing.

Additionally, the support poles are equipped with lighting bodies that automatically turn on at night, remaining active to ensure high visibility of the crossing at all times. This feature guarantees greater safety for pedestrians and motorists, highlighting Safety21's commitment to creating a safer and more attentive urban environment for all citizens.

COSTRUIAMO IL FUTURO AWARD AND MILAN METROPOLITAN CITY



"The Future is Designed Together" is the motto that characterised the 2023 edition of the Build the Future Award for Milan and Metropolitan City, supported for the fourth consecutive year by the Safety21 Group.

The award is aimed at those who use sports to educate, accompany and help grow children and teenagers, integrate disabled or vulnerable people, and all those who rely on sports to address social issues in the city of Milan, particularly in the suburbs; also raising awareness about important issues such as bullying.

During the award ceremony – which took place in

October 2023 – 59 associations, selected by the Honorary Committee, chaired by Professor Lorenzo Ornaghi and composed of project partners and personalities from the cultural and third sectors, as well as some representatives from the Build the Future Foundation, were awarded.

The associations received a total of €123,000 in contributions, with amounts ranging from €1,000 to €5,000. Since 2003, the Build the Future Award has distributed a total of €1,500,000 to over 800 associations, thus significantly contributing to the promotion of social inclusion and the development of local communities.

5

THE PEOPLE OF THE GROUP

- GENDER BREAKDOWN BY CONTRACT TYPE
- GENDER DISTRIBUTION BY CONTRACT TYPE AND AGE GROUPS
- MONITORING TURNOVER
- PROMOTIONS AND DESIGN OF THE ORGANISATIONAL CHART
- DIVERSITY AND EQUAL OPPORTUNITIES
- WELFARE
- TRAINING AND DEVELOPMENT

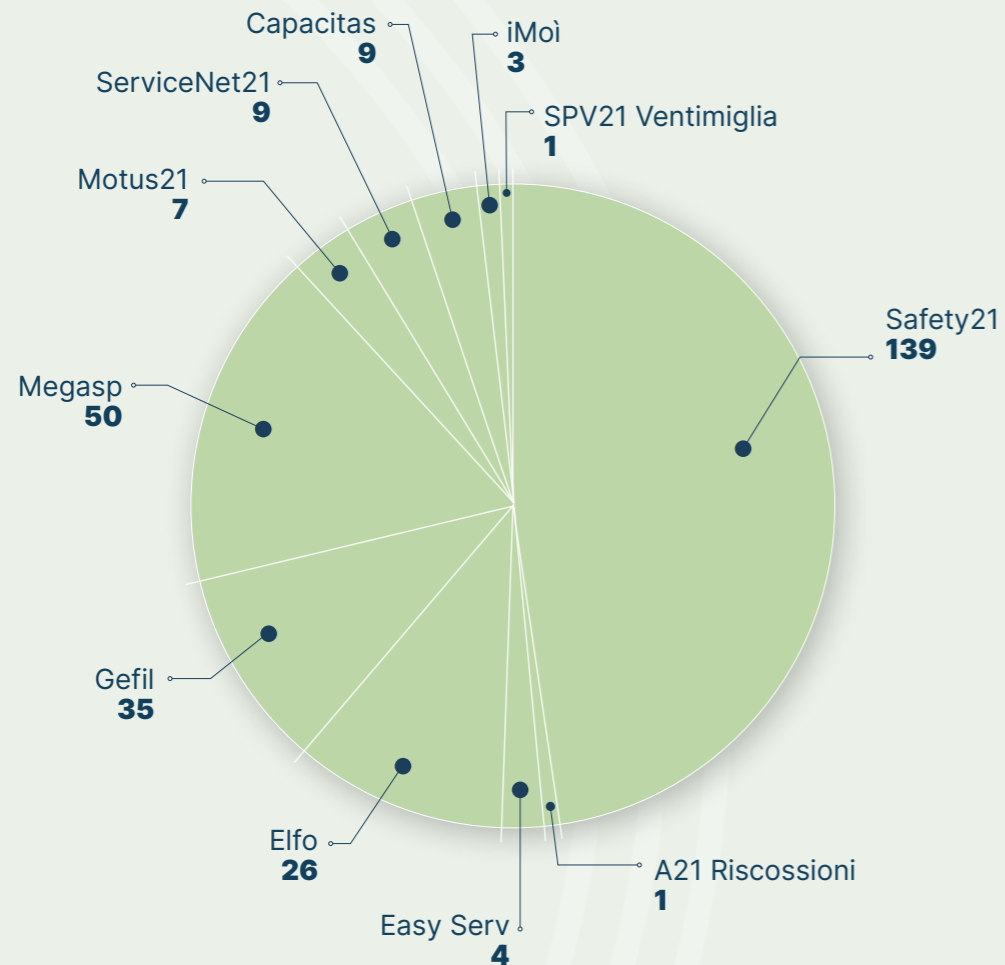


THE PEOPLE OF THE GROUP

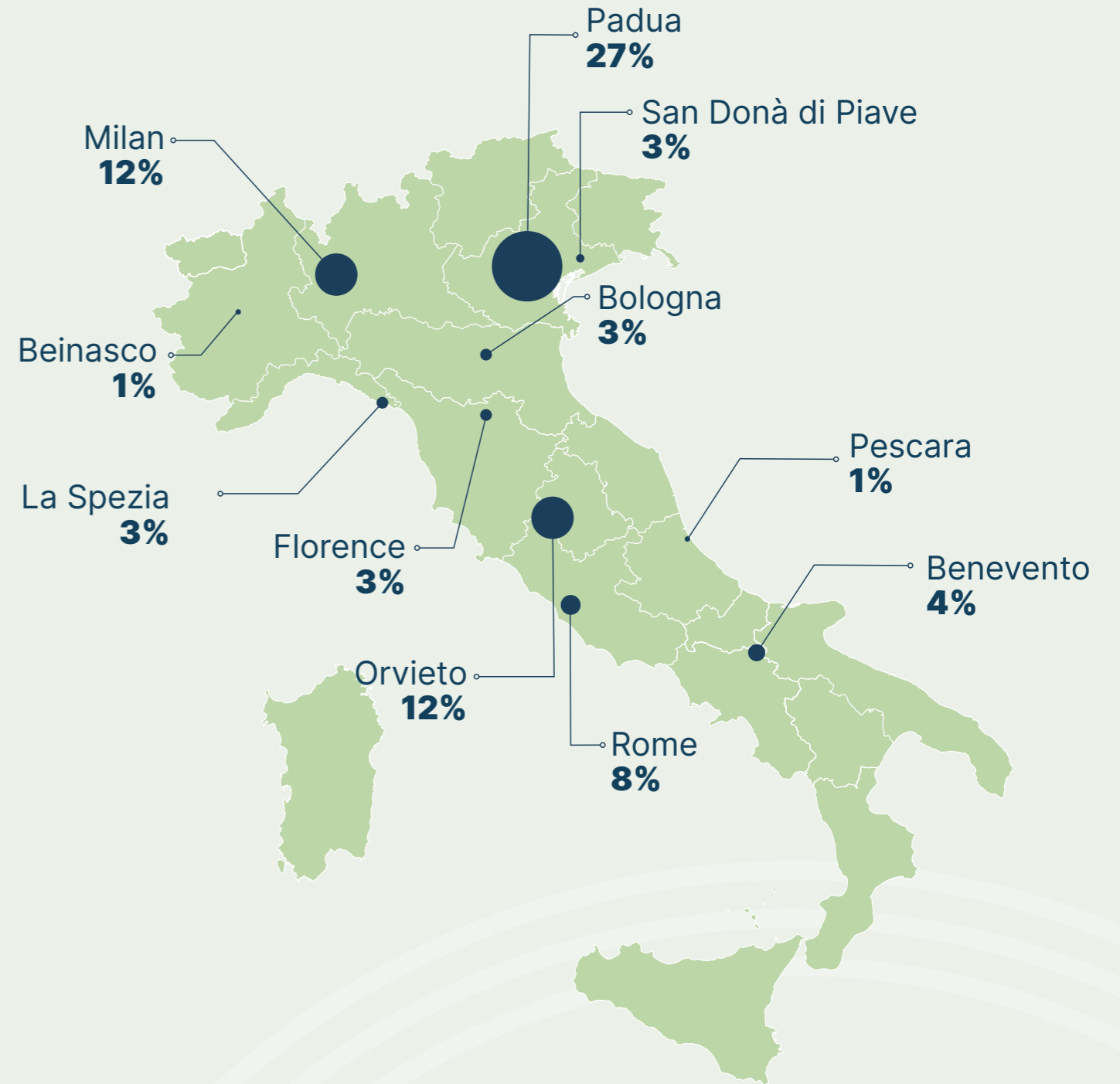
People are the beating heart and the greatest value of the Safety21 Group. It is thanks to them that the company grows, innovates and achieves its goals every day. The commitment that the Safety21 Group pursues is to contribute to the creation of a better future not only for current generations but also for those to come, shaping a stimulating and collaborative work environment and promoting initiatives that foster sustainable development and social inclusion.

For this reason, throughout 2023, Safety21 extended numerous initiatives promoting diversity, equal opportunities and professional growth to all the people in the Group, with a view to sustainable and lasting development. In the context of the dynamism that accompanies the company, the Safety21¹² Group closes 2023 with a total of 284 employees¹³ distributed throughout the national territory.

SAFETY21 GROUP



GEOGRAPHICAL DISTRIBUTION OF THE SAFETY21 GROUP'S STAFF



★ **24%** Offices and several counters open to the public

¹² - The Safety21 Group, made up of 11 companies, has 11 offices and several counters open to the public.

¹³ - In addition, 4 trainees collaborated with Safety21 during 2023.

GENDER BREAKDOWN BY CONTRACT TYPE

The workforce of the Safety21 Group at the end of 2023 consisted of 55% women and 45% men¹⁴. The table below shows the gender distribution across different contract types and work schedules

TYPE OF CONTRACT SAFETY21 GROUP

	Men	Women	Total 2023
Permanent	44%	46%	90%
Fixed-term	1%	9%	10%
Full Time	44%	37%	81%
Part Time	2%	17%	19%

BREAKDOWN OF STAFF BY TIPE OF CONTRACT (FULL TIME/PARTI TIME) AND GENDER

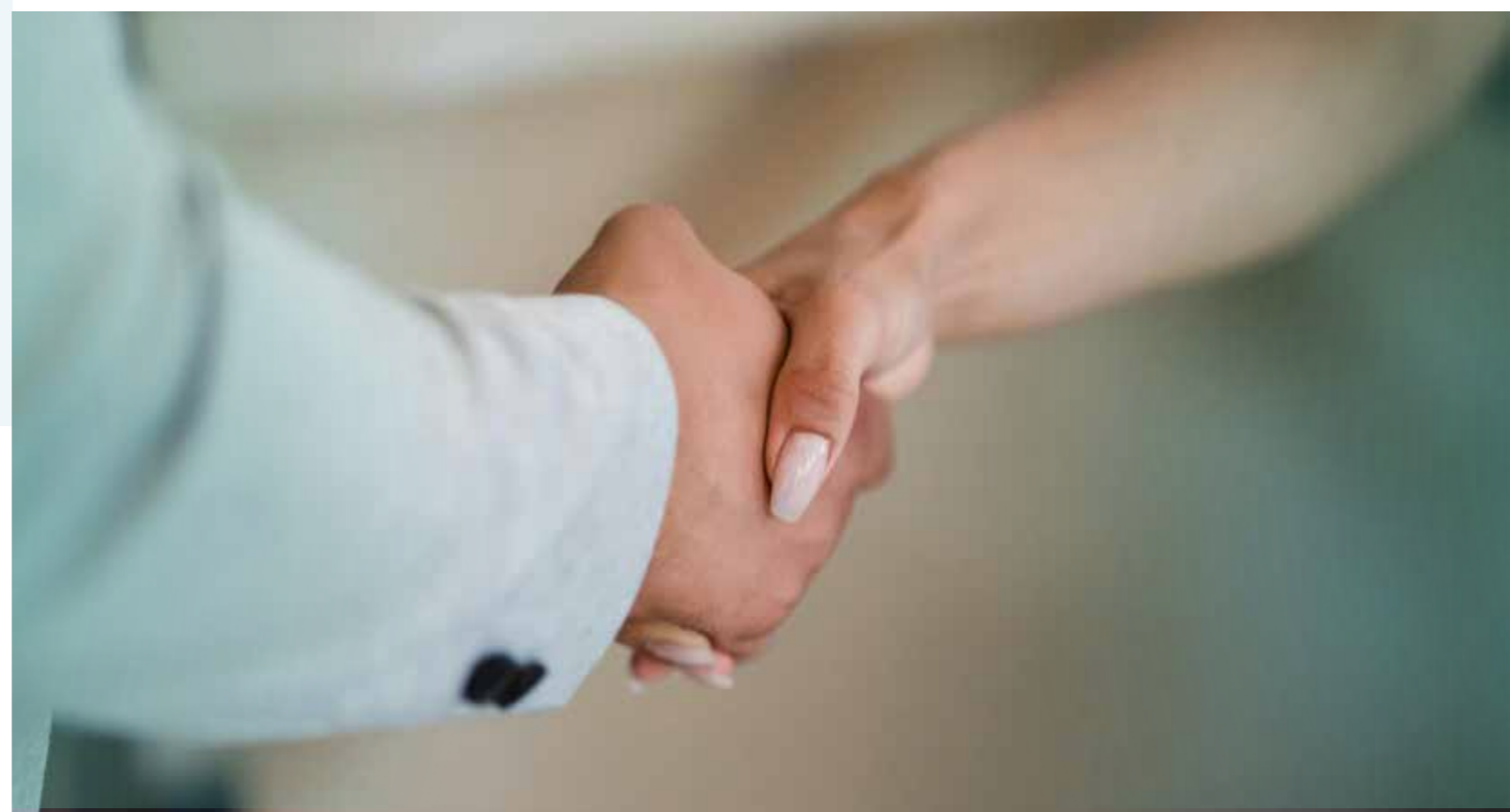
EMPLOYEES	As of 31 December 2022			As of 31 December 2023					
	Safety21			Safety21			Safety21 Group		
	M	W	Tot	M	W	Tot	M	W	Tot
Full Time	45	46	91	74	54	128	124	105	229
Part Time	3	8	11	1	10	11	5	50	55
Tot	48	54	102	75	64	139	129	155	284

¹⁴ - The analyses include for 2023 all employees of the Safety21 Group (excluding trainees, directors and co.co.co). For transparency and consistency with the analyses of past years, we report below the gender distribution among employees for the Safety21 company alone: Women 46% - Men 54%.

BREAKDOWN OF STAFF BY TYPE OF CONTRACT (PERMANENT/FIXED TERM) AND GENERS

EMPLOYEES	As of 31 December 2022			As of 31 December 2023					
	Safety21			Safety21			Safety21 Group		
	M	W	Tot	M	W	Tot	M	W	Tot
Fixed-term	4	10	14	4	7	11	4	23	27
Permanent	44	44	88	71	57	128	125	132	257
Tot	48	54	102	75	64	139	129	155	284

Our continuous commitment to excellence and equality requires us to specifically examine the gender distribution within our personnel, paying particular attention to different contract types and age groups. This approach allows us to identify and address disparities, promoting a more inclusive and representative work environment.

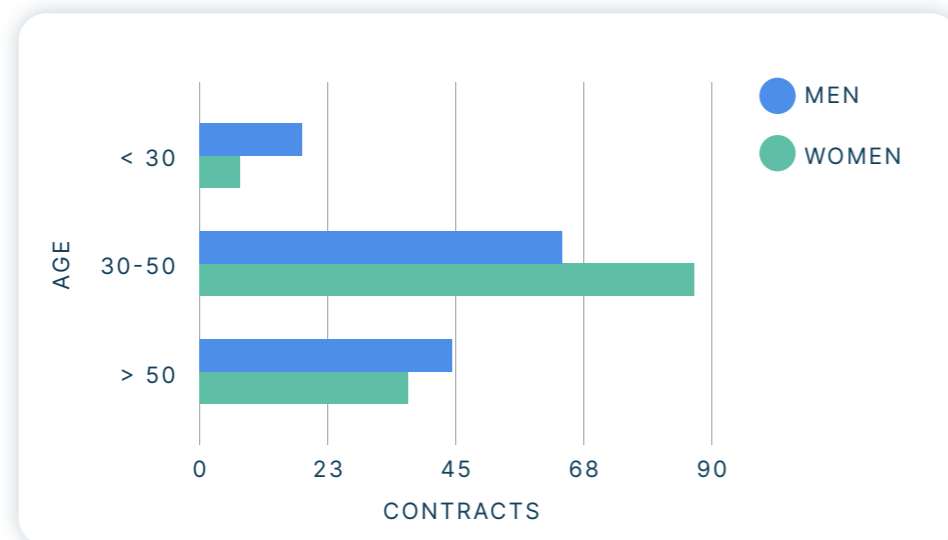


GENDER DISTRIBUTION BY CONTRACT TYPE AND AGE GROUPS

Currently, the gender distribution within different contract types and age groups is as follows:

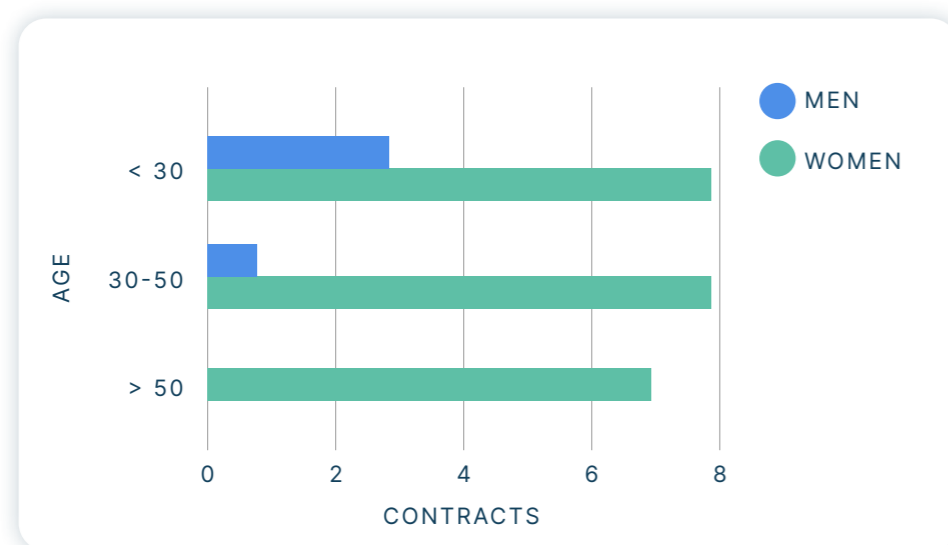
- Permanent Contracts:**

Most of our permanent contracts are evenly distributed between men and women. However, we note a female majority in the 30-50 age group, while men are more represented in the 20-30 and over 50 age groups.



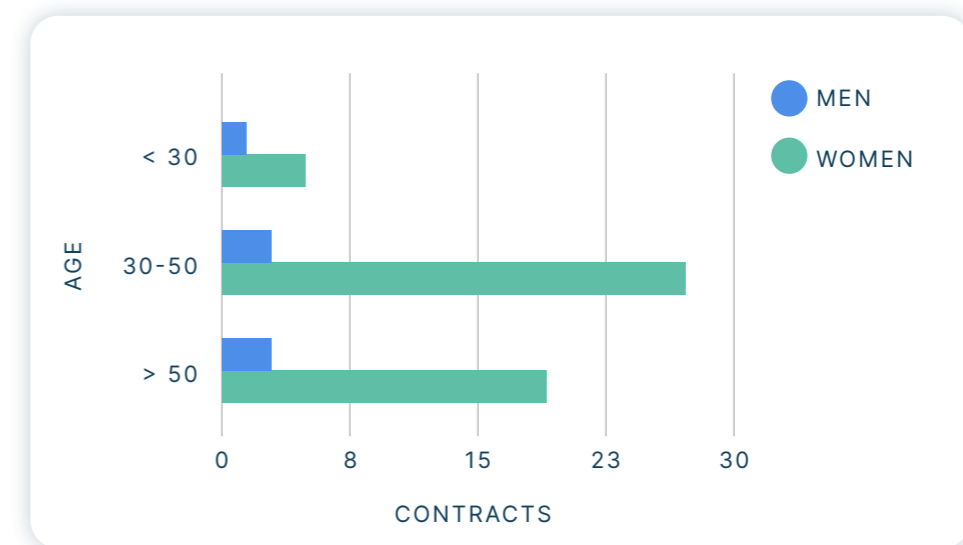
- Fixed-term Contracts:**

These contracts show a predominance of women, especially in the over 50 age group.



- Part-time Contracts:**

Part-time contracts are mostly utilised by women, particularly in the 30-50 and over 50 age groups.



The Safety21 Group has made significant progress over the years in ensuring sustainable governance from an ethical and social standpoint. This commitment was recognised in 2023 with the achievement of the UNI/PdR 125:2022 certification on Gender Equality, which attests to our commitment to social sustainability, combating gender discrimination, and ensuring fair treatment in the workplace.

Despite the progress made, there are still areas where we can improve to ensure greater gender equity. To address these challenges, we have introduced flexible work policies to support employees at all stages of their life and career. We will continue to monitor data and implement targeted strategies to promote diversity and inclusion within our company, recognising that our success depends on the ability to value and support every person in our Group.

In line with previous years' findings, the majority of employees are classified as office staff in the 30-50 age group. It is also important to note the positive growth in the number of executives, resulting from internal promotions and the acquisition of strategic skills from the market.

DISTRIBUTION OF GROUP PERSONNEL BY AGE GROUP

30-50 56%

> 50 32%

< 30 12%

DISTRIBUTION OF GROUP PERSONNEL BY PROFESSIONAL CATEGORY

Employees 79%

Managers 15%

Executives 4%

Workers 2%

PERSONNEL BY POSITION AND AGE GROUP

	2022				2023							
	Safety21				Safety21				Safety21 Group			
	<30	30-50	50>	Tot	<30	30-50	50>	Tot	<30	30-50	50>	Tot
Executives	0	0	5	5	0	5	6	11	0	5	6	11
Managers	0	5	12	17	0	10	14	24	0	14	30	44
Employees	10	55	14	79	19	61	20	100	33	139	52	224
Workers	0	0	1	1	2	1	1	4	2	1	2	5
Tot	10	60	32	102	21	77	41	139	35	159	90	284
%	9,8	58,8	31,3	100	15,10	55,40	29,49	100	12,32	55,99	31,69	100

In addition, the Safety21 Group, in accordance with the rules and practices required by applicable laws, includes employees with disabilities in its workforce. We promote an inclusive work environment by adapting our corporate practices to meet diverse specific needs.

PERSONNEL BY POSITION AND GENDER

EMPLOYEES	2022				2023							
	Safety21				Safety21 ¹⁵				Safety21 Group			
	M	W	Tot	%	M	W	Tot	%	M	W	Tot	%
Executives	3	2	5	4,90	9	2	11	7,91	9	2	11	3,87
Managers	11	6	17	16,67	16	8	24	17,27	27	17	44	15,50
Employees	33	46	79	77,54	46	54	100	71,94	88	136	224	78,87
Workers	1	0	1	0,98	4	0	4	2,88	5	0	5	1,76
Tot	48	54	102	100	75	64	139	100	129	155	284	100

PROTECTED CATEGORIES

EMPLOYEES	2022			2023					
	Safety21			Safety21			Safety21 Group		
	M	W	Tot	M	W	Tot	M	W	Tot
Executives	0	0	0	0	0	0	0	0	0
Managers	0	1	1	0	1	1	0	1	1
Employees	1	4	5	2	5	7	4	7	11
Workers	0	0	0	0	0	0	0	0	0
Tot	1	5	6	2	6	8	4	8	12

¹⁵ - It should be noted that for 2023, the entire workforce of the Safety21 Group is analyzed. For transparency and consistency with previous years, the tables also include the specific data for the Safety21 company alone.

MONITORING TURNOVER

In our continuous commitment to sustainability and the well-being of our people, we closely monitor turnover dynamics within our organisation.

This section of our sustainability report offers a transparent overview of how we manage and interpret personnel movements, recognising their impact on the corporate climate, productivity and operational continuity.

In the past year, we recorded a turnover rate of 9% (the rate rises to 14% including the termination of fixed-term contracts).

This compares with the previous year's¹⁶ turnover rate of 8.74%.

EXITS

	2022				2023							
	Safety21				Safety21				Safety21 Group			
	<30	30-50	50>	Tot	<30	30-50	50>	Tot	<30	30-50	50>	Tot
Men	0	3	1	4	1	4	0	5	2	10	1	13
Women	0	2	3	5	4	2	1	7	5	19	3	27
Tot	0	5	4	9	5	6	1	12	7	29	4	40

However, it is important to emphasise that we converted the fixed-term contracts of 12 colleagues – 9 of whom are women – into permanent contracts. This confirms the Safety21 Group's long-term sustainability strategy, which is committed to providing stability and security to its people.

After examining the dynamics of our employees' exits, it is essential to focus on new hires, remembering that the sector in which the Group operates is characterised by a high degree of specialisation. The arrival of new talent to the Safety21 Group – 61 in total¹⁷ in 2023 – represents a unique opportunity to align skills with internal needs and continue the path of innovation.

¹⁶ - It should be noted that the previous year's rate is calculated exclusively for the Safety21 company.

Consequently, for a more detailed comparability of the data, the same level of detail for 2023 is provided for the Safety21 company alone: turnover rate of 9.13%.

HIRINGS

EMPLOYEES	2022				2023							
	Safety21				Safety21				Safety21 Group			
	<30	30-50	50>	Tot	<30	30-50	50>	Tot	<30	30-50	50>	Tot
Men	3	5	6	14	8	12	3	23	11	15	6	32
Women	1	11	4	16	7	5	3	15	7	13	9	29
Tot	4	16	10	30	15	17	6	38	18	28	15	61

HIRINGS BY CONTRACT TYPE

POSITION	Fixed-term	Permanent	# Exits in 2023
Executives	0	1	0
Managers	20	20	8
Employees	0	6	1
Workers	0	6	0

In 2023, following the guidelines established by SA8000 and the "Selection, Hiring and Human Resource Management" Protocol, we continued to improve our strategies for selecting and integrating new talent. We adopted a rigorous and transparent approach in evaluating competence, professionalism, ability and individual potential. This commitment resulted in several initiatives aimed at ensuring an increasingly effective and inclusive candidate selection and onboarding process:

- **Selection Process:** We revised the previous selection process¹⁸, restructuring its phases and internalising the activity where possible

¹⁷ - The total number of new hires includes employees from the companies iMoi and Capacitas, respectively 3 and 9 people, acquired in the last quarter.

¹⁸ - Each recruitment is tracked and documented. It was mainly conducted through job postings on LinkedIn, support from recruitment agencies, or referrals.

- **Personalised Onboarding:** For each new employee, we designed a personalised onboarding path based on the role¹⁹ and individual needs, to ensure effective integration. Each path is designed to provide a comprehensive understanding of corporate culture, operational procedures and core values.
- **Internal Communication:** We promoted the development of internal communication to share organisational news and encourage mutual acquaintance among people.

We introduced several initiatives with the aim of:

- Improving our empowerment strategies to support the cultural development of our personnel, focusing on their well-being, motivation, sense of responsibility and active engagement;
- Defining internal career paths through the implementation of an Internal Mobility process, enhancing job mobility that allows people to take on new professional challenges, promoting skill diversification and creating increasingly cross-functional profiles;
- Introducing flexible work policies to meet personal and family needs;
- Developing skills through technical, managerial, and leadership training programmes.

Throughout 2023, the Performance Management process was extended to the entire Safety21 Group. This process has since been reviewed and structured in several steps (Assignment of SMART objectives, check-in meetings and overall evaluation). The process includes the evaluation of quantitative and qualitative performance and is structured in a constant exchange and comparison of competencies and results achieved, aimed at enhancing everyone's talent through constructive and transparent dialogue. The empowerment process has led employees themselves to propose objectives to their respective managers.

This process is supported by a structured periodic self-evaluation of the employee and the evaluation of their respective manager, taking into account sixteen competencies.

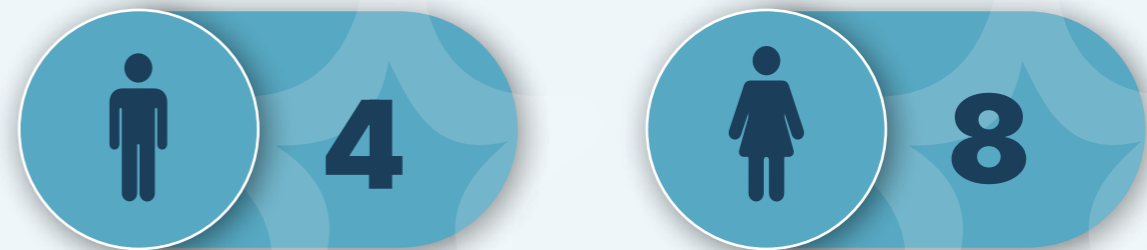
¹⁹ - On average, new hires participate in 6 training sessions on organization, policy and work tools.

PROMOTIONS AND DESIGN OF THE ORGANISATIONAL CHART

The company's strategy and M&A processes have led to the redesign of the organisation to align it with business needs.

In July 2023, the first Group organisational chart was published, reflecting new relationships and hierarchies among people and departments. Nine departments were identified, four of which are line departments (Revenues, Product, Technology and Operations) and five are staff departments (Finance, People, Special Projects, Legal and Communication & Events). For each department, key functions and various roles were identified, with a strong emphasis on valuing and recognising internal talent. This reorganisation formalised several promotions to managerial roles, such as team leader or function manager, especially for personnel from the Gefil ecosystem.

INTERNAL PROMOTIONS OF THE GROUP



To ensure that our people are ready to support the Group in its transition path, welcoming and adapting quickly to change, we promote a continuous learning experience that accompanies them throughout their personal and professional life cycle.

DIVERSITY AND EQUAL OPPORTUNITIES

In 2023, the ratio between the total annual compensation (including salary, bonuses and incentives) of the highest-paid individual – the CEO – and the median annual compensation of all employees was 35.90.

Below is the ratio between women's and men's salary and remuneration by position.

RATIO OF WOMEN'S TO MEN'S BASE SALARY

	2022			2023					
	Safety21			Safety21			Safety21 Group		
	W	M	Ratio W/M	W	M	Ratio W/M	W	M	Ratio W/M
Executives	389.193	251.498	155%	261.369	638.980	41%	261.369	638.980	41%
Managers	289.500	634.088	46%	405.997	839.194	48%	836.129	1.355.617	62%
Employees	929.165	878.945	106%	1.149.774	1.083.403	106%	2.534.090	2.135.261	119%
Workers	1.237	18.143	7%	0	85.909	0%	0	118.217	0%

The value is expressed in euros.

RATIO OF WOMEN'S TO MEN'S TOTAL REMUNERATION

	2022			2023					
	Safety21			Safety21			Safety21 Group		
	W	M	Ratio W/M	W	M	Ratio W/M	W	M	Ratio W/M
Executives	416.703	402.745	103%	431.869	740.646	58%	431.869	740.646	58%
Managers	356.237	777.711	46%	435.448	933.606	47%	912.369	1.469.422	62%
Employees	1.022.814	956.818	107%	1.249.360	1.163.817	107%	2.700.662	2.254.280	120%
Workers	1.237	27.285	5%	0	96.868	0%	0	129.502	0%

The value is expressed in euros.

As required by the SA8000 standard, the "Social Performance Team" was established in 2022, a committee composed equally of management members and worker representatives, which meets periodically to oversee and intervene in the careful and inclusive management of the company's human capital.



WELFARE

Finally, in line with our desire to ensure the well-being of the Group's people, employees receive an annual bonus, as provided by the relevant CCNL, usable through a multi-channel digital platform offering a wide range of products and services (such as shopping vouchers, fuel, books, travel, etc.).

In 2023, we also intervened to harmonise other employee initiatives at the Group level.

In particular:

- We increased the value of meal vouchers given to employees for each working day on-site;
- We provided a company car to Executives and functions performing specific activities;
- We offer a supplementary health care plan.

Work Schedule Organisation

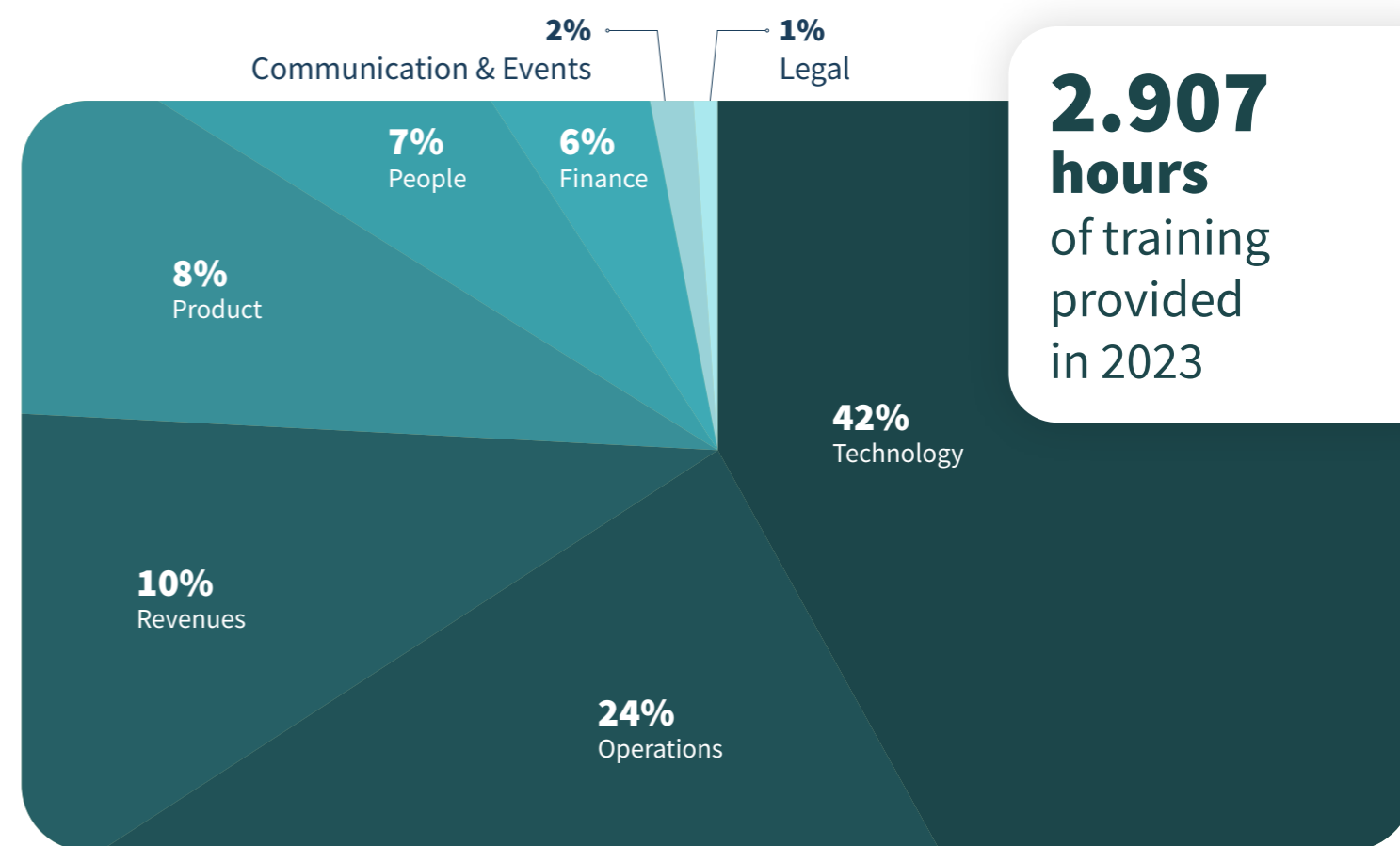
Flexible working hours are a key aspect of our company policy, aimed at promoting a balance between professional and personal life, supporting the well-being of our people. During the year, we implemented several measures to promote flexible working hours:

- **Smart working:** extended to all Group employees²⁰, allowing them to work 40% remotely and 60% on-site.
- **Flexible Working Hours:** employees can choose their office entry time (and consequently their exit time) within an agreed range between 8:00 AM and 9:30 AM.

²⁰ - Where applicable to the job.

TRAINING AND DEVELOPMENT

The centrality of people and human capital management are crucial aspects for the Safety21 Group. In 2023, the Safety21 Group decisively invested in personnel training²¹, engaging 210 employees²² with at least one dedicated course, for an average of 14 training hours per person. The programmes offered allowed people to improve their existing skills – reskilling – or acquire new ones – upskilling. This fosters professional growth and the maintenance of competencies required by our reference market.



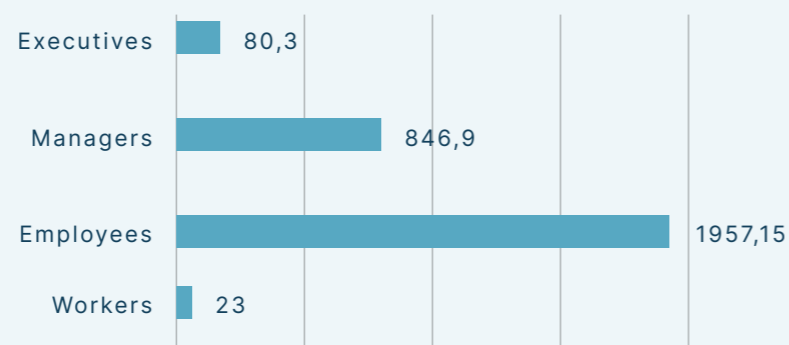
²¹ - In line with the principles of SA8000, Safety21 conducted its first internal corporate climate survey in 2022, which highlighted a significant demand from employees for internal training opportunities and professional growth. These findings were embraced and transformed into concrete objectives for the People department throughout 2023.

²² - It should also be noted that the remaining personnel will be involved in the same training actions, which have been scheduled – to meet various operational and business needs – starting from January 2024. This ensures a uniform and widespread dissemination of knowledge and provides everyone with the same opportunities for professional development.

The various training initiatives focused on:

- **Basic Technical Skills:** involved the entire population in the upskilling of digital competencies.
- **Functional Courses:** tailor-made to specific needs related to business and market evolutions.
- **Managerial Courses:** developed People Managers in acquiring new management tools promoted by the Group.

TRAINING HOURS



Our training and development strategy is designed to equip the entire organisation with the skills, knowledge and capabilities needed to tackle current and future challenges, promoting a work environment that values continuous learning and personal improvement. To achieve this goal, we conducted a training needs analysis with various managers and created a blended training offer (webinars, e-learning, in-person workshops).

POSITION	As of 31 december 2022		As of 31 december 2023 Group	
	n. hours procapite		n. hours procapite ²³	
	M	W	M	W
Executives	36,60	0	59	21,3
Managers	84	16	611,35	235,55
Employees	284,6	185,19	1053,45	903,7
Workers	20,3	0	23	0
Tot	425,5	201,19	1746,8	1160,55

In 2023, we strengthened initiatives to spread a culture related to ESG topics by promoting initiatives that involved the entire population.



In particular, we launched the "Together, for a more sustainable future!" campaign with the main aim of raising awareness and informing all company personnel about the concept of sustainability, the ESG strategy and related initiatives.

The campaign allowed us to achieve two important goals: the birth of the Safety21 Group ESG Ambassador community and the involvement of the entire company population in the selection and subsequent implementation of new initiatives aimed at promoting sustainability within the company.

²³ - It should also be noted that five interns were involved in the same training programs for a total of 51 hours, divided into 27 hours for women and 24 hours for men.

ESG Ambassador S21®

The Ambassador community was created with the goal of actively involving people and facilitating the collection of initiatives and the dissemination of virtuous sustainability practices.

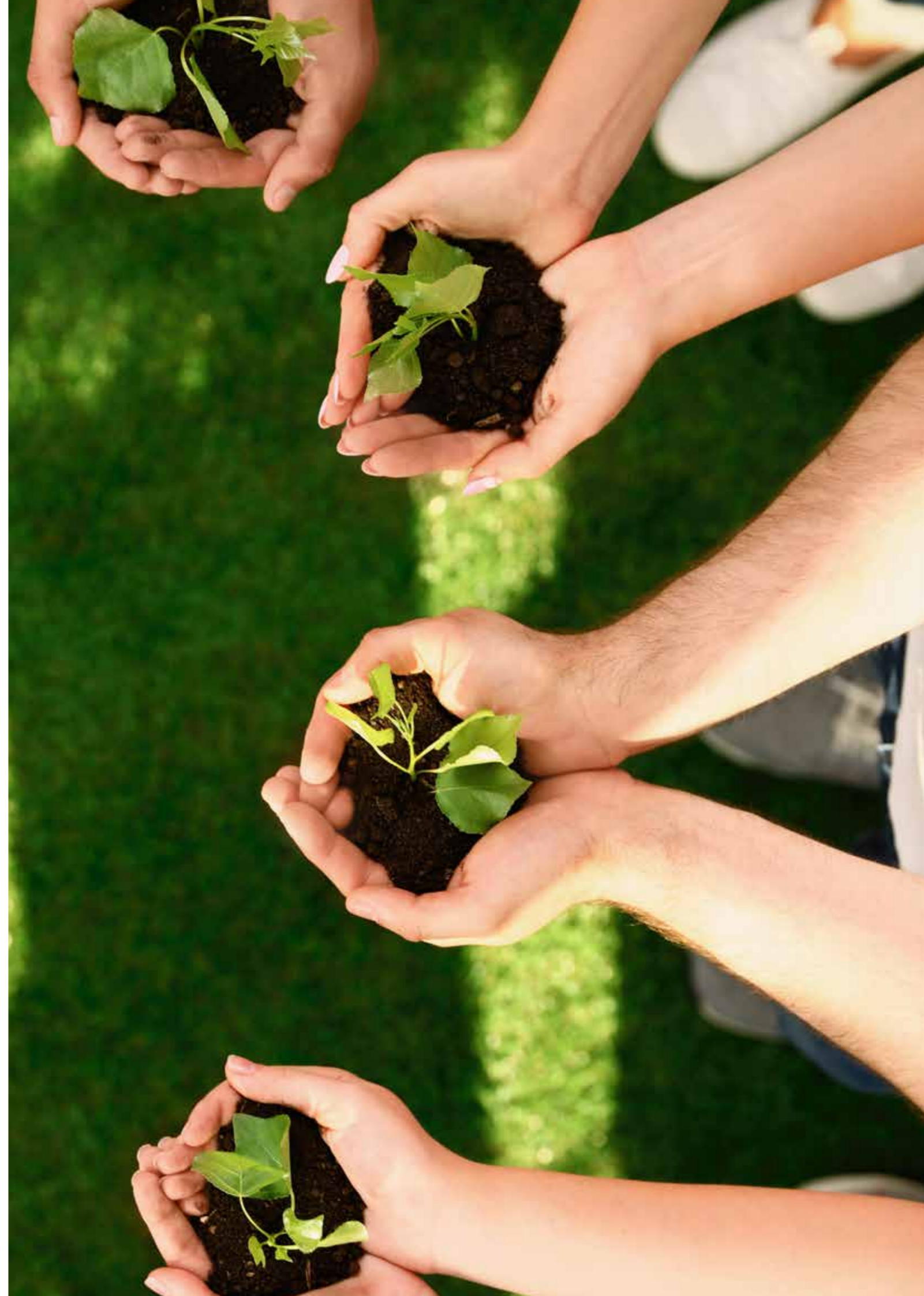
The 13 spontaneous applications collected allowed us to create a heterogeneous and representative team of the entire company population.

The ESG Ambassador team meets once a month to share proposals for new initiatives to be implemented to continue promoting corporate sustainability, employee well-being and governance transparency, acting as spokespersons for individual offices.

S21® | **buddyfit**

Participation in the "*Together for a more sustainable future!*" campaign involved 60% of the company population and allowed us to identify initiatives aimed at supporting mental health, incentives for physical activity and bonuses related to the use of public transport or the purchase of sustainable means of transport as priorities.

To reconcile the various needs, we started a partnership with Buddyfit, which allows employees to take advantage of mindfulness classes, meditation, physical exercises, yoga and pilates. In addition, a guide for preparing tasty but balanced recipes is available, encouraging a healthy and sustainable lifestyle among our collaborators.





HEALTH AND SAFETY AT WORK

- HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS)
- INFORMATION ON INJURIES OF INTERNAL STAFF AND EXTERNAL COLLABORATORS



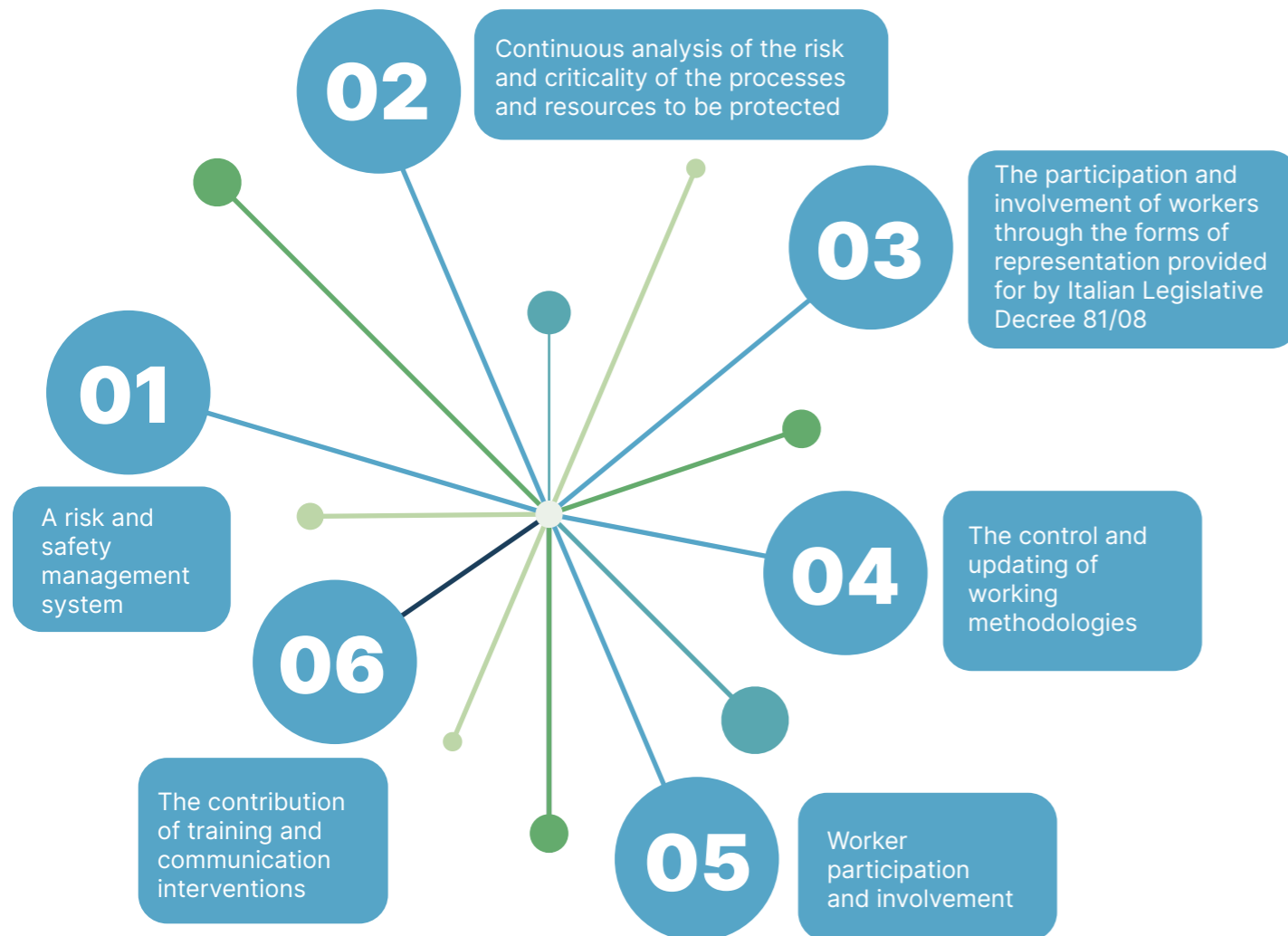
HEALTH AND SAFETY AT WORK

Safety21 Group is constantly committed and attentive to spreading and consolidating a culture of safety, developing awareness of risks, promoting responsible behaviour among all stakeholders, and working to preserve the health and safety of its employees, not only within the Group but also with suppliers, companies and customers involved in its activities.

Health and Safety of Employees and Related Activities

The Group operates in full compliance with current legislation on prevention and protection and refers to advanced criteria for environmental protection and energy efficiency, striving to improve health and safety conditions at work.

For this reason, Safety21 Group carries out technical and organisational measures including:



Throughout 2023, Safety21 Group also organised specific training courses on Health and Safety in compliance with legal obligations, including both general training and specific training on professional hazards, activities or dangerous situations.

HEALTH AND SAFETY MANAGEMENT SYSTEM (HSMS)

In 2023, Safety21 achieved UNI ISO 45001 certification, which specifies requirements for a health and safety management system (HSMS) and provides guidance for its use, to enable organisations to provide safe and healthy workplaces by preventing work-related injury and ill health, as well as proactively improving its HSMS performance.

With the implementation of the ISO 45001 standard, Safety21 is required to engage in consultation and participation processes: consultation is preventative to the decision-making process and involves gathering the views and instances of the workers, while participation primarily involves direct involvement of workers in the decision-making process, including through the administration of specific surveys periodically targeted at all staff (e.g., Corporate Survey 2023).

External stakeholders, particularly clients and suppliers of Safety21 Group, play a crucial role in the planning and monitoring of the system, and in the risk evaluation and control phases.

In the planning phase of the system, Safety21 identified and assessed both the risks and opportunities for occupational health and safety, as well as those risks and opportunities that might not have a direct impact on people's health and safety but could influence the expected outcomes of the management system. These include: continuous improvement of health and safety performance, full compliance with legal requirements and other obligations signed, and the achievement of improvement objectives. For this purpose, Safety21 annually reviews the identified risks and, if necessary, updates them to address new needs.

Safety21 S.p.A.'s health and safety management system covers all employees of the Group companies.

INFORMATION ON INJURIES OF INTERNAL STAFF AND EXTERNAL COLLABORATORS

Safety21 Group understands that a combination of training, rules and procedures is fundamental in preventing injuries and managing associated risks. Therefore, the Group is attentive to all procedures aimed at the health and safety of its people.

As highlighted in the table below – proving that safety is central to the organisation and that prevention is essential for expected and achieved results – in 2022 there was only one commuting accident, and in 2023 there were two commuting accidents, excluding all other possible types of events.

WORKPLACE INJURIES

ACCIDENT	As of 12/31/2022	As of 12/31/2023
Total deaths due to workplace injuries	0	0
Total serious workplace injuries (excluding deaths)	0	0
Total recordable workplace injuries	0	0
Total recordable commuting injuries	1	2
Injury Rate	5,35%	9,39%

HOURS WORKED

HOURS/DAYS	As of 12/31/2022	As of 12/31/2023
Hours worked	186.917	212.976
Multiplier for calculation	1.000.000	1.000.000

In 2023, the organisation also introduced the monitoring of *near-misses*, those specific types of occasional events that did not impact health and safety aspects only by chance, but which could have caused harm to the health and safety of workers.

In the first year of monitoring, as indicated in the table below, there were only two events classified as *near-misses*:

NEAR-MISS

YEAR	LOCATION	TYPE	RESPONSABILITY	TREATMENT	OUTCOME	NOTES
2023	PD	Damaged PDL	INT	Full PDL check at location, corrective action applied	OK	
	CMM	Road accident at S21 construction area	EXT	Improvement proposal introduced	OK	

7 ENVIRONMENTAL SAFEGUARD

- ENERGY CONSUMPTION AND DIRECT EMISSIONS – SCOPE 1
- ENERGY CONSUMPTION AND INDIRECT EMISSIONS – SCOPE 2
- INDIRECT EMISSIONS – SCOPE 3
- TOTAL CONSUMPTION AND SCOPE EMISSIONS



ENERGY CONSUMPTION AND DIRECT EMISSIONS – SCOPE 1

Aligned with the Group's sustainability strategy, we have improved the accuracy of data collection regarding energy consumption compared to the previous year. This was achieved through mapping and monthly monitoring of the Group's consumption.

The direct consumption of Safety21 Group, i.e., emissions directly generated by the company from sources owned or operationally controlled by it, mainly come from the use of natural gas for heating some of the company buildings and the fuel used for powering the company fleet.

The table below shows the direct energy consumption of Safety21 Group for 2023, compared to the previous two years. The table shows a decrease in all three items. The data on electricity purchased from non-renewable sources, which includes natural gas used in the buildings of the corporate offices in Padova, Roma and Castel Maggiore (BO), decreased both due to the accuracy of the collection – which allowed the determination of the amount of consumption without resorting to estimates – and due to greater attention to reducing waste. The same principle applies to the fuel consumption of the company fleet (diesel and gasoline), where only in the case of truck consumption were estimates made.

DIRECT ENERGY CONSUMPTION²⁴

TYPE	UNIT OF MEASURE	2022	2023
Diesel	GJ	822,23	749,2
Gasoline	GJ	332,11	280,5
Electricity from non-renewable sources	GJ	1.413,96	1.025,6
Total Consumption	GJ	2.568,30	2055,3²⁵

²⁴ - For electricity and heat, the conversion coefficient used is 0.0036 GJ/kWh (Source: GRI Sustainability Reporting Guidelines, Version 3.1). For 2023, the conversion factors used are 1 L = 0.036 GJ for diesel, 1 L = 0.03248 GJ for gasoline (source for diesel and gasoline: – DEFRA – UK Government GHG Conversion Factors for Company Reporting).

²⁵ - The total direct energy consumption, as well as the total indirect energy consumption in the following paragraph, excludes the consumption of the companies iMoi and Capacitas, acquired at the end of 2023, due to lack of data. The consumption of these companies has been estimated on the basis of their turnover and the square footage of their company offices and this estimate is included in the total consumption of the entire Group, shown in the table at the end of the chapter.

For further details, the data on energy consumption divided by type of vehicle in the company fleet is presented below.

ENERGY CONSUMPTION OF THE COMPANY FLEET

VEHICLE TYPE	FUEL	UNIT OF MEASURE	2023
Cars	Diesel	GJ	474
Trucks	Diesel	GJ	275,2
Cars (hybrids)	Gasoline	GJ	252,8
Trucks (hybrids)	Gasoline	GJ	27,7

To account for the environmental impact, Safety21 Group commits to quantifying the greenhouse gas emissions associated with its activities. The direct Scope 1 emissions, produced at the Group level and expressed in tons of CO₂ equivalent, are reported in the following table. For comparability, emissions from previous years are also reported.

The reduction compared to 2022 was -37.7%.

SCOPE 1 EMISSION²⁶

UNIT OF MEASURE	2022	2023
T (CO₂) eq	237,76	148

To have a complete picture of Safety21's activity impact, greenhouse gas emissions indirectly associated with the Group were analysed. These include Scope 2 emissions, which refer to the production of electricity, heat and steam directly attributable to the company but produced at a different location from the company premises, and Scope 3 emissions, which cover all activities carried out within the Group's value chain and thus are indirectly linked to Safety21's business, such as logistics of suppliers and commuting of employees.

²⁶ - The emission factor used to calculate Scope 1 emissions for diesel and petrol is: DEFRA – UK Government GHG Conversion Factors for Company Reporting.

ENERGY CONSUMPTION AND INDIRECT EMISSIONS – SCOPE 2

In calculating Scope 2 emissions, data was collected on the energy consumption of electricity at all company sites (Rome, Milan, Padua, Orvieto, Benevento, Castel Maggiore (BO), Florence, La Spezia).

INDIRECT ENERGY CONSUMPTION – CORPORATE SITES

SITE	UNIT OF MEASURE	2023
Rome	GJ	88,1
Milan	GJ	57
Padua	GJ	865
Orvieto	GJ	51,5
Benevento	GJ	39,4
Castel Maggiore (BO)	GJ	96,6
Florence	GJ	21,8
La Spezia	GJ	67,1
Total	GJ	1286,5

Based on the energy consumption of all company sites, emissions were calculated in tons of CO2 equivalent. **In this case, the reduction compared to the previous year was 13.9%.**

EMISSIONI DI SCOPE 2

UNITÀ DI MISURA	2022	2023
T (CO ₂) eq	178,32	207,27

INDIRECT EMISSIONS – SCOPE 3

As previously mentioned, the indirect emissions classified in the Scope 3 category include all activities indirectly connected to the business of Safety21 Group, including those performed along the value chain.

The data mapped and analysed in 2023 related to the various activities that produce the majority of emissions are reported below:



EMISSIONS FROM THE GROUP'S DATA CENTRE



IOT DEVICES INSTALLED AND INSTRUMENTAL GOODS



HOME-TO-WORK COMMUTING OF EMPLOYEES

The kilometres travelled for employee commuting, broken down by different modes of transport



BUSINESS TRAVEL

Data related to business travel, which includes kilometres travelled by train and airplane, and nights spent in hotels.



PAPER USED IN OFFICES AND FOR PRINTING AND MAILING OF NOTICES²⁷

²⁷ - The provider provides FSC-C108220 certified paper with Certificate of Printing and Assembly of Envelopes, Stationing Cards, Plain Postcards and Correspondence Papers of FSC MIX declared paper and cardboard No. DNV-COC-000428.

The total Scope 3 emissions of Safety21 Group, calculated in tons of CO2 equivalent, are shown in the table below. To provide a comparison, estimates of emissions for this category from previous years are also reported. **The reduction compared to 2022 in this case was particularly significant: 27.29%**. This case is primarily related to the quality of data collected, particularly in the commuting survey, which will be described in this paragraph.

SCOPE 3 EMISSIONS		
UNIT OF MEASURE	2022	2023
T (CO ₂) eq	1069,92	776,6

Data Center

Safety21 utilises the public cloud computing platform Microsoft Azure, which provides a wide range of cloud services including computing, analytics, storage and networking. Besides the benefits in terms of scalability, flexibility and data security, adopting the cloud has allowed for the modernisation of architectures, drastically reducing energy costs.

In 2023, the use of cloud services resulted in emissions of approximately 0.04 tons of CO2, achieving a reduction in carbon intensity (MTCO2e/use) compared to conventional sources.

We have decided to extend the use of Microsoft Azure across the Group, a provider committed to becoming carbon neutral by 2025 and to using 100% renewable energy by the same year, with the goal of becoming "carbon negative" by 2030, contributing to the removal of CO2 from the atmosphere, including that emitted in the past by the company.

We have also initiated an activity to optimise software systems, through the use of micro-services architecture to improve resource consumption, reducing both the space occupied and the processing needed, which has translated into lower energy consumption necessary for the operation of the Titan ecosystem.

Paper Usage in Offices and for Printing and Mailing Notices

The total amount of paper used in the Group's offices amounted to 1.14 tons, while that used for notices was about 39 tons. For the former, the Group is acting to raise awareness about reducing printing during daily activities. For the latter, the Group is often constrained by regulations requiring the physical sending of notices to citizens but, where possible, Safety21 offers alternative solutions that involve a digitised process.

IoT Devices and Instrumental Goods

Safety21 keeps track of the number of instrumental goods used in daily activities, which includes computers, firewalls, PCs, switches, APs and security cameras. Additionally, the consumption of installed IoT devices (Media, Red, Velox, FTV and ZTL) is monitored, which in 2023 totalled 261 – of which 10 are powered by photovoltaic panels.

Business Travel

Regarding business travel, in 2023 Safety21 Group recorded:



241.646 Km travelled by train



105.030 Km travelled by plane



818 nights spent in hotels

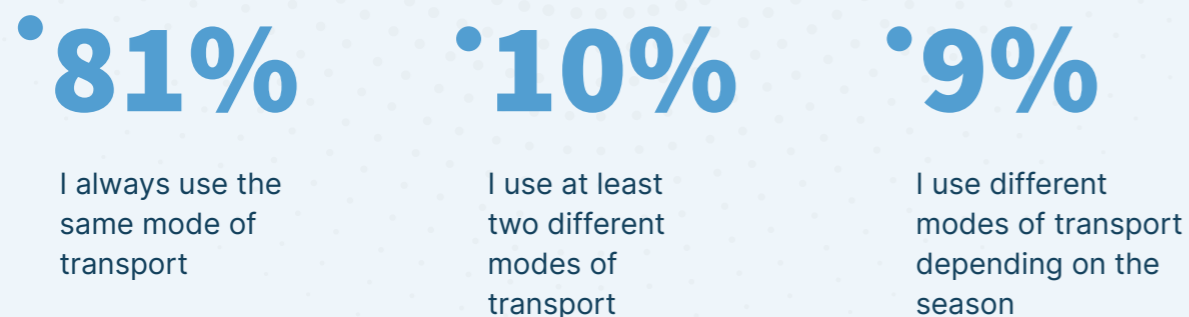
Employee Commuting

To more thoroughly monitor the indirect consumption derived from various activities, a home-to-work mobility survey was conducted among all employees of Safety21 Group. The survey aimed to establish the primary modes of transportation used by each employee and the number of kilometres travelled daily, to understand what measures the company

can implement to promote more sustainable mobility and to monitor the emissions indirectly caused by corporate activities.

The survey achieved a response rate of 90.4%. Below is a chart representing the mobility choices of the respondents²⁸, with over 80% consistently using the same mode of transport for their home-to-work commute.

MOBILITY CHOICES OF THE GROUP'S EMPLOYEES



Considering the data related to people who always use the **same mode of transport**, it is noted that the choice predominantly falls on the car.

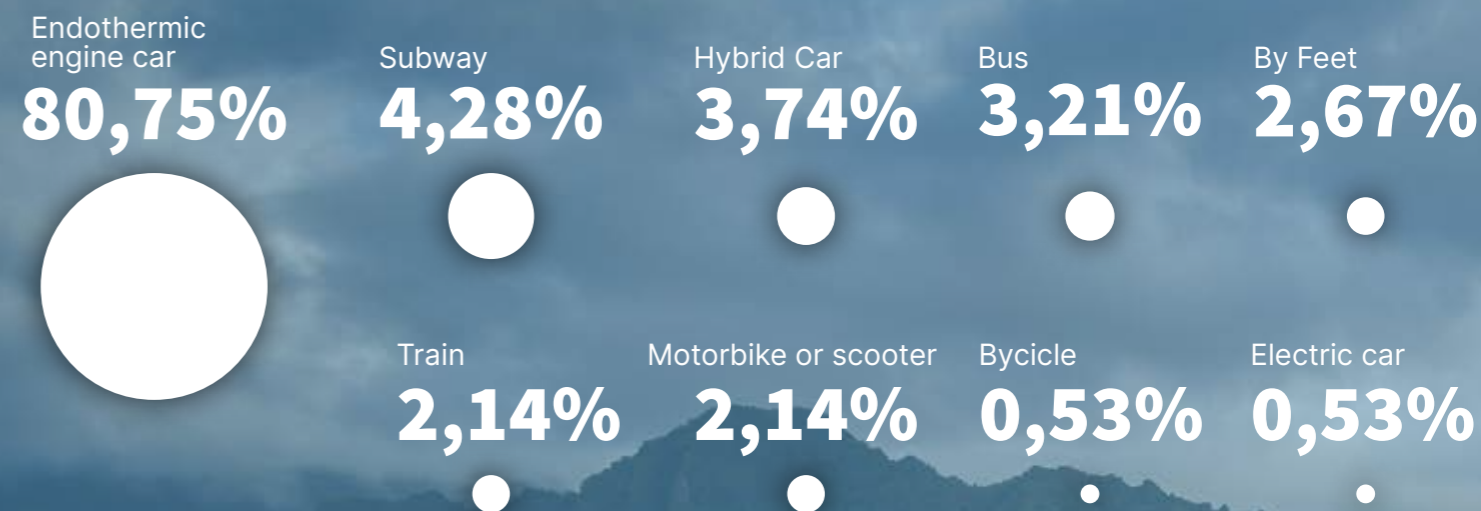
For those who use at least **two different modes of transport** to get to work, it can be observed that, after the car, they mainly use public transport such as the subway and train. We also begin to notice, from this second analysis, that a good percentage of people choose to walk at least part of the journey (minimum 2 km).

Lastly, we analysed the mobility habits of colleagues who choose to use **different modes of transport depending on the season**. In this case, a significant number of people use a bicycle, motorbike or metro, specifying that the tendency is to opt for these means during the warmer months of the year.

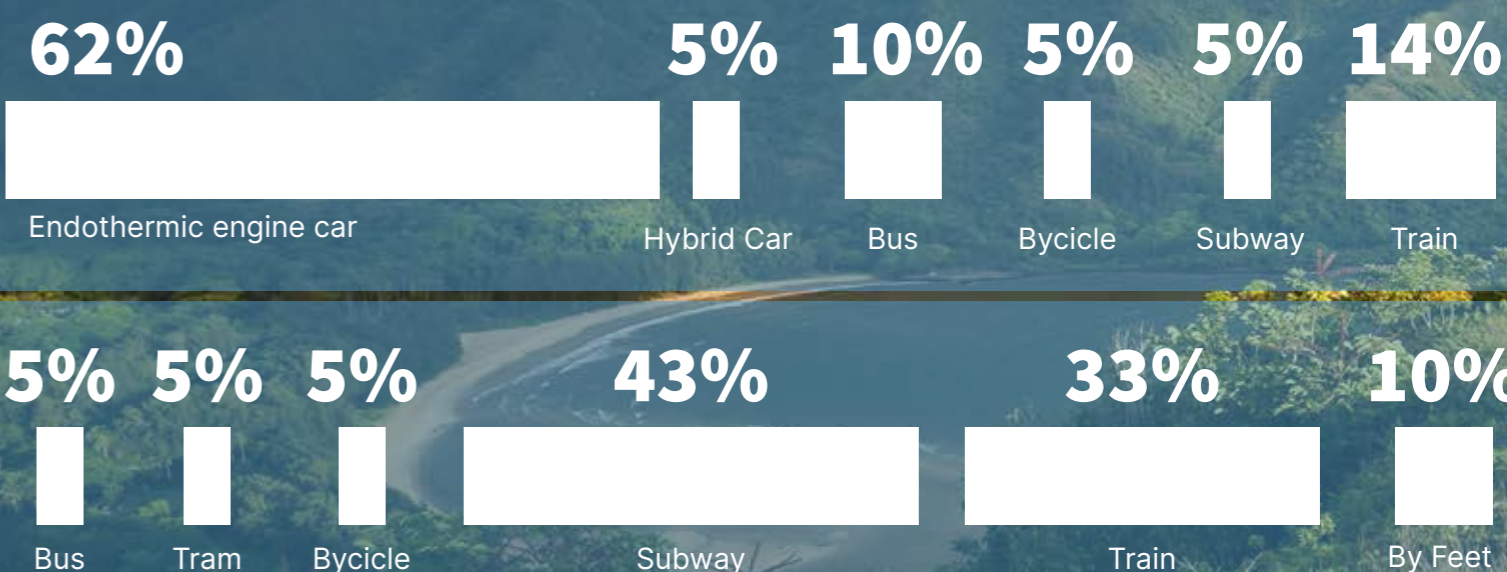
One of the paths that the Group intends to pursue is to encourage corporate staff to move more by bicycle, on foot and with public transport, promoting the use of these alternatives starting from territories where public infrastructures are more widespread. Concurrently, Safety21 Group also intends to intervene in the corporate car fleet, considering its heavy use, by replacing and/or introducing a higher percentage of hybrid and electric cars.

²⁸ - It should be noted that 13 respondents who use the company car mainly for work purposes were excluded from this calculation, as their consumption is instead reported in the section dedicated to the company fleet (Scope 1)

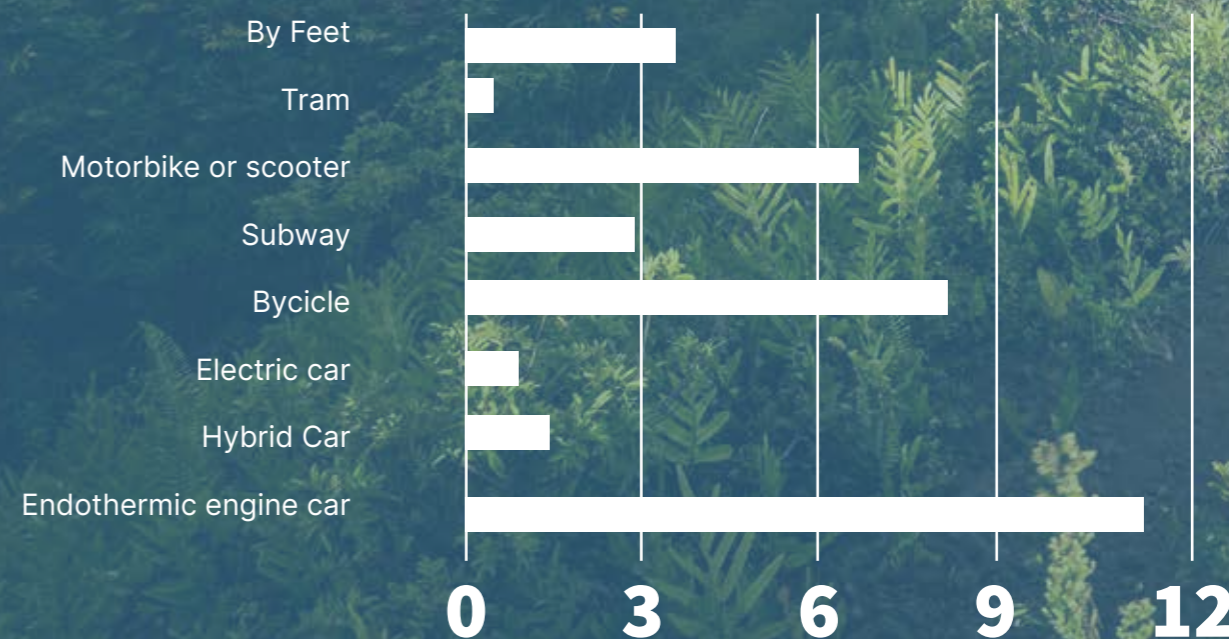
DETAIL OF THOSE WHO ALWAYS USE THE SAME MODE



DETAIL OF THOSE WHO USE AT LEAST TWO MODES OF TRANSPORT



DETAIL OF THOSE WHO USE DIFFERENT MODES OF TRANSPORT DEPENDING ON THE SEASONT



TOTAL CONSUMPTION AND SCOPE EMISSIONS

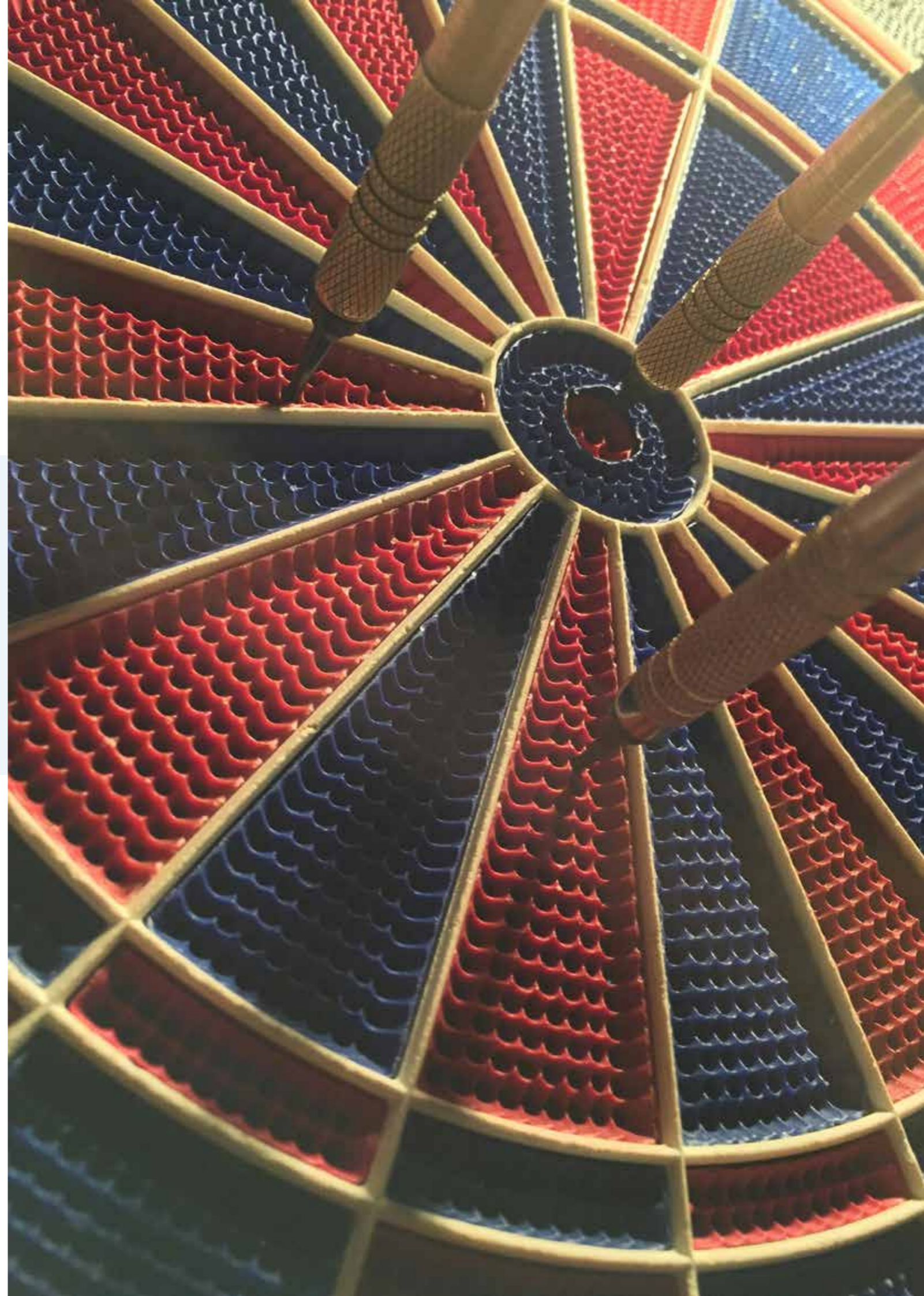
The following summary table provides an overview of the total energy consumption of the entire Safety21 Group and the complex of Scope 1, 2, and 3 emissions compared to previous years.

TOTAL CONSUMPTION AND EMISSIONS SCOPE 1, 2, AND 3

Tot	UNIT OF MEASURE	2022	2023
Energy Consumption	GJ	5475,6	4233,6 ²⁹
Scope 1 Emissions	T (CO ₂) eq	237,76	148
Scope 2 Emissions	T (CO ₂) eq	178,32	207,27
Scope 3 Emissions	T (CO ₂) eq	1069,92	776,6

It is crucial to emphasise that, despite the Group's growth recorded last year, all emissions were reduced thanks to the joint efforts and the commitment of each of our people.

²⁹ - The total consumption of the Safety21 Group includes the estimated consumption of iMoi and Capacitas and the consumption of activities related to Scope 3 emissions of the entire Group.





SUPPLY CHAIN

- DESCRIPTION OF THE SUPPLY CHAIN
- SUPPLIER CODE OF CONDUCT



DESCRIPTION OF THE SUPPLY CHAIN

Safety21 Group places great importance on the selection of its suppliers, adopting a strategy that considers not only the price and quality of the products or services offered but also the social and environmental impact of the companies it collaborates with. This approach results in a preference for entities that demonstrate a positive impact on social and environmental aspects while maintaining strict control over costs and the quality of materials and services provided.

The processes and procedures adopted for managing the supply of services and materials are designed to ensure a high standard of quality and safety. This means that every product or service acquired must comply with the high safety and quality requirements set by the company.

In 2023, following the procurement policies, the number of suppliers registered with Safety21 Group has significantly increased, rising from about 400 suppliers for Safety21 in 2022 to over 970 suppliers, engaged by all the companies over the course of 2023. These suppliers primarily include postal services and highly qualified builders and/or maintenance personnel, who are a fundamental part of the Group's supply chain.

In the second half of 2023, Safety21 completed the implementation of a dedicated supplier portal, aiming to facilitate efficient management both during the service provision phase and during the evaluation of the suppliers themselves. This portal allows each supplier to complete their registration process electronically before the start or renewal of professional relationships. Additionally, it enables suppliers to update their data and manage all contractual documentation quickly and efficiently.

Looking to the future, the goal is to include the main suppliers used by all the companies in the Group in the portal. This will further centralise the management of suppliers and optimise processes, ensuring greater consistency and coordination at the corporate level.

SUPPLIER CODE OF CONDUCT

In the first quarter of 2022, Safety21 drafted and adopted the Code of Conduct, a document aimed at identifying the lines of conduct, expected in the Company's Organisational Model, which collaborators, brokers, consultants, business partners, suppliers (including temporary agencies) and contractors, and in general all external parties operating for Safety21, must adhere to.

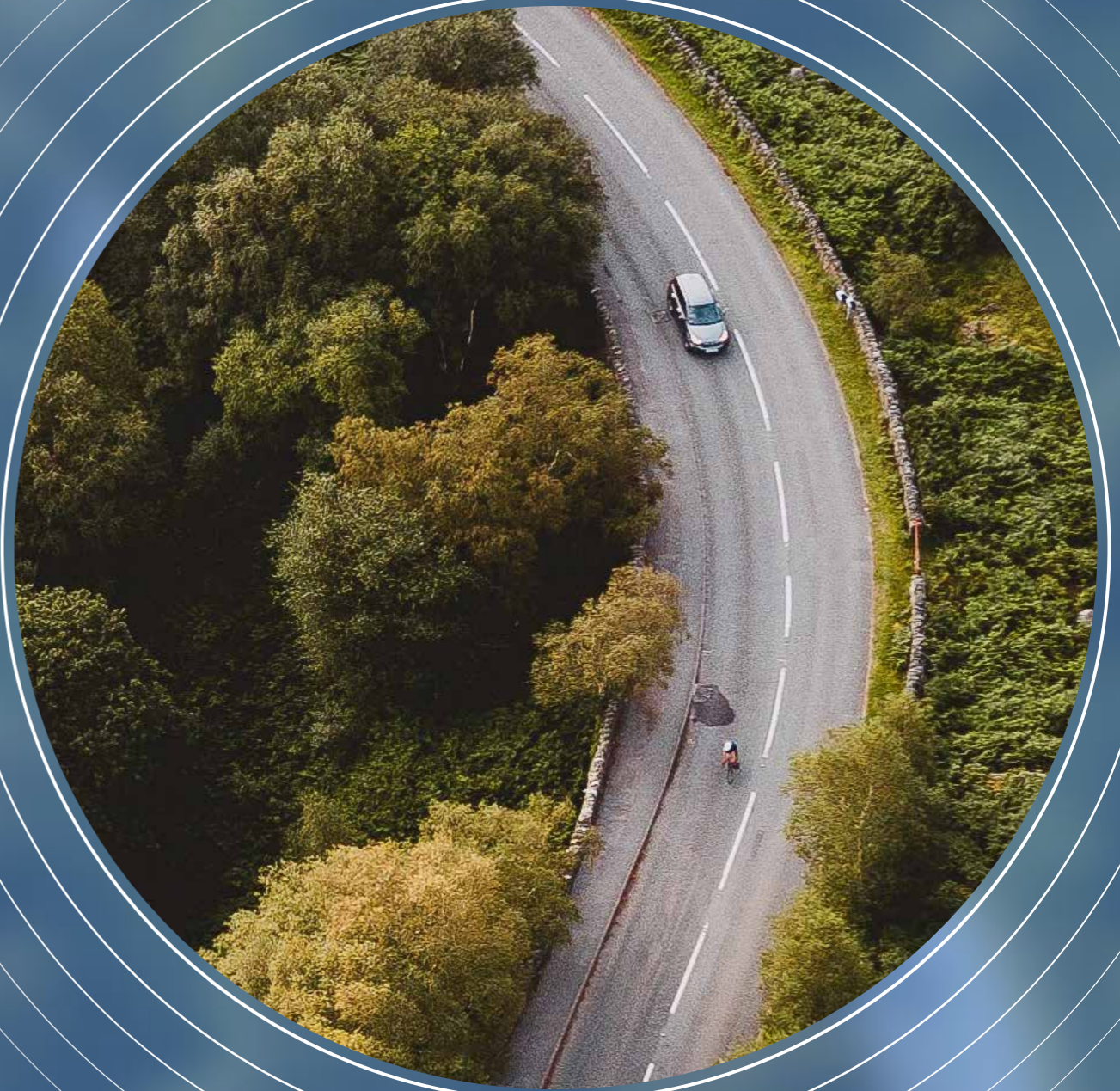
All contracts between the Company and Third Parties will, where possible, contain specific contractual clauses as per Legislative Decree 231/2001 defined by the Company, and an explicit reference about the regular employment of personnel who, if foreign, must be in possession of a regular residence permit (contrary to the exploitation of workers).

Safety21 attributes decisive value to the adoption of this Code of Conduct for the selection of external parties operating for the Company, representing a determining factor for consolidating relationships with its stakeholders. Suppliers are also required to review the Code of Conduct at the start of their assignment, committing to request the approval of the document from all their sub-suppliers.



LONG-TERM SUSTAINABILITY STRATEGY

- INTEGRATION OF SUSTAINABILITY PRINCIPLES
- ENERGY AND EMISSIONS
- TALENT MANAGEMENT & RETENTION
- DATA SECURITY & CUSTOMER PRIVACY
- PRODUCT IMPACT



LONG-TERM SUSTAINABILITY STRATEGY

In 2023, Safety21's commitment to sustainability became more concrete, more integrated into the corporate strategy and clearer to the entire company population. The first tangible example was the establishment of the ESG Committee, which includes six people, among them senior executives with key roles within the company and the chairman of the Board of Directors.

The **"Together, for a more sustainable future"** campaign initiated a concrete path of awareness on ESG issues at the Group level, and the creation of the **ESG Ambassador** community has favoured the democratic participation of internal stakeholders and their inclusion in decision-making processes.

Compared to the biennium 2021-2022, the Group has now paid particular attention to issues of sustainability, transparency, compliance, ethics and responsibility; values considered at the base of the intangible heritage constituted by its own reputation, history and the set of principles that characterise the actions of a company. To better guide the Group's sustainability strategy and make it recognisable internally and externally to implement the entirety of material themes, **5 strategic pillars** of activity have been identified, for which we describe the strategic objectives to be achieved in the course of 2024.

INTEGRATION OF SUSTAINABILITY PRINCIPLES

The first pillar synthesises Safety21 Group's strategy with respect to all three ESG aspects, guiding its projects and strategic choices.

Milestone 2023

- Voluntary publication of the third Sustainability Report
- Creation of the ESG committee and Ambassadors community
- Certification on Gender Equality UNI/PdR 125:2022
- Supplier portal

2024 Goals

Drafting and publishing the ESG Policy represents the first step to be accomplished. The Policy will serve as a regulation and practical guide for more sustainable and waste-conscious corporate life, in line with decisions made by the committee in consultation with the Ambassadors. ESG themes will be dedicated to specific training activities, particularly for the ESG committee and for the Ambassadors, with the former also delving into the technical aspects of sustainable management.

ENERGY AND EMISSIONS

The second pillar concerns environmental issues and the fight against climate change and has as its main purposes the reduction of emissions and monitoring of direct and indirect impacts generated by the organisation's activities. Safety21 Group is oriented towards efficient management of its consumption and reduction of waste, with a commitment to reduce its emissions in line with the "Science Based Targets" that were signed in 2022 and approved in 2023, demonstrating the Group's adherence to the Paris Agreements.

Milestone 2023

- Approval of Science Based Targets
- Monthly monitoring of consumption and emissions (which for the first time also includes water and ensures excellent quality of the data collected, limiting estimates to only the two new companies acquired at the end of the year)
- Monthly monitoring of the car fleet, business trips, smart working
- Administration of the home-to-work travel questionnaire – response rate recorded over 90%
- Monitoring of IoT consumption installed
- Extension of the use of Microsoft Azure to the entire Group

2024 Goals

To continue to collect quality data and reduce scope 3 emissions, we intend to map emissions related to the logistics of suppliers for the delivery of materials to offices and the shipping of fines to citizens. We also aim to optimise waste collection and reduce plastic use in all offices, as well as identify new company sites of superior energy classes. We have also established a gradual transition to hybrid or electric cars for our corporate fleet and the introduction of a specific fuel card that includes an emissions compensation system. Finally, regarding the business aspect, the goal is to install an increasing number of IoT devices powered by photovoltaic panels, introduce ESG requirements in the drafting of new projects, and increase the percentage of digital services for the PA, in order to reduce paper consumption and citizen travel.

TALENT MANAGEMENT & RETENTION

The third pillar concerns social sustainability and involves the enhancement of employees through professional growth, training and welfare. Following the introduction of SA8000, the commitment to HR themes has progressively increased.

Milestone 2023

- 2907 hours of training delivered
- Curricular and extracurricular internships
- Internal Mobility Process
- Performance Management System
- Recruiting process
- Onboarding and welcome email
- Organisational chart restructuring

2024 Goals

The activities planned for next year are diverse and challenging. Training will continue to play a primary role with the launch of new ad-hoc programmes, both at the function level and on more transversal skills. To improve the use of the training catalogue, the LMS platform and the related corporate e-learning catalogue will be reviewed and improved. There is also a restructuring of the onboarding process planned, to optimise the insertion process in the company of new resources, and the introduction of employer branding initiatives, to improve the company's external image and attract qualified personnel. This last goal will be accompanied by the establishment of collaborations with universities and training institutes, to foster the exchange of skills and ideas. Moreover, to continue increasing our social commitment, we desire to establish some partnerships with local non-profit organisations close to our values. Finally, we intend to conduct a company climate survey, to better understand the satisfaction level of our people and get closer to understanding their specific needs.

DATA SECURITY & CUSTOMER PRIVACY

Data security is a central aspect in the governance of Safety21 Group, a topic on which we have always had particular attention. The numerous ISO certifications³⁰ obtained in recent years in this area testify to the quality of the services offered.

Milestone 2023

- Appointment of the Data Protection Officer (DPO)³¹
- Establishment of SOC (Security Operation Centre) team
- Signing of cybersecurity insurance

2024 Goals

In the course of 2024, the company intends to continue its commitment in cybersecurity, through GDPR training programmes intended for all company personnel and the drafting of an IT Cybersecurity policy extended at the Group level. Also, obtaining the ACN (National Cybersecurity Insurance) certification and conducting a new penetration test is planned.

³⁰ - There are currently five ISOs currently owned by the company Safety21: ISO 27001:2013 on information security; ISO 20000:2018 for IT service management; ISO 27017:2015 on security controls for cloud services; ISO 27018:2019 for the protection of personal information in the public cloud and ISO 27701:2019 for the GDPR (General Data Protection Regulation) compliance management system.

³¹ - Which is entrusted with the task of managing the risks inherent in cybersecurity, through the adoption of security measures in compliance with the provisions of the GDPR.

PRODUCT IMPACT

The last pillar is dedicated to the impact of our products and services transversally on all ESG themes, linked as much to the core business as to the socially oriented activities carried out voluntarily by Safety21 Group.

Milestone 2023

- Reduction of accidents and emissions
- ISO 9001:2015 certification in quality management systems and - in 2023 - ISO 22301:2019 certification on business continuity management systems
- "Ti Voglio Bene" campaign

2024 Goals

With the increase in partnerships with public entities and the increase in the volume of services offered, one of the future goals of the Group is to quantitatively establish how installed devices contribute to the reduction of emissions and accidents, with contributions from the Technology area and the realisation of new partnerships with training entities such as universities, schools and research centres.

10

GRI INDICATOR TABLE



Usage Statement	Safety21 has reported the information cited in this GRI content index for the period 01/01/2023 – 31/12/2023 with reference to the GRI standards.		
Used GRI 1	GRI 1 – Fundamental Principles – Version 2021		
Standard Disclosure	Description of the indicator	Page Number	Omission
GENERAL INFORMATION			
GRI 2: General Disclosure (2021)			
2-1	Organisational details	6; 8-9	
2-2	Entities included in the organisation's sustainability reporting	6	
2-3	Reporting period, frequency and contact point	6	
2-4	Review of information	6; 30-31	
2-5	External assurance		Safety21's Sustainability Report is prepared on a voluntary basis and is not subject to external assurance.
2-6	Activities, value chain and other business relationships	17; 108-109	

2-7	Employees	68-69	
2-8	Non-employee workers	68	
2-9	Structure and composition of governance	18-19	
2-11	Chairman of the highest governance body	18-19	
2-21 lett. a)	Total annual compensation ratio	80	
2-22	Statement on sustainable development strategy	4-5	
2-23 lett. a) 2-23 lett. c) 2-23 lett. d)	Policy commitment	4-5; 112-117	
2-27	Compliance with laws and regulations		No cases of non-compliance with laws and regulations were recorded in 2023.
2-30	Collective agreements		Contract types are: Tertiary Sector / CCNL Small and Medium Industry Metalworking Confapi/ CCNL Commerce and CCNL Managers Small and Medium Industry.

ECONOMIC ASPECTS		
Economic Performance		
201-1	Direct economic value generated and distributed	32-33
Anti-Corruption		
205-3	Confirmed corruption incidents and actions taken	No incidents of confirmed corruption were recorded in 2023.
Anti-competitive Behaviour		
206-1	Legal action for anti-competitive behaviour, antitrust and monopoly practices	No anti-competitive, antitrust and monopoly practices were recorded in 2023.
MATERIAL TOPIC		
GRI 3: Material Topic(2021)		
3-1	Process for determining material topics	42
3-2	List of material topics	43
3-3	Management of material topics	43

ENVIRONMENTAL ISSUES MANAGEMENT		
Energy		
3-3	Management of material topics	43
302-1	Energy consumed within the organisation	96-98
Emissions		
3-3	Management of material topics	43
305-1	Direct GHG emissions (Scope 1)	97
305-2	Indirect GHG emissions from energy consumption (Scope 2)	98
305-3	Other indirect GHG emissions (Scope 3)	100

EMPLOYEE DEVELOPMENT AND MANAGEMENT**Employment**

3-3	Management of material topics	43
401-1	New hires and turnover	76-77
Health and Safety at Work		
3-3	Management of material topics	43
403-1	Sistema di gestione della salute e Occupational health and safety management system	91
403-2 lett. a)	Hazard identification, risk assessment, and incident investigation	90-91
403-3	Occupational health services	90-91
403-4	Worker participation, consultation and communication on occupational health and safety	90-91
403-5	Training of workers on occupational health and safety	83-85
403-8	Workers covered by an occupational health and safety management system	91
403-9 lett. a) 403-9 lett. e)	Work-related injuries	92-93

Training and Education

3-3	Management of material topics	43
404-1	Average hours of training per year per employee	85
Diversity and Equal Opportunity		
3-3	Management of material topics	43
405-1	Diversity in governing bodies and among employees	74-75
405-2	Ratio of base salary and remuneration of women to men	80
Non-discrimination		
3-3	Management of material topics	43
406-1	Incidents of discrimination and corrective actions taken	No incidents of discrimination were recorded in 2023.
OTHER TOPICS		
Quality of services and products		
3-3	Management of material topics	43; 46-51
Customer Data Security		
3-3	Management of material topics	43; 52-55
Integration of Sustainability Principles		
3-3	Management of material topics	43; 36-40; 112-117



Safety21 S.p.A.

Copyright 2024© All rights reserved by Safety21 S.p.A., a socio unico
C.F e P.Iva: 13365760159 - Pec: safety21.spa@pec.it