

Sustainability Report

Draw the **road**
towards the **future**

2024

CONTENTS

Letter to Stakeholders
Methodological note
Safety21 Group Highlights 2024



1. THE SAFETY21 GROUP

- 1.1 The Group's background
- 1.2 Our history
- 1.3 Mission and Values
- 1.4 The Group's activities and products
- 1.5 Recipients of our services
- 1.6 The technological heart of our offer
- 1.7 Board of Directors and Board of Auditors
- 1.8 Organisational chart
- 1.9 Model in accordance with Italian Legislative Decree 231/01
- 1.10 Supervisory Board
- 1.11 Remuneration Committee
- 1.12 Code of Ethics
- 1.13 Certifications and qualifications
- 1.14 Relations with shareholders
- 1.15 The Group's figures
- 1.16 Economic value generated and distributed by Safety21 S.p.A.



2. SUSTAINABILITY

- 2.1 Digitalisation of public infrastructures
- 2.2 Managing and safeguarding water resources
- 2.3 Improving road safety
- 2.4 Preventing environmental damage
- 2.5 Partnerships with Public Organisations
- 2.6 The Group's material themes and double materiality



3. PRODUCTS AND SERVICES

- 3.1 The social role of the Group's business
- 3.2 The main products offered
- 3.3 Main services offered
- 3.4 Management of land reclamation consortia
- 3.5 Digital management for administrative efficiency
- 3.6 Collection management
- 3.7 Cybersecurity and IT services



4. RELATIONSHIP WITH THE TERRITORY AND THE COMMUNITIES

- 4.1 Initiatives and partnerships with the territory and communities



5. PEOPLE IN THE GROUP

- 5.1 Gender distribution by type of contract and age group
- 5.2 Monitoring turnover
- 5.3 Promotions and redefining the organisation chart
- 5.4 Welfare
- 5.5 Training and development



6. HEALTH AND SAFETY IN THE WORKPLACE

- 6.1 Employee health and safety
- 6.2 Occupational Health and Safety (SSL) management system
- 6.3 Information on accidents involving internal and external staff
- 6.4 Near Misses – Whistleblowing platform reports



7. ENVIRONMENTAL PROTECTION

- 7.1 Energy consumption and direct emissions – Scope 1
- 7.2 Energy consumption and indirect emissions – Scope 2
- 7.3 Indirect emissions – Scope 3
- 7.4 Total Consumption and Emissions



8. SUPPLY CHAIN

- 8.1 Supply chain description
- 8.2 Suppliers' code of conduct



9. THE LONG-TERM SUSTAINABILITY STRATEGY

- 9.1 Integration of principles of sustainability
- 9.2 Energy and emissions
- 9.3 Talent Management & Retention
- 9.4 Data Security & Customer Privacy
- 9.5 Product impact



10. TABLE OF GRI INDICATORS

Letter to Stakeholders



Roberto Campisi
CHAIRMAN

Gianluca Longo
CEO

Dear Stakeholders,

As we continue along our strategic path of many years, we aim to support increasingly ethical and future-oriented business choices and activities. As we know, public opinion today demands that in addition to pursuing economic objectives, companies pay increasing attention to and direct their choices towards a sustainable economy that is able to produce social and environmental results that benefit everyone.

For this reason, we firmly believe that a commitment to sustainability is an essential part of our responsibility towards the recipients of our services, our collaborators, the communities in which we operate and the planet we share.

For us, the year 2024 was characterised by the commitment made to consolidate the Group's structure, to reorganise decision-making and production processes, and to promote greater participation of the various managerial areas in strategic choices. The main objective of the new organisational structure is to standardise management activities, strengthen the company's results, and optimise the efficiency and growth of all available professional resources.

With this in mind, we have continued to renew our attention to our employees through the important investment in training at all levels, in the enhancement of the professional growth of individuals, in constant monitoring and prevention of risks regarding health and safety in the workplace, and in the implementation of the Whistleblowing system. Moreover, the stability guaranteed by 88% of permanent contracts confirmed the interest and sensitivity that we reserve for people, recognised as the beating heart of the organisation.

During the year, integrating Capacitas and iMoi into the Group and the acquisition of Velocar, with its advanced technologies and widespread national brand, represented an important test. These milestones have once again demonstrated the management's ability to embrace new synergies and the desire to project itself towards ambitious future goals.

Having consolidated the quality and reliability of our products and services on the Italian market, we have also embarked on a process of international development, starting negotiations with Spain and Portugal. Culturally similar to our own, these countries have shown interest in the innovative solutions that our company is able to offer, thus opening up new development prospects beyond national borders.

Road safety continues to play a central role for our Group, in line with our mission: *"Making roads safe and offering everyone the opportunity to live in harmony with their surroundings"*.

This is why, through our initiatives, we are actively present both on social media and in the community, with a particular focus on secondary schools, promoting awareness campaigns to educate the younger generations on the risks and serious consequences of road accidents, knowing that they will be the protagonists of tomorrow's mobility.

With this in mind, it's clear that we can anticipate a challenging year on many fronts, in a context where trust can never be taken for granted. However, we believe that we have made a good start and that we have always made choices that offer transparency and certainty in the results to both the beneficiaries of our services and our staff... and we are proud of this.

Methodological note

The Safety21 Group has now consolidated its commitment to the voluntary drafting and publication of the Sustainability Report, with the ongoing objective of providing a clear, transparent and complete representation of the environmental, social and economic performance of all the companies belonging to the Group¹ for the reference year 2024. The methodology adopted for reporting follows the principles of accuracy, comparability, balance and verifiability, guaranteeing uniformity and consistency of information.

Regulatory references and standards used

The drafting of this Report is based on the international guidelines of the Global Reporting Initiative (GRI Standards), recognised globally for sustainability reporting, as indicated in the "Table of GRI Indicators". Furthermore, the Sustainable Development Goals (SDGs) were taken into account, with the aim of aligning company strategies with global priorities in terms of sustainability. Where applicable,

other legislative and regulatory references have also been taken into account, such as the Corporate Sustainability Reporting Directive from EU (CSRD) and industry best practices.

Scope of reporting

The Sustainability Report covers the Group's activities during the reporting period, including all relevant sites and production units. In line with the previous approach, and in order to allow comparability of data over time, comparative and evaluation tables on the progress of activities have been included, presenting the Group as a whole since last year.

Data collection process

The data presented in this document has been collected through a structured process involving various company departments and is regularly updated following M&A processes. The main sources of information include internal

monitoring and data management systems, internal audits and quality checks, financial and environmental reporting, and interviews and questionnaires aimed at internal stakeholders. The data has been accurately calculated based on the collection carried out during the year; in the case of estimates, when determining the indicators, the method used to quantify them has been specified.

For the first time, the identification of material topics was conducted through a Double Materiality Analysis, which assesses both the impact of the company's activities on environmental and social aspects, and how sustainability issues influence the company's performance and value. This approach allowed us to more precisely identify priority issues for corporate strategy and sustainability reporting.

Therefore, to evaluate company performance, have been adopted in line with GRI standards and industry best practices, allowing us to cover all areas of interest such as: CO₂ emissions, energy consumption, waste management, use of water resources (in the Environmental area); health and safety at work, employee training and development, diversity and inclusion (in the Social area); business ethics, transparency, compliance policies (in the Governance area).

Stakeholder engagement

The Group accords great importance to dialogue with its stakeholders. For this reason, various instruments have been adopted to involve the company's stakeholders, including regular consultations and facilitating meetings with working groups on ESG issues.

Verification and validation of data

The Board of Directors of Safety21 approved

the Report on May 8, 2025.

In order to guarantee maximum transparency and reliability of the information provided, the data included in this Report have been subjected to internal verification processes. Furthermore, where required, an external audit was also carried out with the aim of certifying the accuracy and compliance with the reporting principles. Although the Sustainability Report is based on the best available data, some information may have limitations due to the complexity of data collection or the availability of precise measurements. The Group is committed to ongoing improvement in monitoring and reporting processes, aiming to broaden the scope of data and increase the level of detail in future versions of the report. With this approach, the aim is to strengthen the company's sustainability strategy, promoting tangible measures to create long-term value for all stakeholders.

For further information and suggestions on the Safety21 Group Sustainability Report, please contact info@safety21.it. The document is also available on the website www.safety21.it.



¹ Safety21 S.p.A., Ge.Fi.L. S.p.A., Capacitas s.r.l., A21 Riscossioni s.r.l., SPV21 Ventimiglia s.r.l., CityNext s.r.l., Velocar s.r.l., ServiceNet21 s.r.l.

Safety21 Group
Highlights
2024

Our numbers

80 Mln€
revenue



+450
clients



12
locations

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



Group
People

328
employees



52%
women



9%
under 30



Certifications and
qualifications

13
certifications



2
qualifications



Strategic ESG
Projects



Fighting
climate
change



Employee
development



Data protection
for client security

1.



THE SAFETY21 GROUP

- 1.1 The Group's background
- 1.2 Our history
- 1.3 Mission and Values
- 1.4 The Group's activities and products
- 1.5 Recipients of our services
- 1.6 The technological heart of our offer
- 1.7 Board of Directors and Board of Auditors
- 1.8 Organisational chart
- 1.9 Model in accordance with Italian Legislative Decree 231/01
- 1.10 Supervisory Board
- 1.11 Remuneration Committee
- 1.12 Code of Ethics
- 1.13 Certifications and qualifications
- 1.14 Relations with shareholders
- 1.15 The Group's figures
- 1.16 Economic value generated and distributed by Safety21 S.p.A.

1.1

The Group's background



Over the last few years, our daily lives have changed dramatically, thanks to a greater awareness of the environment and the evolution of urban and regional transport systems. The Safety21 Group is a leader in this transformation, collaborating with public bodies and administrations to promote safety and sustainability.

We have been growing continuously since our foundation in 2011, acquiring new companies and developing integrated solutions and services of technological excellence. These tools enable our clients to face crucial challenges to improve road and territorial safety and to protect the environment.

We firmly believe in the value of collaboration between the public and private sectors, which means we are able to provide the best possible support to local authorities in their efforts to protect citizens and safeguard the local area.

**Together,
we really can
make a difference.**

1.2 Our history



1.3

Mission and Values



Mission

Our mission is to make the roads safe and enable everyone to live in harmony with their surroundings.

Our commitment lies in developing and implementing technologically advanced solutions to improve road safety, protect

the most vulnerable users and, at the same time, minimise the impact of traffic on the environment. Our ambition is to be part of the change towards a world where road safety and environmental protection go hand in hand, thus leaving a positive legacy for future generations.

Values

The Safety21 Group aims to promote its values, both within the organisation and among its main stakeholders, focusing in particular on Public Authorities, organisations

and companies with which it shares common objectives and actively collaborates. The Safety21 Group's main values are listed below:



1.4

The Group's activities and products

During 2024, the Safety21 Group began an important internationalisation process with an intensive study of target markets, Spain and Portugal, defining specific lines of activity for each country.

Strategic planning established industrial growth objectives by defining appropriate entry models. By doing so, we worked on adapting the offer, optimising the value chain, researching and finalising local partnerships, evaluating the structuring of operational organisations, adapting products to local regulations and evaluating M&A operations. Specific marketing, communication and promotion activities were also planned to support this expansion.

Furthermore, with the 100% acquisition of Velocar Srl, an Italian leader in the production and commercialisation of advanced products such as VRS-EVO, AGUIA and VSP since 2000, the Safety21 Group continues to expand its product offering. The latter, in fact,

adopt cutting-edge technologies and are the result of intensive research, development and testing.

Velocar Srl produces a wide range of traffic control instruments, including fixed and portable speed detectors, traffic light and speed violation detectors, average speed detectors, limited traffic zone access control systems and number plate reading systems.

In 2024, the company expanded its range of products and services to include new solutions for traffic management and road safety, focusing on the detection and management of road accidents through innovative technologies. This has improved the efficiency and transparency of the interventions as well as minimising the queues caused by blockages for the survey activities.



1.5

Recipients of our services

We support over 450 customers throughout Italy, from the largest cities – such as Milan, Rome, Turin, Florence, Bologna – to small municipalities. In addition, we also provide products and services to Italian Regions and Land Reclamation Consortia.

We want to continue to grow, further developing relations with the most important Italian and international public bodies and with an increasingly widespread presence in the territory.



1.6

The technological heart of our offer

Thanks to the proprietary Titan® platform and the range of related application solutions, we guarantee complete coverage of all aspects of the Highway Code: from detecting violations to managing the entire process of issuing fines, in full compliance with the law, from traffic prevention and monitoring to ensuring road safety.

Drawing on the technological know-how acquired, in 2023 we began a progressive process of integration and standardisation of the company platforms currently used in the Group, aiming to optimise and reduce the use of cloud resources, thereby creating the TitanO Ecosystem.

In fact, thanks to TitanO, it will be possible to combine the current Titan®, Babylo, TitanUp, and Sirio business platforms, incidenti.online as well as the VSP and VMS management platform by Velocar.

1.7

Board of Directors and Board of Auditors

Composed of eight members, the Board of Directors will remain in office until the date of the shareholders' meeting that will approve the financial statements at 31st December 2026.

Sitting at the centre of the company, the Board is not only committed to shaping the company's strategies, but also to ensuring that they are adhered to and to overseeing the organisational procedures adopted.

At the same time, the Board of Statutory Auditors is made up of three statutory auditors and two alternate auditors, who are responsible for ensuring that regulations are respected and that company activities are carried out correctly.

Members of the Safety21 Board of Directors

Roberto Campisi	Chairman
Gianluca Longo	Chief Executive Officer
Michele Bertola	Director
Edoardo Romeo	Director
Ignazio Castiglioni	Director
Laurent Asscher	Director
Germano Fanelli	Director
Enrico Del Sole	Director



1.8 Organisational chart

The organisational structure supported business development and the integration of new companies throughout 2024. Trusting that the changes we have made will allow us to better adapt to the challenges of the market, we continue to offer our clients, both internal and external, increasing value, while maintaining our commitment to operational excellence as the central focus of our mission.

The function designated to the development of the Spain and Portugal market has therefore been created, and the Product department has been expanded with the aim of strengthening our capacity for innovation; The organisation² chart as of December 11, 2024 is shown below, with Gianluca Longo as Chief Executive Officer of the Safety21 Group.

² The Group's organization chart also includes B.A Riscossione, B.A Bollo Auto and B.U Consorzi for the Ge.Fi.L. S.p.A.



1.9

Model in accordance with Italian Legislative Decree 231/01

As is known, the Management, Organisation and Supervisory Model in accordance with Italian Legislative Decree 231/01 ("Model 231") was created to guarantee transparent and responsible business management.

In fact, it has been devised to prevent and manage the risk of offences being committed to the advantage of the company or its employees, including a structured system of controls that reduces the risk of unlawful behaviour. This tool is instrumental in building an organisational culture based on integrity and the prevention of activities that could compromise the company's reputation.

In particular, Model 231 seeks to monitor and promptly address any critical issues, consolidating a solid and excellence-oriented governance system designed to ensure:

- Those working on behalf of the company are aware of the consequences of non-compliant behaviour, including possible criminal sanctions;
- Zero tolerance for illegal behaviour, even if it appears to be advantageous for the company;
- Controlling the activities most at risk through specific protocols that ensure they are carried out correctly;
- Control mechanisms as a preventive measure;
- The application of disciplinary measures or, in the most serious of cases, the termination of contractual relations in the event of a violation.

1.10

Supervisory Board



As provided for by Italian Legislative Decree 231/01, the Supervisory and Control Body (SCB) is responsible for overseeing the implementation of and compliance with the Organisational Model, as well as ensuring it is kept up to date.

The Supervisory Body, together with the managers of the various company departments involved, regularly checks the adequacy and effectiveness of the Organisational Model.

As required by current legislation (Italian Legislative Decree No. 24/2023), a whistleblowing system has been established for reporting offences.

1.11

Remuneration Committee



The Remuneration Committee is responsible for defining the principles and guidelines of the company's remuneration and incentive policy.

The Remuneration Committee is currently composed of three members, who are also members of the Board of Directors.

The corporate body has the role of formulating proposals relating to remuneration and sharing the incentive policy with the Board of Directors in advance, as well as the role of attracting, retaining and identifying the best professionals and strategic resources for the company, as well as annual and long-term incentive plans.

1.12

Code of Ethics

The Code of Ethics is an integral and fundamental part of the Organisational Model. This code summarises the fundamental principles, directives and behavioural requirements that must be followed by all those who, directly or indirectly, have any kind of collaborative relationship.

These principles and directives are the basis for the company's business and operations, encouraging an ethical, responsible and compliant working environment.

Suppliers, business partners and intermediaries are made aware of the contents of the Code of Ethics and, as they share the same values, they are encouraged to feel included and to collaborate in respecting it.

Our Code of Ethics formally adheres to and actively contributes to the Global Agenda 2030, recognising the following as fundamental factors for sustainable development:

- environmental protection (Environmental);
- the development and sustainable management of human resources (Social);
- the development and sustainable management of productive business resources (Governance).

Furthermore, in the course of work activities and commercial exchanges, economic, financial and commercial interactions and flows are promoted based on integrity, fairness and non-discrimination, producing sustainable economic value through the use of great care in safeguarding environmental and social values and using clean and environmentally friendly technologies.



1.13

Certifications and qualifications





Legality Rating

Since 2021, Safety21 has held the Legality Rating with the maximum score of ★★ ★, awarded by the Italian Competition and Market Authority (AGCM) to companies that operate in compliance with high ethical standards, transparency and regulatory compliance. The certification, renewed in 2023, was also obtained by the company Velocar, part of the Safety21 Group.

Last April 10, 2024, in the historic Sala Capitolare of the Senate, Safety21 was also awarded among the 100 Italian companies selected out of over 12,000 in possession of the rating, as part of the third edition of the "Legality and Profit Economy – RSM Award 2024", for having been able to combine significant economic results with entrepreneurial management based on legality, loyalty and responsibility.



AGID Marketplace

Safety21 is registered with the Conservation Services Marketplace in accordance with Article 34, paragraph 1bis, letter b) of Italian Legislative Decree no. 82 of 7th March 2005, as amended, containing the Digital Administration Code (CAD). Application accepted in 2022.

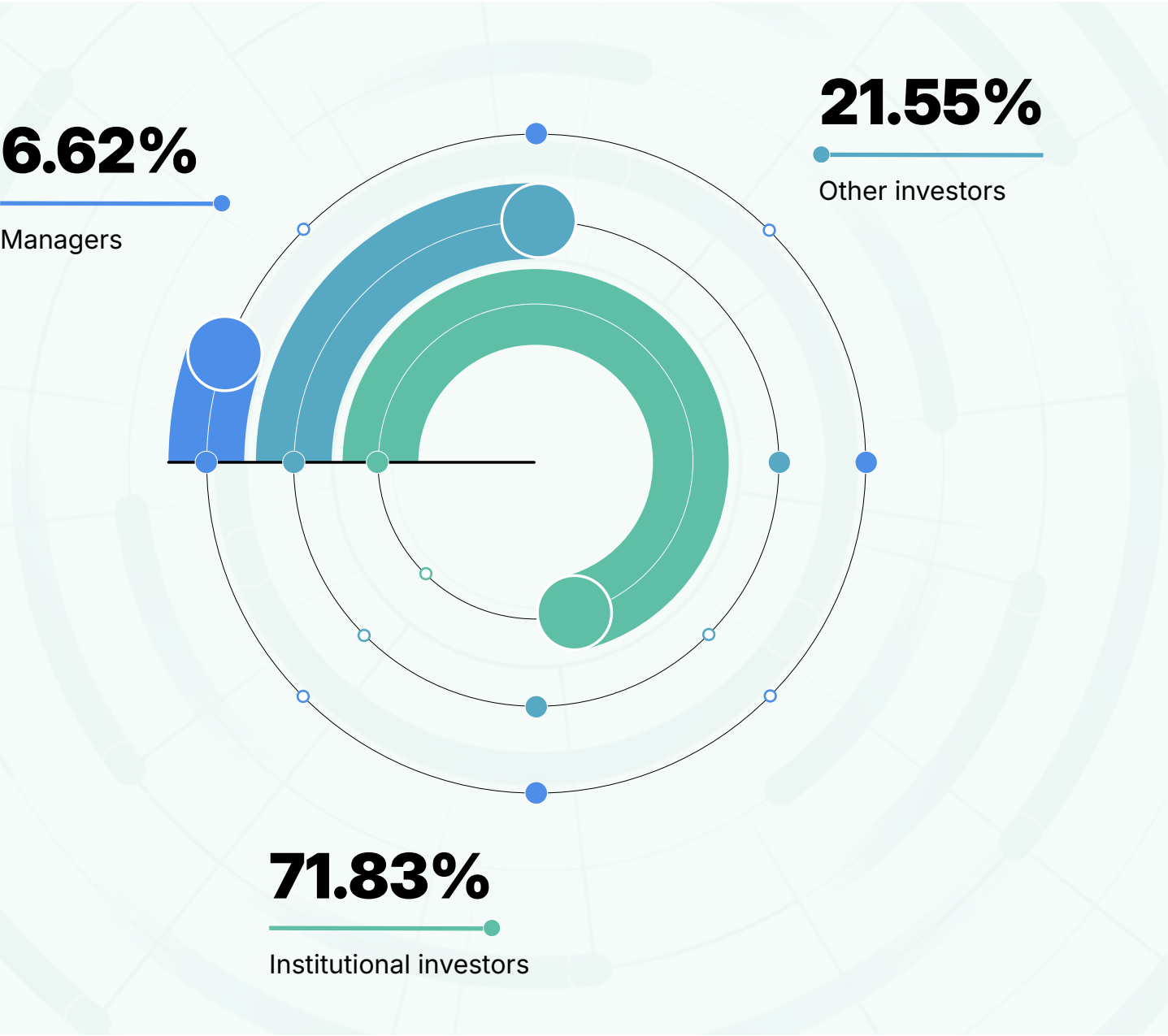
ACN Qualification

Safety21 has initiated the ACN qualification process for the proprietary Titan® platform, which guarantees compliance with organisational requirements for Public Administration.

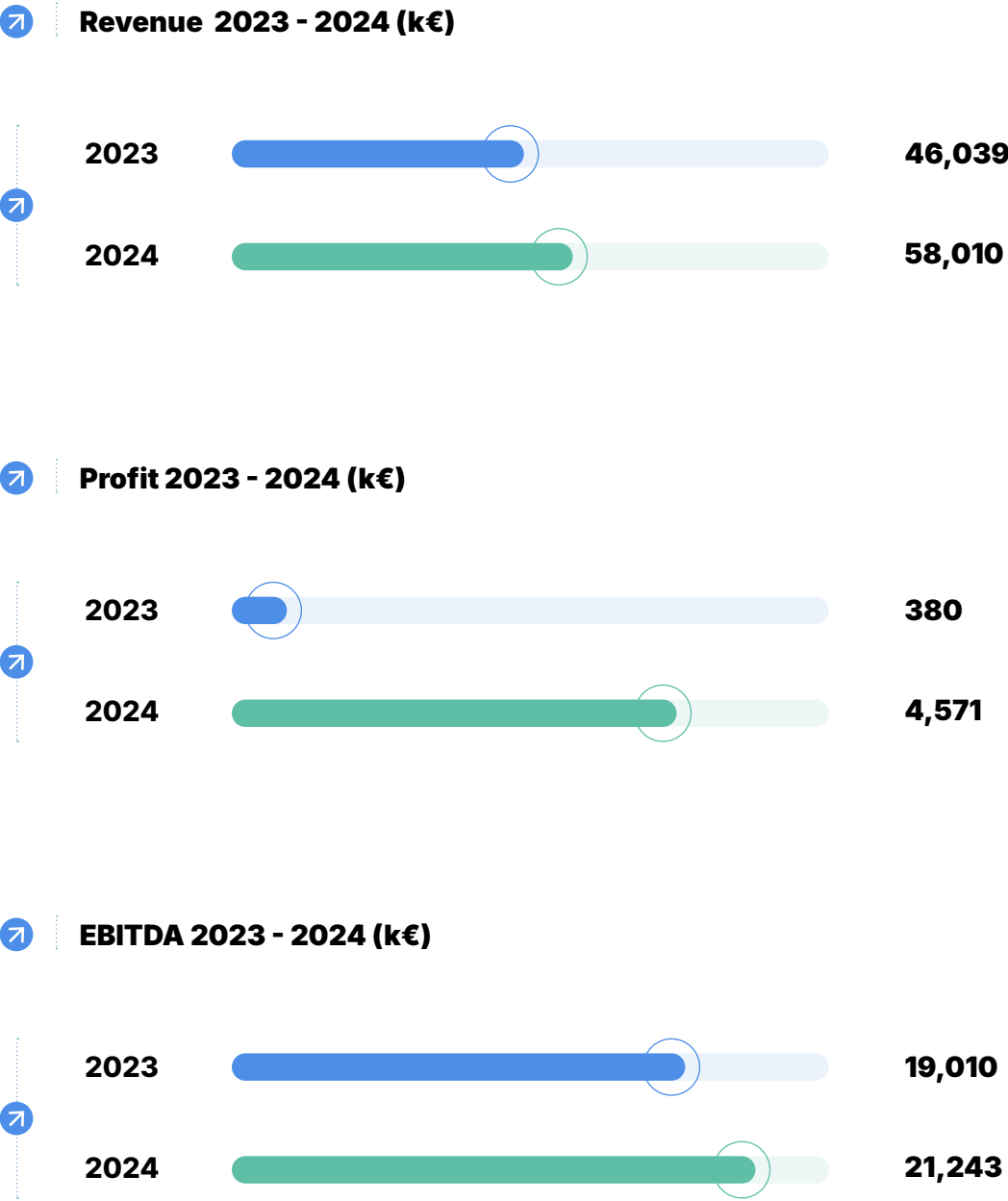
1.14

Relations 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.



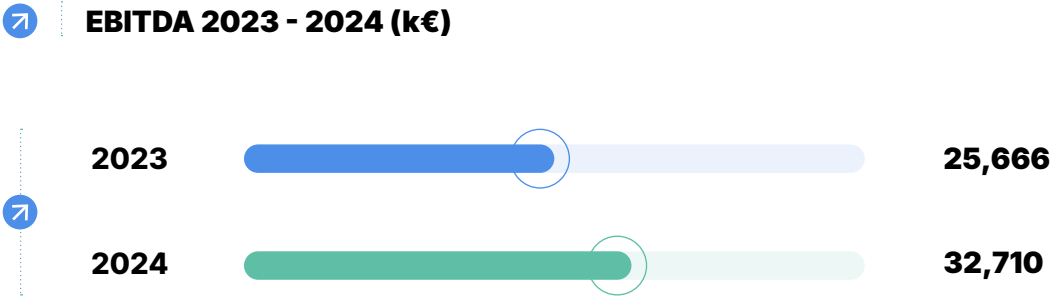
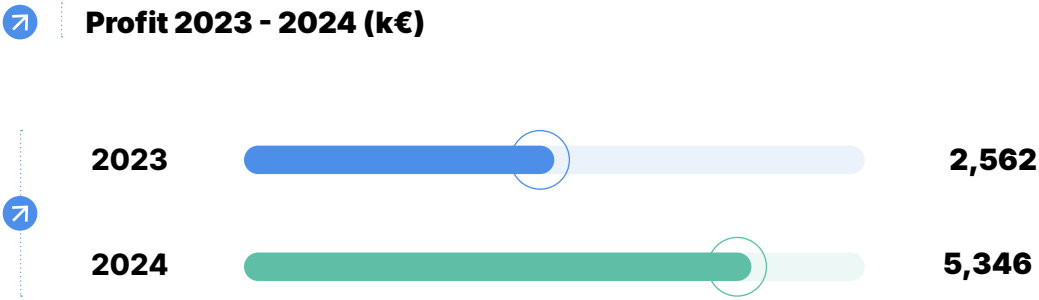
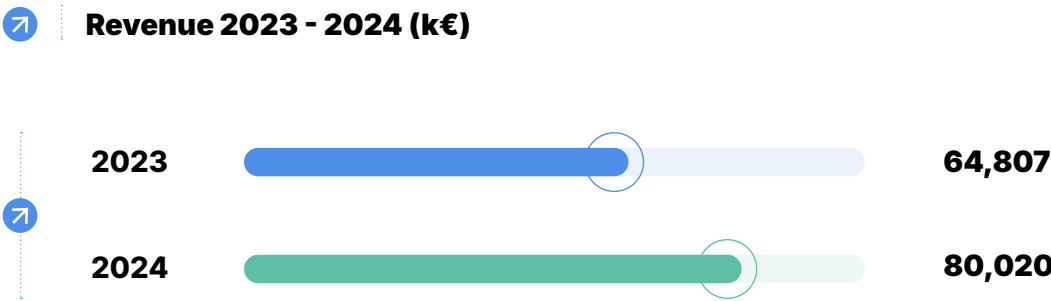
1.15

The Group's figures

In addition to Safety21 S.p.A., the Safety21 Group includes the subsidiaries ServiceNet21 s.r.l., Ge.Fi.L. S.p.A., SPV21 Ventimiglia s.r.l., CityNext s.r.l., Capacitas s.r.l., Velocar s.r.l. and A21 Riscossioni s.r.l.



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



1.16

Economic value generated and distributed by Safety21 S.p.A.³

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 2024, the economic value generated by the Company amounted to approximately €62 million compared to approximately €46 million in 2023, at the same time the economic value distributed increased from approximately €37.7 million to approximately €47.5 million in 2024.

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

➤ Economic value distribution statement (€'000)⁴

	2023	2024
Sales Revenue	42,004	55,625
Other Income and Revenues	4,035	2,450
Financial Income	289	3,587
Economic Value Generated	46,328	61,662
Direct Projects Costs	22,929	27,459
➤ Employee and Collaborator Remuneration	7,245	12,470
Public Administration Remuneration ⁵	877	819
Community Remuneration ⁶	9.5	7.2
Financier Remuneration ⁷	6,654	6,793
Total Economic Value Distributed	37,714	47,548
Total Value Retained	8,614	14,114

From the statement relating to the analysis of the economic value generated and distributed in 2024 by Safety21, it emerges that:

- Over 27 million was distributed to direct project costs, or 44.5% 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 12.5 million euros, or 20.2%.

- The share conferred to the Public Administration was approximately 0.8 million euros, or approximately 1.3%.
- Banks and other financiers are allocated 6.8 million euros, or about 11%.
- The share allocated to membership fees and contributions to entities and associations is 7.2 thousand euros, totalling about 0.02%

³ It is specified that the data relating to the economic value refer exclusively to the company Safety21 S.p.A. and not to the Group in its entirety

⁴ Data in millions of Euros
⁵ Item consisting of current taxes

⁶ Item related to membership fees and voluntary contributions to entities and associations
⁷ Item related to interest and other financial charges

2.



SUSTAINABILITY

- 2.1** Digitalisation of public infrastructures
- 2.2** Managing and safeguarding water resources
- 2.3** Improving road safety
- 2.4** Preventing environmental damage
- 2.5** Partnerships with Public Organisations
- 2.6** The Group's material themes and double materiality

2.0 Sustainability

The Safety21 Group is committed to operating transparently and in full compliance with regulations, providing a wide range of solutions and services dedicated to road safety and Smart Mobility. It also offers consultancy for land reclamation consortia and collection services through the company registered in the MEF Register under Article 53 of Italian Legislative Decree 446/97 Local Tax Management Ge.Fi.L. S.p.A. All these activities are carried out in full compliance

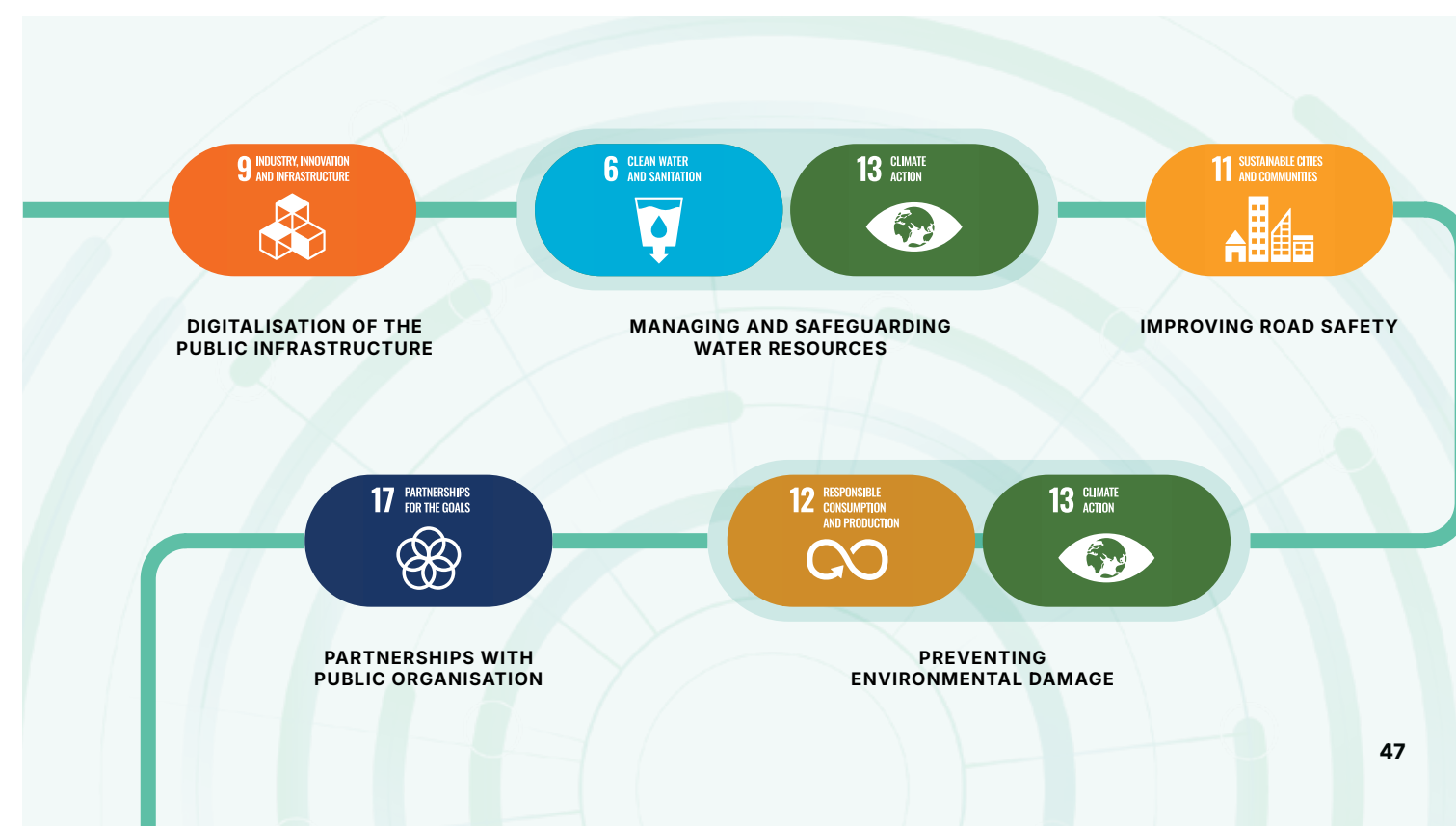
with the three ESG (Environmental, Social, Governance) factors that guide the creation of value for all stakeholders, whether they are clients, employees, shareholders, partners or suppliers.

The Group is making a tangible contribution to the Global Agenda 2030, a programme launched in 2015 that identifies 17 Sustainable Development Goals (SDGs), divided into 169 specific targets to be achieved by 2030.

By means of targeted strategies and concrete initiatives, the core business of the Safety21 Group makes a significant contribution to the achievement of six of these objectives:

- **Objective 6:** Ensure availability and sustainable management of water and sanitation for all;
- **Objective 9:** Build resilient infrastructure, promote innovation and inclusive and sustainable industrialisation;
- **Objective 11:** Make cities and communities inclusive, safe, resilient and sustainable;
- **Objective 12:** Ensure sustainable consumption and production patterns, reducing waste and pollution;
- **Objective 13:** Adopt urgent measures to combat climate change and its consequences;
- **Objective 17:** Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Through the adoption of Smart Mobility policies and the digitalisation of processes, the Safety21 Group is improving the efficiency of public services, contributing to the improvement of the digital infrastructures of the Public Administration and facilitating access to services for citizens. These initiatives are in line with the objectives of the National Recovery and Resilience Plan (NRRP) and reflect the Group's commitment to promoting a sustainable and environment-friendly development.



2.1

Digitalisation of public infrastructures



The Safety21 Group improves the efficiency of Public Administration services through the digitalisation of the fines process and the implementation of Smart Mobility policies.

The proposed solutions are in alignment with the objectives of the National Recovery and Resilience Plan (PNRR), in that they strengthen the digital infrastructure of the Public Administration, also by adopting the cloud, thereby improving citizens' access to services in digital form.

The core infrastructures of the services provided by the Safety21 Group are provided in S.a.a.S mode, as well as ACN qualified.

2.2

Managing and safeguarding water resources



The Safety21 Group supports the Land Reclamation Consortia by offering advanced technological solutions and specialized services for the evaluation, parameterization and control of the efficiency of the water networks under the consortium's jurisdiction. The activities include monitoring water levels and flows, as well as assessing water quality.

Through this contribution, the Group actively participates in achieving Sustainable Development Goal no. 6, promoting more effective management of water resources, the remediation of contaminated land and ensuring access to clean water for agricultural and civil uses.

At the same time, we contribute to the pursuit of Goal no. 13, adopting sustainability-oriented practices in the management of water resources and in the prevention of environmental risks, such as floods, whose frequency is unfortunately increasing due to climate change. Furthermore, soil remediation represents a concrete action in the fight against climate change, improving the soil's ability to retain carbon and thus contributing to the reduction of greenhouse gas emissions.



2.3

Improving road safety

11 SUSTAINABLE CITIES AND COMMUNITIES



The Safety21 Group supports public authorities in their policy of improving road safety, reducing the risk of injury to people, by offering technological solutions for traffic monitoring and control. In fact, through the creation of a widespread network of IoT devices in the territory, responsible behaviour is promoted among road users who, by respecting the Highway Code and speed limits, contribute not only to reducing environmental and noise pollution, but also, and most importantly, the risk of serious or fatal accidents.

The Safety21 Group also proposes preventive solutions to protect children and other vulnerable users, including the installation of innovative devices to control pedestrian crossings.

Using the **incidenti.online** platform and **iCam3D**, public organisations are able to monitor and analyse road accident data in real time. This not only makes it possible to identify and improve the areas with a high risk of accidents, it also means that by reducing the time taken to detect a road accident, tailbacks and secondary accidents caused by these tailbacks can be avoided.

A special focus is also dedicated to the choice of qualified suppliers and the use of innovative products and components. For example, when installing detection systems, priority is given to the use of passive safety yielding poles, capable of absorbing the kinetic energy of vehicles in the event of impact, eliminating the need to install additional protective barriers.

The commitment of the Safety21 Group goes over and above the supply of solutions and products, to include assistance and support to Public Organisations in awareness and education campaigns promoted in the territory. These local initiatives aim to increase citizens' awareness of the risks associated with road accidents and to promote compliance with road safety.

2.4

Preventing environmental damage

13 CLIMATE ACTION



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

The Safety21 Group collaborates with the public authorities, actively committing itself to fighting the reprehensible problem of waste being dumped on and around roads, using advanced video surveillance systems.

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

Thanks to the use of our technological platforms, it is possible to significantly reduce queues and traffic caused by road accidents. The times spent on closed or blocked roads are significantly reduced, as the devices allow accident detection operations to be speeded up by up to 80%. This translates not only into greater efficiency in traffic management, but also into a reduction in exhaust emissions, contributing to a more sustainable mobility system.

In this way, we contribute concretely to the reduction of the ecological footprint, promoting a responsible use of natural resources. The goal is to build a future in which technological innovation and environmental sustainability advance together, generating tangible benefits for the ecosystem and for future generations.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



2.5

Partnerships with Public Organisations

17



The Safety21 Group, through its specialized revenue management services, ensures the entire operational cycle relating to the liquidation, assessment, collection - both voluntary and compulsory - of tax and asset revenues, as well as consortium contributions, on behalf of local authorities, participating or controlled companies, territorial authorities and Regions.

Furthermore, the Group guarantees complete support in the management of disputes connected to the activities entrusted, as well as offering advanced services for the administration and valorization of credit data. All this with the aim of strengthening and accompanying the governance action of client entities.

With these services, we optimise revenue management processes for the benefit of client organisations, citizens and taxpayers, and service users in general, who will be able to quickly and clearly understand their debt position, with a consequent reduction in the number of communications with organisations and an important reduction in the prejudicial consequences of bureaucratic delays.

We therefore intend to strengthen the means of implementation by renewing the global partnership for sustainable development, as indicated by objective 17. A collection agency can, in fact, establish partnerships with public and private organisations to improve the efficiency of debt collection, thus supporting the financial sustainability of other companies and contributing to general economic well-being. We are also committed to encouraging and promoting effective partnerships in the public sector, between the public and private sectors, and within civil society, building on experiences of partnerships and their capacity to mobilise resources.

2.6

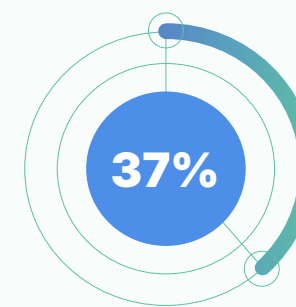
The Group's material themes and double materiality

Mindful that sustainability is an integral part of our principles and our business, the Safety21 Group, complying with the most recent EU directive 2022/2064 CSRD, for the first time in 2024 carries out a double materiality analysis, anticipating the mandatory times provided by the regulatory reference and integrating the ESRS (European Sustainability Reporting Standard) methodologies for the assessment of material issues.

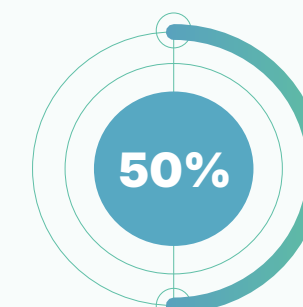
The analysis therefore takes account of the Safety21 Group's environmental, social and governance (ESG) impacts, both in terms of impact materiality (how the Group affects the environment and the community) and in terms of financial materiality (how ESG issues affect the company's economic performance).

The analysis showed that the impact of the Safety21 Group varies depending on the area considered. In terms of the environment, 37% of the analysed aspects were relevant, indicating a moderate influence of the company on this aspect. From a social perspective, the percentage rises to 50%, demonstrating a significant impact on people and communities. Finally, governance emerges as the most relevant area, with 83% of the sub-themes considered material, a sign that business management and decision-making processes play a key role in the Group's overall sustainability.

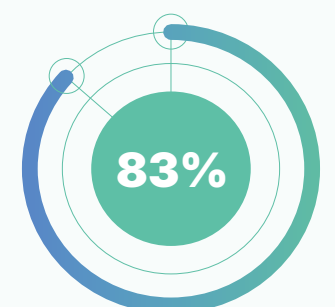
Environment



Social



Governance



Environmental

The Safety21 Group has a significant impact on several environmental areas, in line with the ESRS E1 (Climate Change), ESRS E2 (Pollution), ESRS E3 (Water and Marine Resources) and ESRS E5 (Resource Use and Circular Economy) standards. In particular, the company plays an active role in reducing soil pollution (ESRS E2-5) by monitoring environmental violations, such as the illegal dumping of waste.

This helps to limit damage to ecosystems and to support local authorities in their control of the territory. In terms of climate change (ESRS E1-1, E1-2), the Group has an impact through the energy consumption of its Data Centres, company vehicles and offices. However, several mitigation measures have been taken to reduce our carbon footprint, including planting trees, supporting low-emission zones and using low-CO₂ emission cloud suppliers.

These initiatives not only contribute to limiting energy consumption, but we also hope to strengthen our corporate reputation and reduce the financial risks associated with increased energy costs or the introduction of a carbon tax (ESRS E1-4).

Social

Safety21 Group activities generate significant effects in the social sphere, in particular with regard to the issues addressed in ESRS S1 (Own workforce) and ESRS S2 (Value chain employees), as well as in ESRS S4 (Consumers and end users). An essential contribution is

linked to improving road safety (ESRS S4-1), thanks to monitoring systems that not only reduce the risk of accidents, but specifically protect the most vulnerable users, such as pedestrians and children. The company has introduced innovative devices to improve pedestrian crossing control, increasing safety in the communities in which it operates.

With regard to employee rights (ESRS S1-1, S1-4), the Safety21 Group has adopted various policies to promote employee well-being. These include SA8000 certification, which guarantees compliance with high standards in terms of human rights and working conditions, the management of gender equality and the promotion of flexible and remote working practices. These measures not only improve the quality of working life, but also help to attract and retain talent.

Within the supply chain, the company has implemented a Code of Conduct for suppliers (ESRS S2-1), aimed at guaranteeing fair working conditions and compliance with regulations throughout the entire value chain.

The Safety21 Group also recognises the importance of client privacy and data protection (ESRS S4-2), offering high safety standards, feedback channels to improve services and guaranteeing access to clear and transparent information.

This approach not only reduces the risks associated with possible sanctions for violations of privacy, but also increases the trust of clients and can result in an improvement in the company's profitability.

Governance

In line with ESRS G1 (Corporate Governance), the Group has adopted various measures to ensure responsible management and reduce legal and ethical risks. In fact, a Code of Ethics and an anti-corruption policy (ESRS G1-3) have been implemented, as well as a whistleblowing system (ESRS G1-5) which allows employees and stakeholders to report any irregularities securely and anonymously. These tools strengthen transparency and corporate responsibility, helping to mitigate the risk of sanctions and damage to reputation.

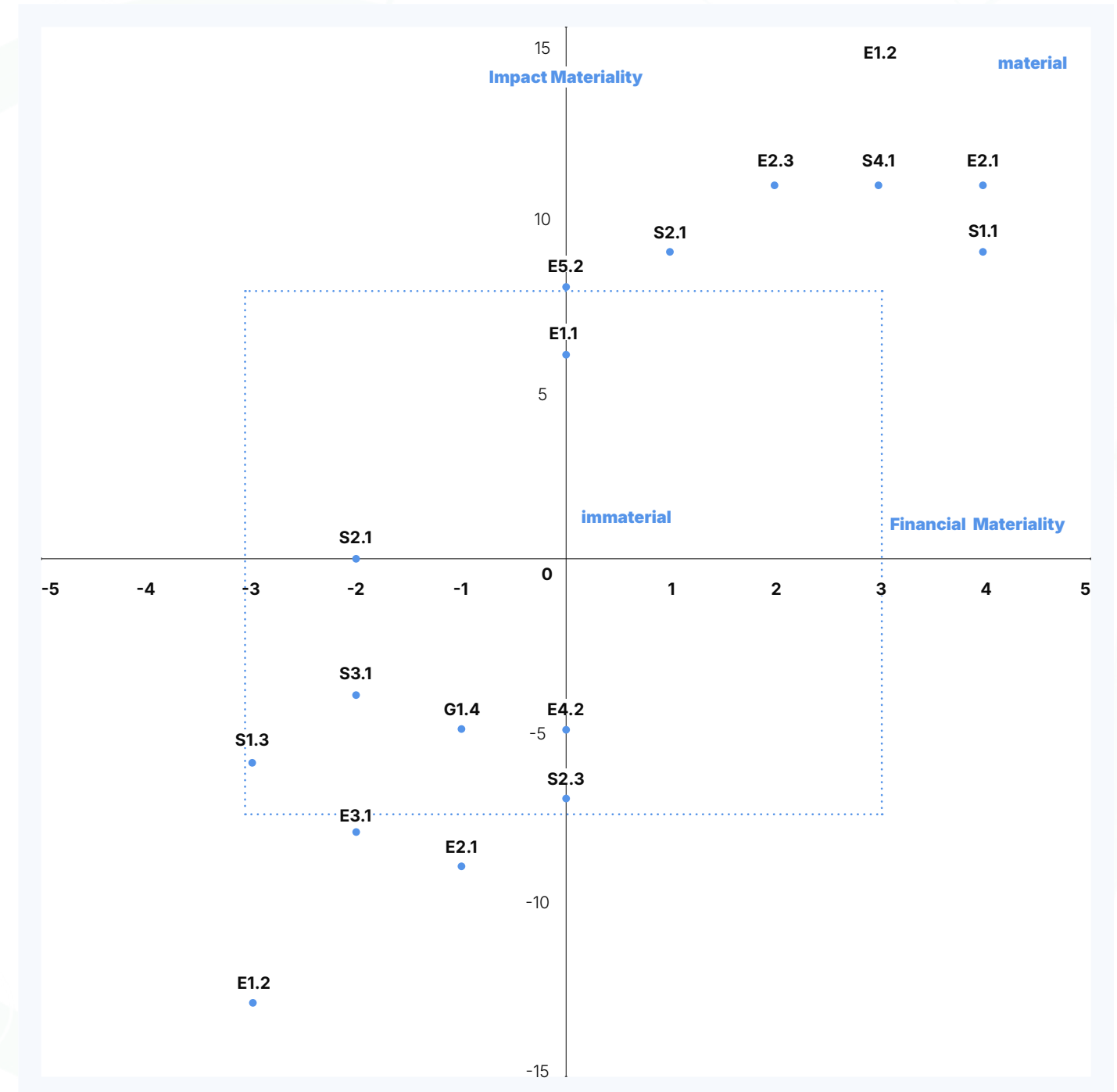
Lastly, Safety21 has integrated ESG principles into its corporate culture (ESRS G1-1), promoting governance that is mindful of environmental and social impacts. This approach not only reduces compliance risks, but also strengthens relationships with investors, clients and other stakeholders, improving the long-term sustainability of the entire Group.

This analysis demonstrates how the Safety21 Group is tackling the challenges of sustainability head on, integrating ESG criteria into its operational and strategic processes.



➤ DMA Result

Sub Topic	Topic	ESRS Sub-Topics	Impact Materiality	Financial Materiality	Material?
E1.1	E1	Climate change adaptation	x	x	x
E1.2		Climate change mitigation	✓	✓	✓
E1.3		Energy	✓	✓	✓
E2.1	E2	Pollution of air	✓	✓	✓
E2.2		Pollution of water	x	x	x
E2.3		Pollution of soil	✓	x	✓
E2.4		Pollution of living organisms and food resources	x	x	x
E2.5		Substances of concern	x	x	x
E2.6		Substances of very high concern	x	x	x
E2.7		Microplastic	x	x	x
E3.1		Water	✓	✓	✓
E3.2		Marine resources	x	x	x
E4.1	E4	Direct impact drivers of biodiversity loss	x	x	x
E4.2		Impacts on the state of species	x	x	x
E4.3		Impact on the extent and condition of ecosystems	x	x	x
E4.4	E5	Impacts and dependencies on ecosystem services	x	x	x
E5.1		Resources inflow, including resources use	x	x	x
E5.2		Resources outflows related to product and services	✓	x	✓
E5.3		Waste	✓	✓	✓
S1.1	S1	S1: Working conditions	✓	✓	✓
S1.2		S1: Equal treatment and opportunities for all	✓	✓	✓
S1.3		S1: Other work related rights	✓	✓	✓
S2.1	S2	S2: Working conditions	✓	x	✓
S2.2		S2: Equal treatment and opportunities for all	x	x	x
S2.3		S2: Other work related rights	x	x	x
S3.1	S3	Communities' economic, social and cultural rights	✓	✓	✓
S3.2		Communities' civil and political rights	x	x	x
S3.3		Rights of indigenous peoples	x	x	x
S4.1	S4	Information related impacts for consumers and/or end-users	✓	✓	✓
S4.2		Personal safety of consumers and/or end-users	x	x	x
S4.3		Social inclusion of consumers	x	x	x
G1.1	G1	Corporate culture	✓	✓	✓
G1.2		Protection of whistle-blowers	✓	v	✓
G1.3		Animal welfare	x	x	x
G1.4		Political engagement and lobbying activities	✓	✓	✓
G1.5		Management of relationships with suppliers including payment practices	✓	✓	✓
G1.6		Corruption and bribery	✓	✓	✓



3.



PRODUCTS AND SERVICES

- 3.1 The social role of the Group's business
- 3.2 Main products offered
- 3.3 Main services offered
- 3.4 Management of land reclamation consortia
- 3.5 Digital management for administrative efficiency
- 3.6 Collection management
- 3.7 Cybersecurity and IT services

3.1

The social role of the Group's business

The Safety21 Group has always been committed to supporting Institutions and Public Administrations as they pursue their objectives of safety and sustainability. The integration of applications, technologies, services and infrastructures allows us to create solutions capable of offering targeted support to overcome fundamental challenges such as digitalisation and administrative simplification for a more efficient use of resources, the improvement of road and territorial safety, the development of Smart Mobility and environmental protection.

The social impact of our products and services is reflected in the contribution to the reduction of road accidents, also thanks to information and awareness-raising initiatives aimed mainly at young people, and in an increase in the efficiency and quality

of public services, as set out in the National Recovery and Resilience Plan (NRRP).

From an environmental perspective, we are deeply committed to safeguarding the land and using water resources in a more responsible way, thanks to specific solutions for the Land Reclamation Consortia.

By developing our range of products and services, the Safety21 Group is actively committed to contributing to the Sustainable Development Goals of the UN 2030 Agenda (SDGs), improving infrastructures and the production system, making them more sustainable, promoting greater efficiency of the resources used and adopting clean and environmentally friendly technologies that support development and innovation.

3.2

Main products offered

The Safety21 Group is known for offering innovative and technologically advanced services that aim to improve the safety and sustainability of the territories.

Proprietary IoT Systems

The solutions developed for the control and management of road safety, integrated with our cloud platform, allow efficient and real-time monitoring not only of violations of the Highway Code, but also faster and more intelligent accident detection. An approach oriented to the optimization of operational processes, effective management of resources and environmental protection.

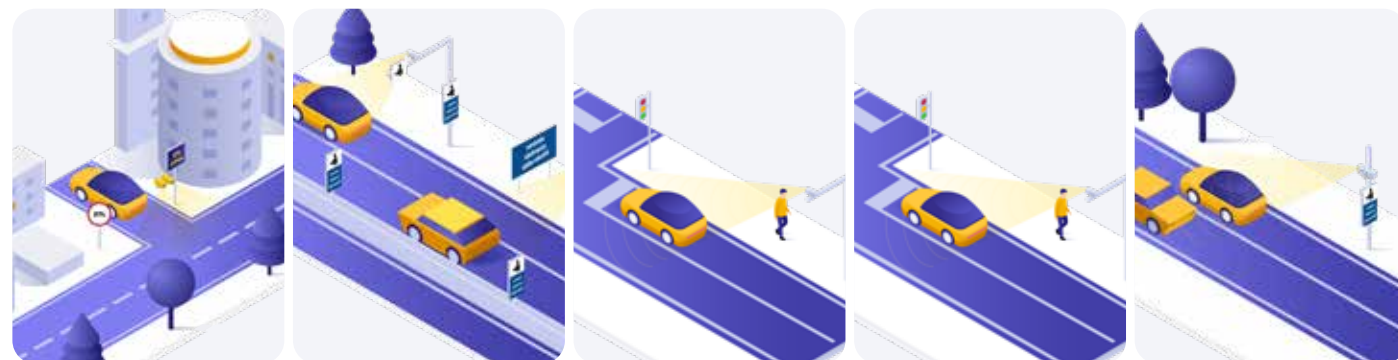


^ Cities with the main products included

Static detection systems

Solutions for controlling the territory in a static location.

We create, manufacture and install devices that measure, detect and analyse road traffic. We offer solutions that cover all stages of plant life and management through a unique system with multiple services and real-time assistance. We stand out from the crowd because we do not limit our services to only the supply of detection devices, but we work in synergy with our clients from the design to the maintenance of the entire system, including all the stages of implementation, from construction work and installation to IT integration. Our approach is defined by a strong commitment to innovation and quality, guaranteeing customised solutions that meet the specific needs of each client.



ZTL

Speed

Red

Red&Speed

ANPR



Cerbero

Surveillance, prevention and control of the territory.

Cerbero was created to respond to an increasingly pressing need in the road and urban safety sector. Imagine a single device capable of ensuring surveillance, prevention and control of the territory, offering an unparalleled level of protection for both people and material goods. Cerbero is an innovative solution, capable of integrating different functions in a single tool, making security management more efficient and coordinated. With its advanced technology, Cerbero is able to continuously monitor its surroundings, promptly intervening when necessary and helping to create a safer and more secure environment for everyone.

iCam3D

Three-dimensional planimetric survey system.



iCam3D is a three-dimensional planimetric survey system, a solution that integrates the most modern artificial intelligence technologies, enabling the acquisition of reality point by point. This system represents a technological evolution in the field of road and urban safety, offering unprecedented accuracy and precision in the detection and analysis of road accidents. As well as improving road and urban safety, our system also benefits the environment and increases resource efficiency. The technologies used allow optimised management, reducing the ecological impact and promoting sustainable practices. The integration of IOT solutions and advanced technologies contributes to greater energy efficiency, helping to achieve the Sustainable Development Goals of the UN 2030 Agenda.

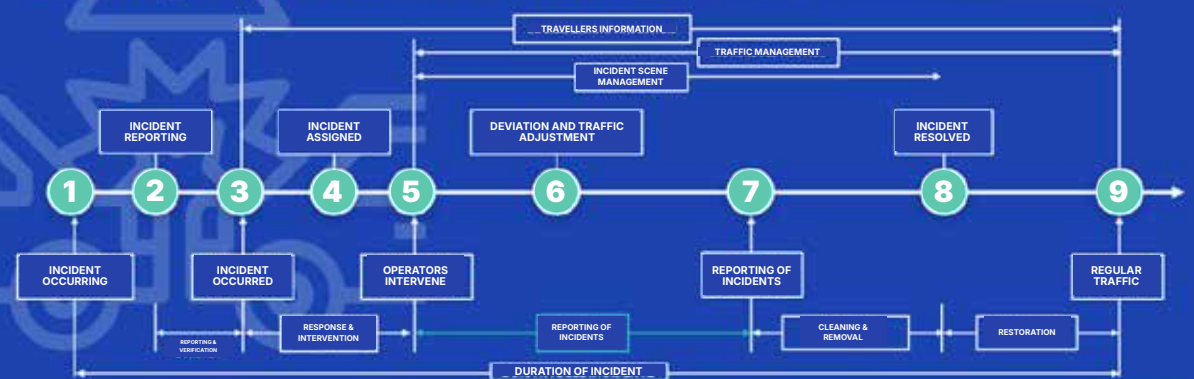
incidenti.online

Full web investigative and collaborative platform for road accident management.

incidenti.online is an advanced investigative and collaborative platform that is distinguished by the generation of various types of alerts: on people, documents, deadlines, and offers a completely customisable form editor system. This tool is not limited to simple data recognition, but also acts as an investigative and collaborative support thanks to its ability to generate diversified alerts. Furthermore, incidenti.online integrates artificial intelligence systems to assist in the processing of accident reports and offers a real-time road accident prediction system. The platform also includes OCR document and voice recognition systems, which considerably facilitate and speed up compilation times, making the process more efficient and accurate. Using this platform, our clients have completely eliminated the use of paper, optimised resources and reduced their environmental impact. This was possible thanks to the reduction in traffic jams and traffic caused by road accidents.

Road accident management

Phases and timeline in road accident management, from the occurrence to the return to normal traffic conditions



Average time for police intervention on an incident, depending on the classification and severity, ranges from a minimum of 30 minutes to over 240 minutes

The response to road accidents is categorised according to the nature and severity of the accident.		
	Type of accident	Estimated duration
Level 1	Vehicles on the hard shoulder or outside the carriageway	30-60 min
Level 2	Vehicles in the lane	30-60 min
Level 3	Accidents with only damage to property, little debris	60-120 min
Level 4	Accidents with injuries; Lots of debris; Outbreak of fire	90-180 min
Level 5	Fire with serious or fatal injuries; Involving the transport of hazardous materials; Vehicle fires	180 - 240 min and over

3.3

Main services offered

The Safety21 Group is known for offering innovative and technologically advanced services that aim to improve the safety and sustainability of the territories. Our solutions are designed to meet the specific needs of Public Administrations and Institutions, supporting them in the efficient management of their resources and in environmental protection.

The services offered by the Safety21 Group cover five fundamental areas, each with their own specific objectives:



Thanks to the Titan® Ecosystem, we support the Police in the administrative procedures required by the Highway Code, freeing up resources to be directed to operational functions of territorial control. In particular, Titan® ensures complete coverage of the entire process of handling violations of the Highway Code and a method of managing operational timelines.

The End to End management process of the fine cycle includes:



IoT RENTAL SERVICE ENFORCEMENT

Rental service for control systems and centralised data and image management service



MANAGEMENT OF C.D.S. NATIONAL REPORTS

Administrative support for the management of documents, preparation and printing of reports for citizens residing in Italy



MANAGEMENT OF C.D.S. ABROAD REPORTS

Management software for reporting violations by offenders residing outside Italy



RECOURSE MANAGEMENT SERVICE

The service supports the Public Administration in the activity of legal counterarguments to be used in court



MANAGEMENT FOR DEBT COLLECTION

The proposed service supports the Public Administration in the recovery of unpaid fines related to the Highway Code



INTERNATIONAL DEBT RECOVERY

The Group offers an International Debt Recovery service aimed at Public Administrations

We believe in a holistic approach for Public Administrations and Smart Cities, supporting the concept of Smart Mobility and prioritising solutions that enable the integration of urban mobility applications, technologies, services and infrastructures, aiming for the sustainable development of cities. Our standard approach is that of an integrated Road Safety project, divided into various activities involving the entire community.

The objective is to develop a culture of road safety, recognising the related social, environmental and economic risks. The project includes a security infrastructure consisting of IoT tools, managed through the Titan® Ecosystem. Thanks to the Internet of Things, it is possible to design technologically advanced, efficient, supportive and ecological cities. A Smart City is equipped with sensors that generate a large volume of data, which feeds advanced services in real time and allows administrations to be managed more efficiently.

The project, carried out through a public-private partnership, is focused on Public Administrations to help them protect the safety of citizens and encourage a collective culture of awareness of road safety, particularly among young people, helping to promote correct behaviour on the road.



3.4

Management of land reclamation consortia

Conscious of the fundamental role that land reclamation consortia play in the sustainable management of water resources and in safeguarding the territory from hydrogeological and flooding phenomena, we support their work on a daily basis with our expertise, technologies and tools capable of responding to increasingly complex needs.

Over time, our contribution has developed into an integrated vision that considers the efficient management of water networks as a central element for environmental safety and the safeguarding of the territory.

This approach is reflected in the use of digital systems that allow for the ongoing monitoring and updating of strategic information to support the consortium's activities.

In particular, the entire self-financing process of the Consortia is managed through the Catasto platform, provided in SaaS mode, using up-to-date and reliable cadastral data. Alongside this, the Informcity platform allows the graphic cadastral database to be managed, ensuring continuous and timely integration with the alphanumeric/tabular database.

Tools and activities that are part of a process of digital innovation, capable of effectively supporting the transition towards increasingly sustainable management models, oriented towards the care of the territory and communities.

3.5

Digital management for administrative efficiency



Our approach doesn't only focus on technological platforms, but also on services and added-value support, to guarantee effective management and control, making cities and territories safer and more pleasant places to live.

We offer administrative management services that support the digitalisation of Public Administration activities with a view to improving efficiency and relations with citizens, including:

- Substitutive preservation of administrative documents for Public Administrations;
- Optimisation of the collection of sums not received from the Public Administration;
- Creation of a Portal for citizens, as an efficient communication channel, which allows citizens to review the evidence of the offence committed; find answers to frequently asked questions; contact the Police Headquarters for any detailed information, including information regarding means of payment; verify the positioning of the control equipment and the documentation relating to the conformity of the systems; download all the forms necessary to send communications and/or draft appeals.

3.6

Collection management

We carry out the collection, liquidation, assessment, including coercive phases, of tax and non-tax revenues, including any sanctions issued, payable to local authorities in accordance with Article 52 of Italian Legislative Decree no. 446 of 15th December 1997, in addition to the collection of reclamation and irrigation consortium contributions and any other collection, definition and management activity, including litigation of local and territorial public bodies and local public service companies as well as private bodies and companies.

We manage the various collection phases with the web-based software PRUNEs++ by Advanced Systems, designed to optimise both spontaneous collection, based on the

acquisition of payment lists for the issue of voluntary notices, and enforced collection according to the procedure provided for by Title II of Italian Presidential Decree no. 602/73. The software manages both phases, including the management of payment reminders in preparation for enforced collection.

With a view to providing holistic support for collection, we are able to offer management and complete integration with technological partners for timely collection with PagoPA, which today has achieved a high level of reliability, facilitating direct interaction between organisations and the exchange of processed data with any other external information system.

3.7

Cybersecurity and IT services



This year various improvements have been made in terms of safety. This has involved a considerable effort from our IT team to ensure that every single aspect of our company infrastructure is protected and updated according to the latest standards.

In particular, MFA (Multi-Factor Authentication) has been introduced for access to company accounts. This technology requires users to provide two or more independent verifications to gain access, significantly reducing the risk of unauthorised access to sensitive data. Implementing MFA has not only improved the security of accounts, but has also made employees more aware of the importance of adopting safe practices when accessing company information.

At the same time, Microsoft Defender, an advanced security tool that centralises threat control on all company workstations, has been implemented. It offers real-time protection

against viruses, malware and other cyber threats. By using this tool, we are able to monitor and respond quickly to any security incidents, ensuring that our systems are always protected against the latest cyber-attacks. Centralising the controls allows us to have a clear and complete view of the health of our company network, facilitating security management in a more efficient and proactive way.

Another important implementation concerns Microsoft Intune, a mobile device management platform that allows us to control company devices remotely. With Microsoft Intune, we can configure, update and monitor the devices used by employees, thus ensuring that they comply with company security policies. This is particularly useful in a context where employees often work remotely or use mobile devices to access company resources. Using Intune, we are able to prevent unauthorised access and protect company data even when away from the office.

We have also integrated a tool to perform automated Vulnerability Assessments and Penetration Tests on all our company products delivered from the cloud through the Pentest Tools product. This tool makes it possible for us to identify and correct vulnerabilities in our systems before they can be exploited by potential attackers. Penetration tests simulate real attacks on our systems to identify weaknesses and improve our security response. The adoption of Pentest Tools allows us to maintain a high level of security in our products and services, thereby protecting both our internal data and that of our clients. These initiatives are only the beginning of our ongoing commitment to information security. We will continue to analyse and update our security strategies to address the new challenges emerging in the global cyber landscape. Protecting company and client data remains one of our top priorities, and we are committed to remaining at the forefront of security technologies and practices.

Software adoption for the optimisation of resources in Azure

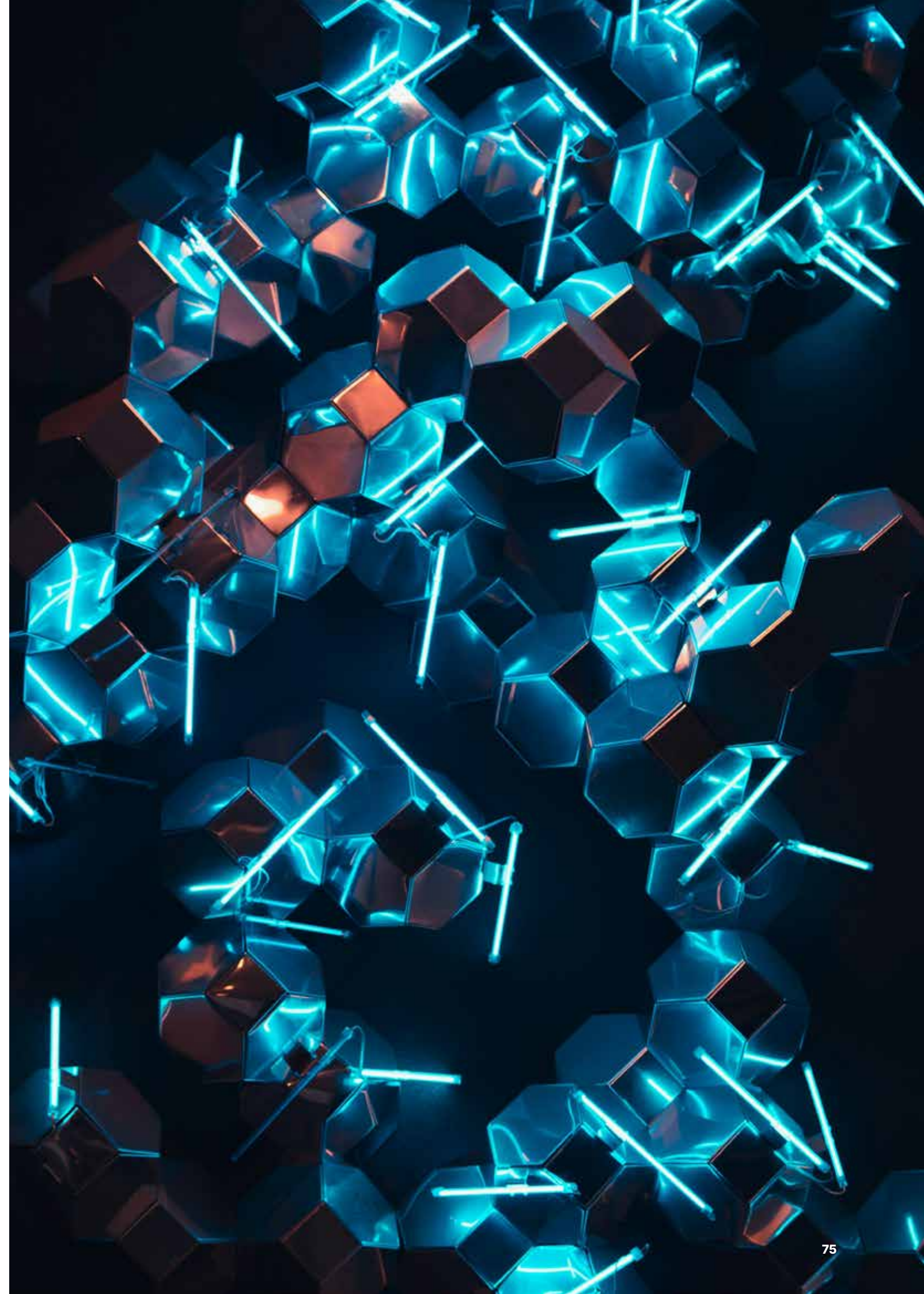
This year, Apptio software was implemented to maximise Azure cloud resources, reducing the environmental impact by eliminating unnecessary resources. Apptio provides a series of advanced tools for the managing and monitoring of IT resources, allowing organisations to have a clear and complete view of the use of their cloud services. This allows you to quickly identify unused or underutilised resources, thereby optimising costs and improving operational efficiency.

Apptio's ability to detect superfluous resources not only allows it to reduce company costs, but also makes a significant contribution to environmental sustainability. In fact, eliminating cloud resources that consume energy without being used

lowers overall energy consumption and, consequently, the CO₂ emissions related to powering data centres. This initiative is part of a further commitment to ecological and sustainable business practices, illustrating how technology and the environment are able to coexist in harmony.

Furthermore, the implementation of Apptio software involved training all personnel to ensure they could use the tools provided effectively. Employees have received training on how to monitor resources, interpreting the data provided by the application, and making informed decisions based on the analyses generated. As a result, the company was able to ensure that each team member was able to actively contribute to the fulfilment of the efficiency and sustainability objectives that had been set.

Overall, the adoption of Apptio represents a significant step forward in the responsible management of technological resources, with both economic and environmental benefits. The company will continue to monitor and assess the efficiency of the software, making any necessary improvements to ensure a lasting positive impact.





4.



RELATIONSHIP WITH THE TERRITORY AND THE COMMUNITIES

4.1 Initiatives and partnerships with the territory and communities

4.0

Relationship with the territory and the communities

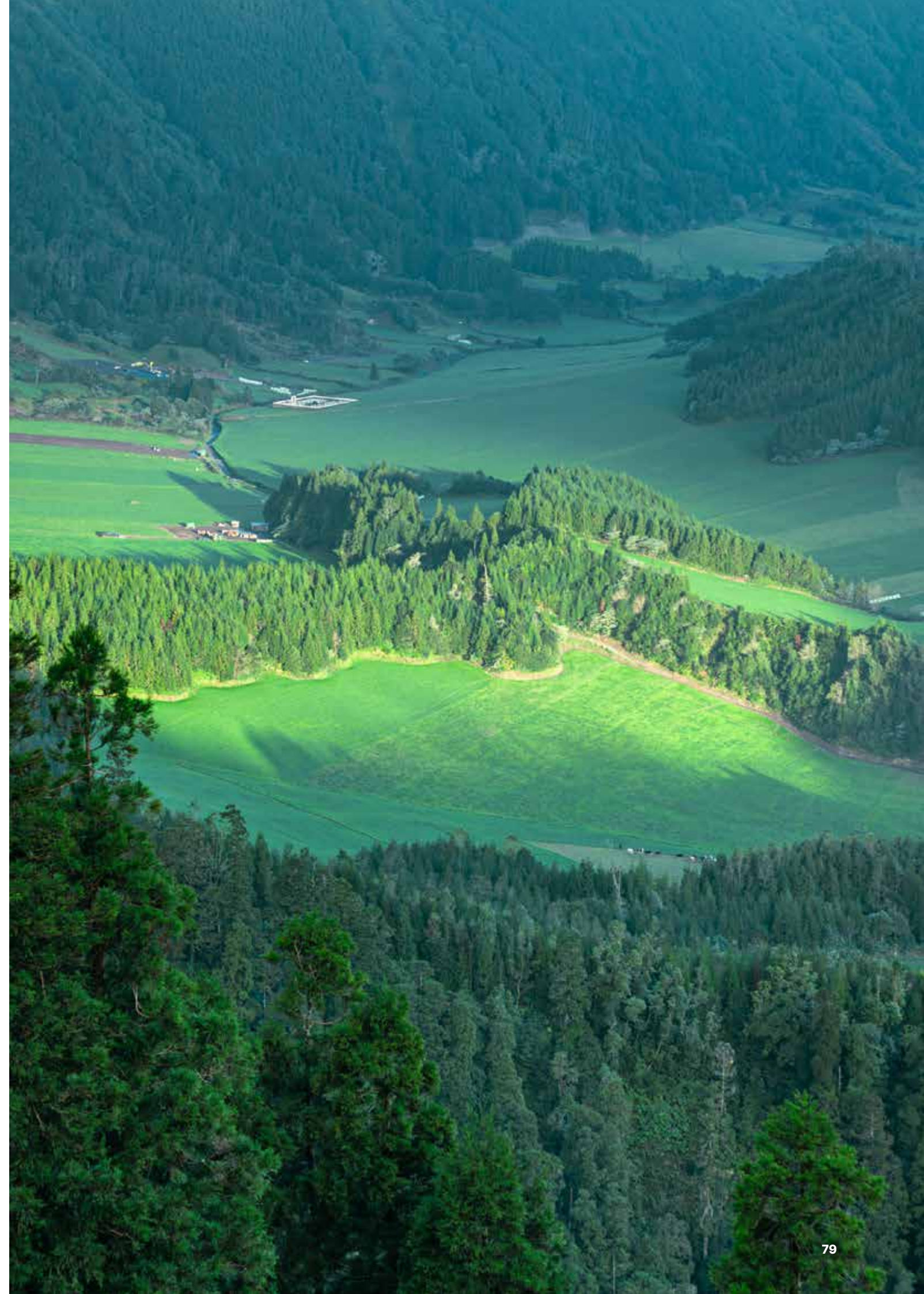
The Safety21 Group is firmly rooted in the territory in which it operates, through solid and long-lasting partnerships with all stakeholders. Our relationships are founded on trust, quality, ethical behaviour, competitive spirit, professionalism and respect for regulations.

We adopt strict criteria when selecting our partners, and only collaborate with companies whose reputation is proven, whose activities are lawful and who share our ethical values. Before entering into any new partnership, we carefully analyse the available information to ensure the reliability and integrity of our partners.

To strengthen our bond with the local area and

communities, we promote awareness-raising and sponsorship initiatives throughout the country, focused on issues of importance to our stakeholders, with the aim of generating value, promoting collective well-being and supporting the development of the territories in which we operate.

Our commitment to sustainability is reflected in innovative projects dedicated to the protection of the local area, environmental conservation, the prevention of unlawful behaviour such as dropping litter in public areas, and the promotion of road safety. These initiatives reflect our social and environmental responsibility, confirming the Group's desire to generate a positive and lasting impact on the community.



4.1

Initiatives and partnerships with the territory and communities

Milan Metropolitan Safety Project

Since 2020, the Safety21 Group has been at the centre of the largest European Public-Private Partnership project in the field of urban safety, aiming to guarantee greater protection for pedestrians and cyclists and reduce the number of road collisions.

The local police have a key role to play, as their operational contribution and in-depth knowledge of the dynamics of urban and extra-urban traffic are fundamental to the success of the initiative.

The Milan Metropolitan Area Safety Project is concerned with more than just road safety; it also tackles the problem of littering, contributing to the protection of the environment and the upkeep of the local area. Using advanced video surveillance systems and smart solutions, it guarantees ongoing monitoring of the areas involved, enabling the adoption of effective preventive measures.

With a view to promoting a culture of road safety among the younger generations, during the 2023-2024 school year almost 1,000 secondary school students from the Metropolitan City of Milan took part in "Mi Voglio Sicurə" (I Want to Be Safe): the classroom training project, which used interactive quizzes, reflections and testimonials, helped to create awareness and shared responsibility in young students, underlining the importance and value of respecting the rules of the road, the dangers of being distracted, and the consumption of alcohol and drugs in road traffic.

Under the guidance of Stefano Guarnieri, vice-president of the Lorenzo Guarnieri Association, the project also includes the development of a Transversal Skills and Guidance Pathway (PCTO) for the 2024-2025 school year.



Safe Ventimiglia

In 2024, the Safety21 Group launched the "Ventimiglia Sicura" (Safe Ventimiglia) awareness campaign on the Ligurian Riviera, part of the "Ti Voglio Bene" (I Love You) project, aimed at raising collective awareness of the importance of road safety. The initiative aims to stimulate a cultural change, promoting respect for the rules that are not seen as simple obligations, but as essential tools for protecting individual health and the well-being of the community.

To amplify the message, the campaign adopts a multi-channel communication strategy, involving local information portals, social media and the press. This approach aims to raise awareness among all road users, encouraging them to behave in a more responsible manner and helping to reduce the risks arising from failure to observe the rules.

2023
METROPOLITANA

ONDAZIONE
OSTRUIAMO
FUTURO

YouTube

S21[©]

GRAZIE

Costruiamo il Futuro Award and Milan Metropolitan City

For the fifth consecutive year, the Safety21 Group has supported the "Costruiamo il Futuro Award" for Milan and the Metropolitan City, demonstrating its commitment to promoting the value of sport as a tool for social inclusion and the development of local communities.

The award is aimed at those who, through sport, are involved in educating, guiding and helping children and teenagers to grow, integrating disabled or vulnerable people, and at all those who use sport to address social issues in the city of Milan, particularly in the suburbs, raising awareness on important issues such as bullying.

During the award ceremony – which took place on the 20th of October – 70 associations were awarded prizes, selected by the Committee of Honour, chaired by Professor Lorenzo Ornaghi and made up of the project partners, personalities from the cultural world and the

third sector, as well as some representatives of the Costruiamo il Futuro Foundation. The associations received a total of €142,000 in contributions, with amounts ranging from €1,000 to €5,000.

Since 2003, the Costruiamo il Futuro Award has distributed a total of over €2 million to more than 1,200 associations, contributing significantly to the promotion of social inclusion and the development of local communities.





5.

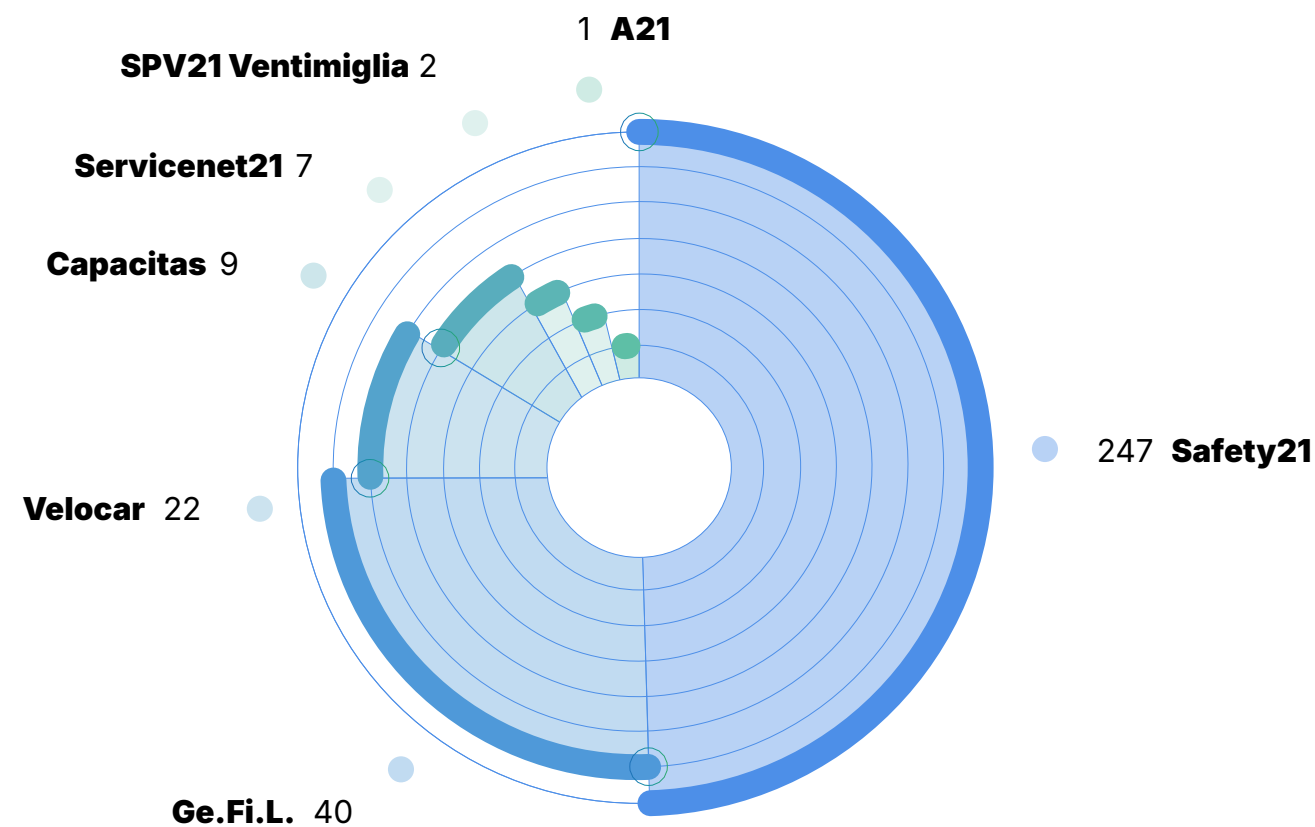


PEOPLE IN THE GROUP

- 5.1 Gender distribution by type of contract and age group
- 5.2 Monitoring turnover
- 5.3 Promotions and redefining the organisation chart
- 5.4 Welfare
- 5.5 Training and development

5.0

People in the Group

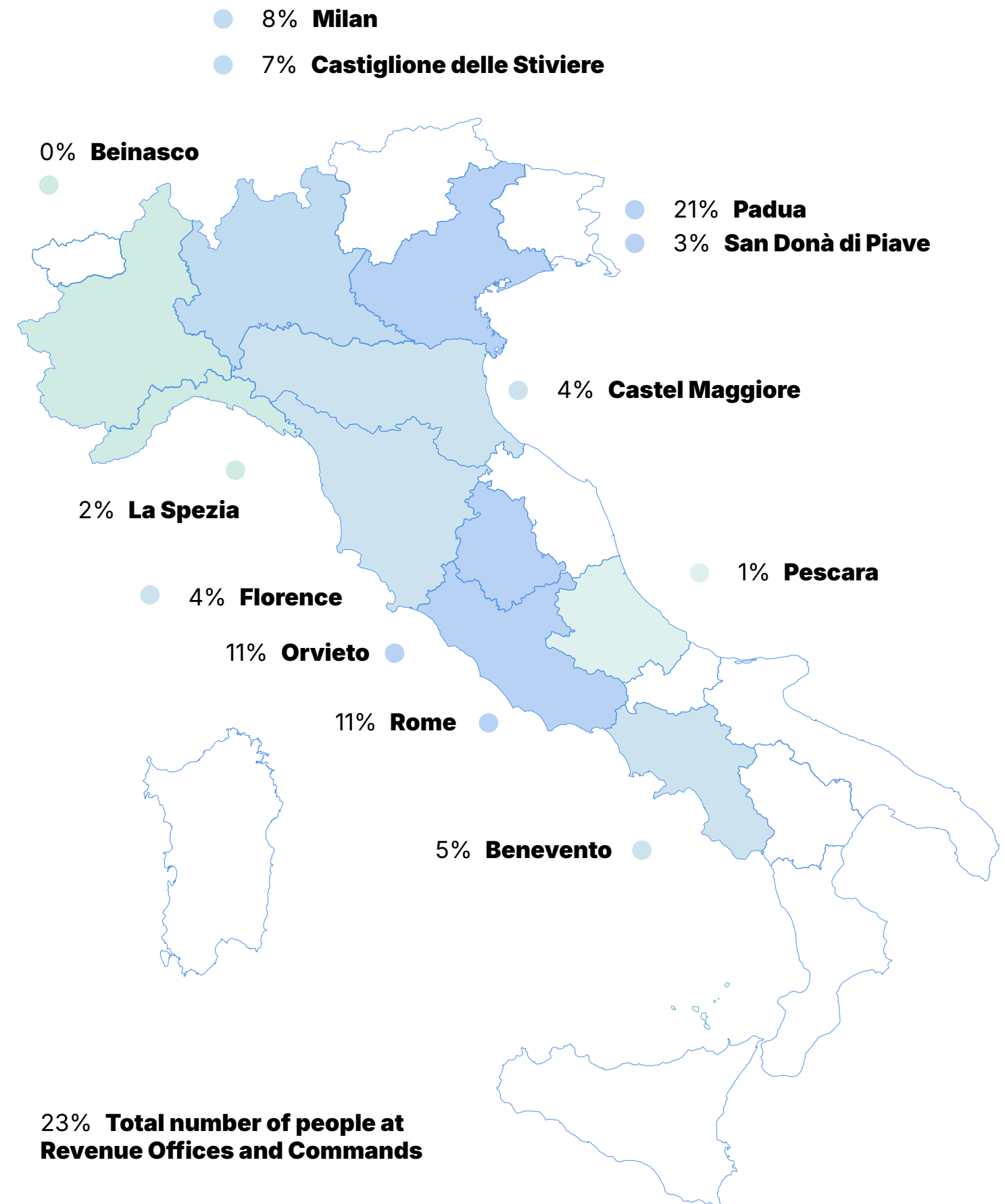


Our people are the lifeblood and most valuable asset of the Safety21 Group. It is thanks to their talent, commitment and innovative spirit that we continue to grow, develop cutting-edge solutions and achieve ambitious goals. The Safety21 Group is committed to building a sustainable environment, not only for the generations of today, but also for those of tomorrow. With this in mind, it promotes an inclusive, dynamic and collaborative work environment, where the well-being of people and equal opportunities are at the focus of

every initiative. In 2024, the company reinforced its commitment to the enhancement of diversity, fairness and professional growth, extending programmes dedicated to the development of skills and organisational well-being to all those working within the Group. This path of growth has led the Safety21 Group⁸ to end the year with a team of 328⁹ professionals, distributed throughout the country, united by the desire to generate a positive impact on the company.

⁸ The Safety21 Group is made up of 7 companies, has 12 offices and several branches open to the public, present across the entire country.

⁹ Furthermore, during 2024, 6 (continuous collaboration) contracts, 6 directors and 4 trainees collaborated with Safety21, amounting to a total of 344 people in the Group.



5.1

Gender distribution by type of contract and age group

As of 31st December 2024, the gender distribution within the different contractual types in the Safety21 Group is as follows:

Permanent contracts:

The distribution of internal permanent contracts within our Group reflects a balance between men and women. However, there is a prevalence of women in the 30-50 age bracket, while men are more represented among employees under 30 and over 50.

Fixed-term contracts:

In the distribution of fixed-term contracts within our Group, there is a significant female presence in all age groups.

Part-time contracts:

In the distribution of part-time contracts internal within our Group, there is a significant female presence in all age groups.

Over the years, the Safety21 Group has made significant progress in ensuring increasingly sustainable governance, with a strong focus on ethical and social aspects. This commitment was recognised in 2023 with the achievement of the UNI/PdR 125:2022

Gender Equality certification, attesting to our ongoing work to promote social sustainability, combat all forms of gender discrimination and guarantee equal opportunities for all our collaborators.

Although we have achieved significant results, we continue to work to further reinforce gender equality. This is why we have introduced flexible working policies that support all personnel in every phase of their professional and personal life. We are continually monitoring the data and developing targeted strategies to promote diversity and inclusion, in the knowledge that our success is linked to our ability to nurture talent and recognise the value of each person in our Group.

Finally, in keeping with the trends of previous years, it is confirmed that the majority of our employees are office workers in the 30 to 50 age group.

The Safety21 Group's workforce closed 2024 with 52% of all personnel represented by women and 48% by men¹⁰.

Our commitment to fairness and excellence guides us in the careful analysis of gender distribution, with particular attention to

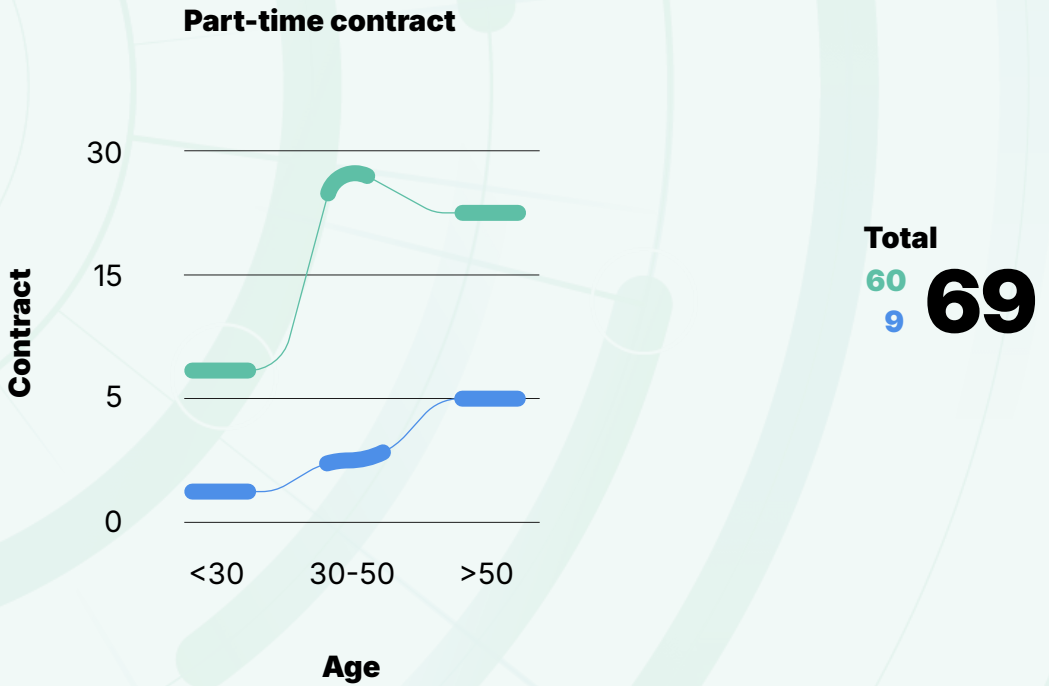
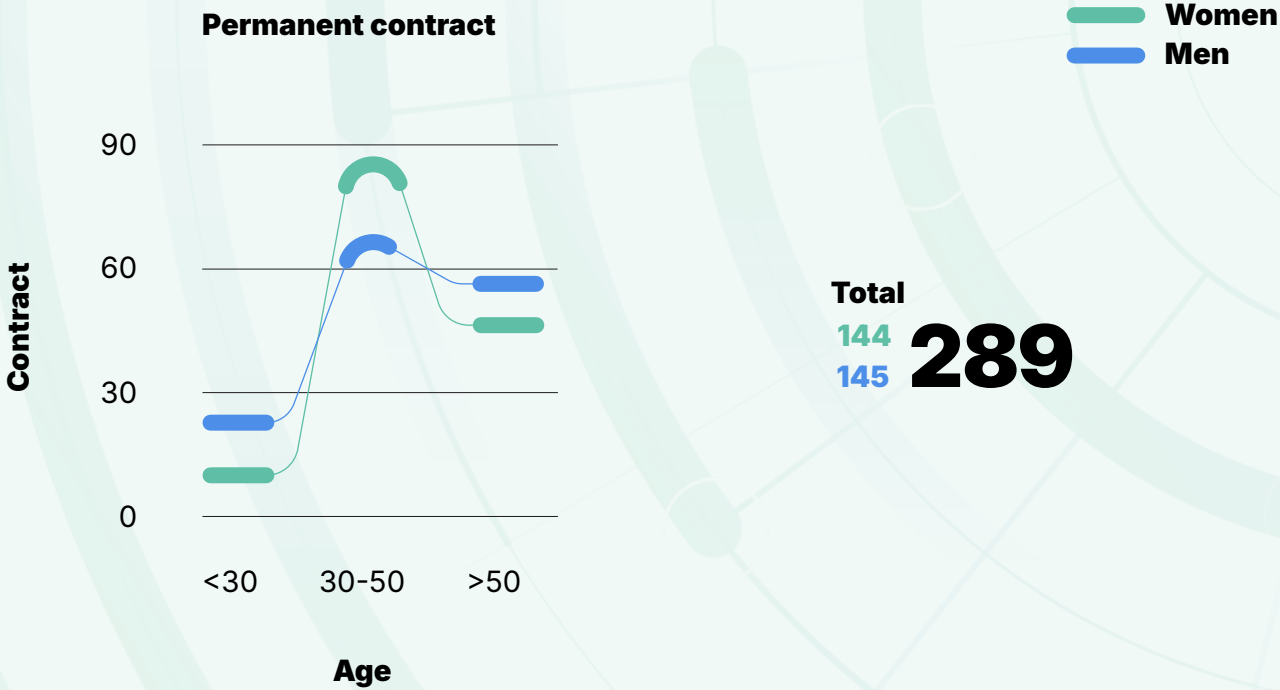
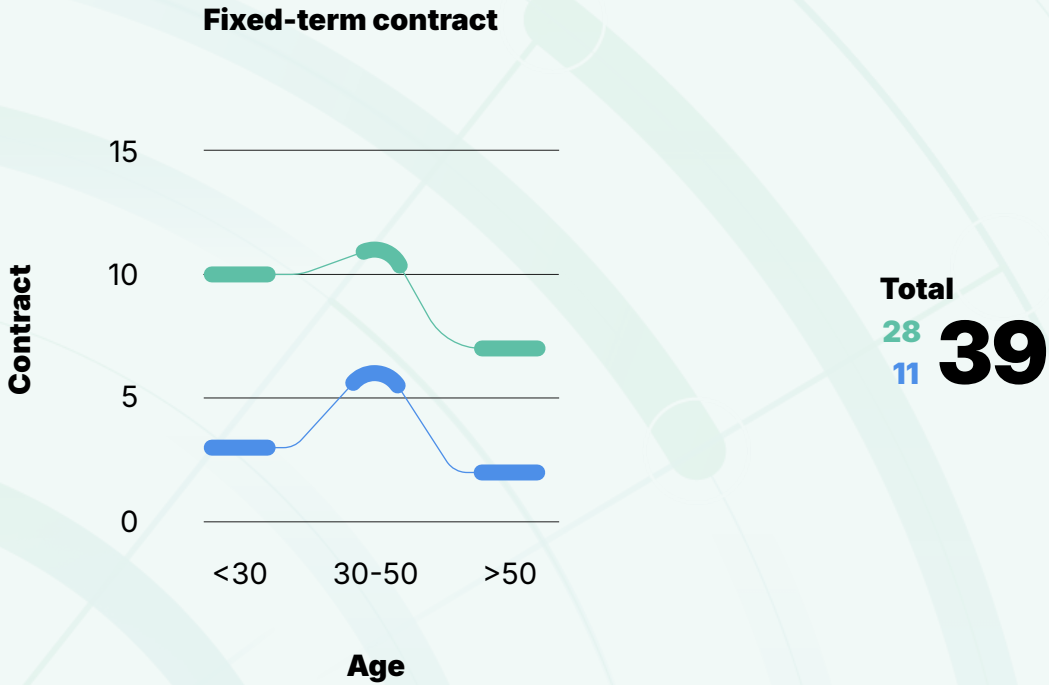
the different types of contracts and age groups. This approach allows us to identify any imbalances and to implement practical initiatives to promote an increasingly inclusive, equitable and representative work environment, in which each person can better express their potential.

¹⁰ The analyses include all employees of the Safety21 Group throughout 2024 (excluding trainees, directors and (continuous collaboration) contracts).

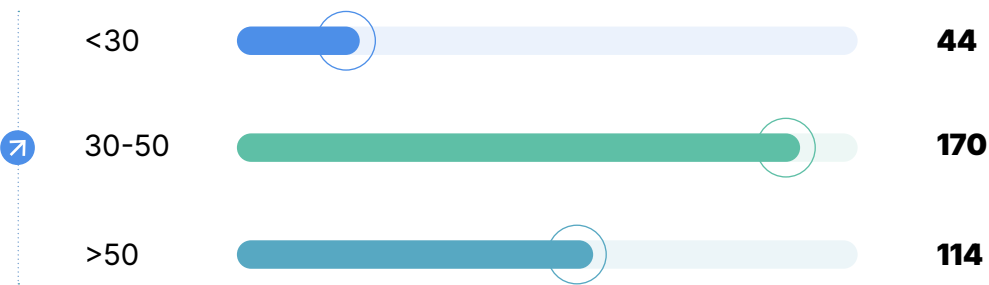


➤ Distribution of Safety21 Group personnel by type of contract and gender

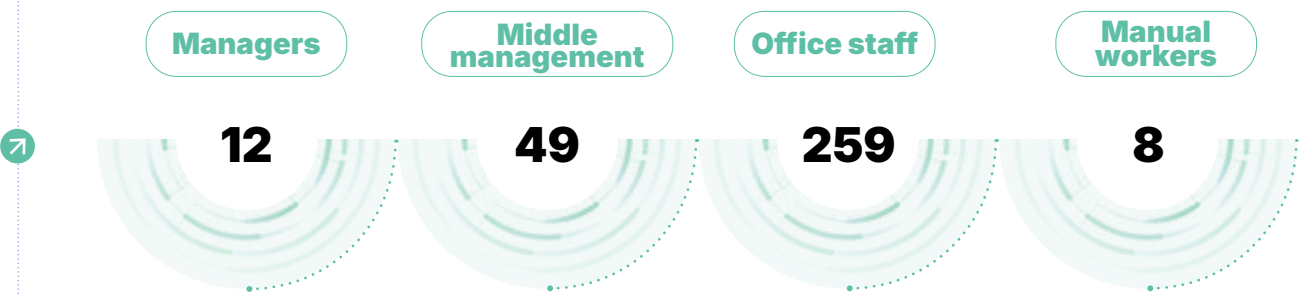
	2023			2024		
	W	M	TOT	W	M	TOT
Permanent contract	132	125	257	144	145	289
Fixed-term contract	23	4	27	28	11	39
Total	155	129	284	172	156	328
Full-time	105	124	229	112	147	259
Part-time	50	5	55	60	9	69
Total	155	129	284	172	156	328



➤ Distribution of Group personnel by age group



➤ Distribution of Group personnel by category



➤ Safety21 Group personnel by position and gender

	2023				2024			
	W	M	TOT	%	W	M	TOT	%
Managers	2	9	11	4	2	10	12	4
Middle management	17	27	44	15	17	32	49	15
Office staff	136	88	224	79	153	106	259	79
Manual workers	0	5	5	2	0	8	8	2
Total	155	129	284		172	156	328	

➤ Safety21 Group personnel by position and age group

	2023				2024			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT
Managers	0	5	6	11	0	3	9	12
Middle management	0	14	30	44	0	17	32	49
Office staff	33	139	52	224	42	146	71	259
Manual workers	2	1	2	5	2	4	2	8
Total	35	159	90	284	44	170	114	328
%	12	56	32		13	52	35	

The Safety21 Group is committed to ensuring an inclusive work environment, where each person can best express their talent. In keeping with current regulations and best business practices, we welcome employees with different abilities to our team, adopting solutions and initiatives that promote accessibility and well-being for all. We continue to improve our business practices to respond effectively to the needs of each employee, in the belief that diversity is a value that enhances our Group and reinforces its success.

➤ Protected categories

	2023			2024		
	W	M	TOT	W	M	TOT
Managers	0	0	0	0	0	0
Middle management	1	0	1	1	0	1
Office staff	7	4	11	7	5	12
Manual workers	0	0	0	0	1	1
Total	8	4	12	7	5	14

5.2

Monitoring turnover

In our ongoing commitment to sustainability and the well-being of our people, we pay particular attention to turnover dynamics, aware of their impact on the corporate climate, productivity and operational continuity. Thanks to careful monitoring and targeted strategies, we are committed to promoting a stable, stimulating and appealing working environment. In the year 2024, we recorded a turnover rate of 9.5%.

On the other hand, it is important to emphasise that we have transformed 30% of the contracts from temporary to permanent¹¹. This figure confirms the long-term sustainability strategy of the Safety21 Group, which is committed to promoting stability and safety for its people.

After analysing the dynamics of our employees leaving the company, we now turn our attention to new recruits, a crucial aspect for our ongoing development. The sector in which the Safety21 Group operates is characterised by a high degree of specialisation; therefore the arrival of new talent is a fundamental resource for aligning skills with internal needs and promoting innovation.

In 2024, 62 new professionals joined our team¹², contributing with new ideas, specialist skills and a positive boost to our growth. These new developments are a great opportunity to further enrich our human capital and strengthen our position as a leader in the sector.

¹¹ There are a total of 12 contracts being converted from temporary to permanent, 10 of which are female employees.

¹² In addition to the total number of new recruits, 22 people joined the company from Velocar srl, with offices in Castiglione delle Stiviere, acquired in May 2024, of which 7 were women and 15 men.

➤ Safety21 Group outgoing

	2023				2024			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT
Men	2	10	1	13	2	8	3	13
Women	5	19	3	27	3	15	9	29
Total	7	29	4	40	5	23	12	40

➤ Safety21 Group incoming

	2023				2024			
	<30	30-50	>50	TOT	<30	30-50	>50	TOT
Men	11	15	6	32	8	11	6	25
Women	7	13	9	29	10	20	7	37
Total	18	28	15	61	18	31	13	62

➤ Incoming by contract type

	Fixed-term contract	Permanent Contract	# of which left in 2024
Managers	0	1	-
Middle management	0	4	-
Office staff	32	24	8
Manual workers	1	0	-

In 2024, we continued to strengthen our strategies for selecting and integrating new talent, maintaining a rigorous and transparent approach to the assessment of skills, professionalism and individual potential. This commitment has led to the implementation of tangible initiatives to make the selection and onboarding process increasingly effective, inclusive and aimed at guaranteeing a positive experience for candidates.



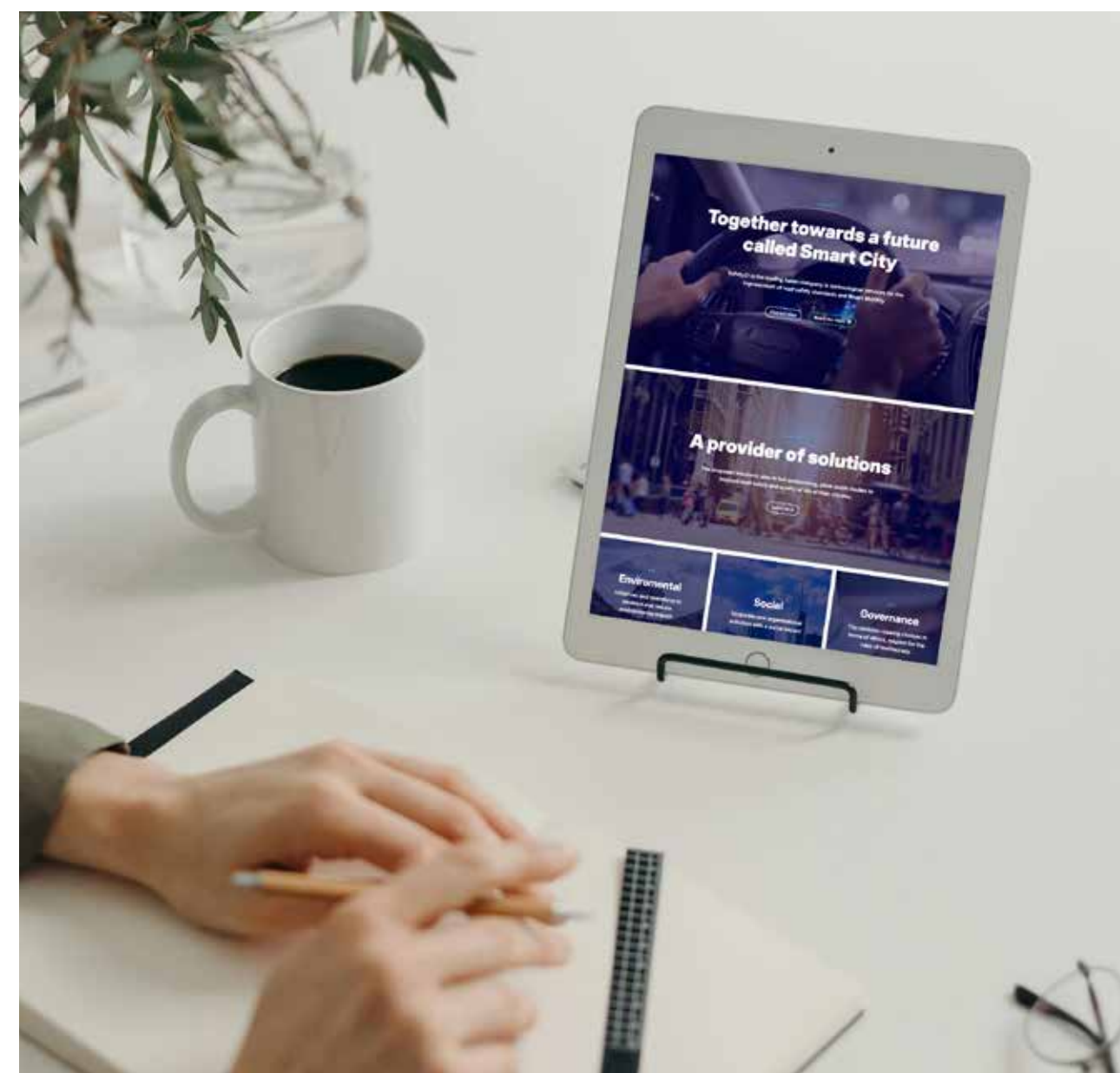
Recruiting process: in our commitment to guarantee recruiting processes that are increasingly effective, fair and transparent, we have introduced a satisfaction questionnaire at the end of the selection process. This tool allows us to collect direct and anonymised feedback from candidates, monitor the quality of the selection experience and pinpoint potential areas for improvement. The questionnaire aims to investigate four macro aspects of the process: clarity and thoroughness of the information, timeliness of communication, adequacy of the questions asked and professionalism of the interviewers. The candidates assess their experience using a scale from 1 to 5, where 1 indicates a very low level of satisfaction and 5 a very high level. In 2024 we collected 52 responses, with an average satisfaction rating of 4.11. This result confirms our commitment to ensuring a positive experience for candidates and motivates us to continue improving and strengthening our talent acquisition practices.

Personalised onboarding: for every new colleague, we have created tailor-made onboarding paths, designed to respond to the specific needs of the role¹³ and of the people, guaranteeing a smooth and targeted integration. Each programme is designed to offer an in-depth understanding of our corporate culture, operating procedures and the core values by which we abide. To complete the onboarding process, the "First Month Check-in" was introduced, a meeting during which the new employee provides feedback on various key aspects of their induction into the company. One objective is to assess the alignment between initial expectations and actual experience, and the training received to carry out their activities. There is also discussion of the relationship with the person in charge and integration with the work team. On this occasion, if necessary, you can also provide support to the new employee in identifying objectives and responsibilities.

¹³ On average, new recruits take part in 8 general training sessions on internal platforms, policies and work tools.

In 2024, the Performance Management system was reinforced to ensure a strong alignment between the Group's strategy and individual objectives, linked to the professional growth of employees. Together with their manager, each employee sets SMART objectives to be achieved during the year. Performance is evaluated on an ongoing basis through structured meetings to monitor progress, gather feedback and recognise the contribution of each individual, and where necessary, to re-align objectives.

The feedback we received from our people highlighted how the adoption of this process has increased transparency, engagement and a greater sense of responsibility on everyone's part.



5.3

Promotions and redefining the organisation chart

As already mentioned, reflecting the dynamism of this Group, during 2024 several organisational amendments were completed, with particular emphasis on strengthening the relationship with the client (Sales Account) and the centrality of our products and services (BP SaaS).

These developments have also allowed us to continue our internal promotion¹⁴ of resources, focusing on potential, career expectations and the horizontal development of new skills.

Diversity and equal opportunities

In 2024, the ratio between the total annual remuneration (including salary, bonuses and rewards) of the highest-paid person – the CEO – and the average annual remuneration of all employees is 22.88.

In addition, it is possible to appreciate below the ratio of wages and salaries of women compared to men broken down by classification.

Ratio of females to males on basic salary

	2023			2024		
	W	M	W/M	W	M	W/M
Managers	261,369	638,980	41%	199,000	1,111,909	18%
Middle management	836,129	1,355,617	62%	1,014,878	1,618,762	63%
Office staff	2,534,090	2,135,261	119%	3,45,977	2,867,414	120%
Manual workers	0	118,217	0%	0	171,067	0%

Ratio of total remuneration of female to that of male

	2023			2024		
	W	M	W/M	W	M	W/M
Managers	431,869	740,646	58%	276,152	1,370,179	20%
Middle management	912,369	1,469,422	62%	1,297,297	1,879,792	69%
Office staff	2,700,662	2,254,280	120%	3,634,249	3,083,606	118%
Manual workers	0	129,502	0%	0	188,656	0%

It should be noted that, as required by the SA8000 standard, the "Social Performance Team" had already been set up in 2022. This is a committee made up equally of management members and employee representatives, which meets on a regular basis to monitor and take action to ensure the careful and inclusive management of the company's human capital.

¹⁴ Internal promotions involved 2 women and 7 men.

5.4 Welfare



In keeping with our commitment to the well-being of our Group's people, we guarantee employees an annual bonus, as provided for in the relevant CCNL (National Collective Labour Agreement), which can be used through a multichannel digital platform. This platform offers a wide range of goods and services, including shopping vouchers, fuel, books and travel, thus helping to improve the well-being and purchasing power of our collaborators.

In 2024, we also started a process of standardising welfare initiatives at a Group level, with the aim of ensuring greater fairness and accessibility to the benefits offered.

In particular:

- we have signed a new partnership with Pluxee for the provision of restaurant vouchers, optimising the service and expanding the possible uses for employees;
- in collaboration with Buddyfit, we have engaged the entire workforce in challenges aimed at promoting physical well-being on the one hand, and environmental and social solidarity on the other. We launched the company challenge "Day off, volunteer on", where each employee, by accumulating steps through physical activity, could unlock extra paid leave hours to dedicate to volunteer activities. The aim of this initiative was to promote a union between the physical and mental health of people and social commitment, involving all employees in a fun and competitive activity. We have also launched the "Your Steps Become Trees" challenge to combine sport and sustainability. By encouraging teamwork, this time we made it possible for participants to earn points by completing physical activities and the winning team had the opportunity to choose a non-profit association, approved by the ESG Committee, to receive a donation. In addition, every week the five best participants from each team were selected and one of the trees planted in our forest was dedicated to them through a partnership with treedom.

We are very satisfied with the level of involvement and in particular with the tangible results obtained, including a 15% increase in the average number of steps taken per day by those participating in the challenges, 170 hours of volunteer work carried out by participants and the creation of our Safety21 forest with the planting of 100 trees.



+15%
steps per day



170
hours of volunteer work



100
planted trees

Articulation of working hours

Flexible working hours¹⁵ are a core element of our company policy, designed to favour a healthy work-life balance and promote the well-being of all our workforce.

- **Smart working:** we guarantee the possibility for our employees to work 40% remotely and 60% in the office, thereby favouring greater autonomy and a better work-life balance.
- **Flexible working hours:** we offer employees the option of choosing their arrival time at the office, and consequently their departure, within a time window between 8:00 and 9:30, to better adapt to individual needs and optimise productivity.

¹⁵ Where applicable to the job

5.5

Training and development

The Safety21 Group considers its people to be of central importance and places great value on human capital. In 2024, the Group strengthened its commitment to training, engaging 274 employees¹⁶ in at least one training course, for an average of 13 hours of training per person.

A steady increase on the previous year. The programmes offered, in continuity with the previous year, support professional development through reskilling initiatives, for the improvement of existing skills and upskilling, for the acquisition of new skills. This strategic approach allows us to promote the growth of our people and to guarantee the ongoing alignment of skills with the needs of an ever-changing market.

¹⁶ It should be noted that six trainees, two (continuous collaboration) contracts and one apprentice were involved in the same training programmes, amounting to a total of 132 hours.

The training offer for 2024 has remained steady compared to the positive trend already seen in 2023, which foresees the distinction of training content into 3 different areas of development¹⁷:

Basic courses: initiatives aimed at digital upskilling, involving the entire corporate population to strengthen fundamental technological skills.

Functional courses: tailor-made training courses, designed to meet the specific needs arising from the evolution of the business and the market.

Management courses: programmes dedicated to People Managers, aimed at consolidating tools and methodologies for managing resources.

¹⁷ The total number of training hours does not include mandatory courses provided to the entire company workforce, including those relating to Privacy, Safety in the Workplace and Model 231.

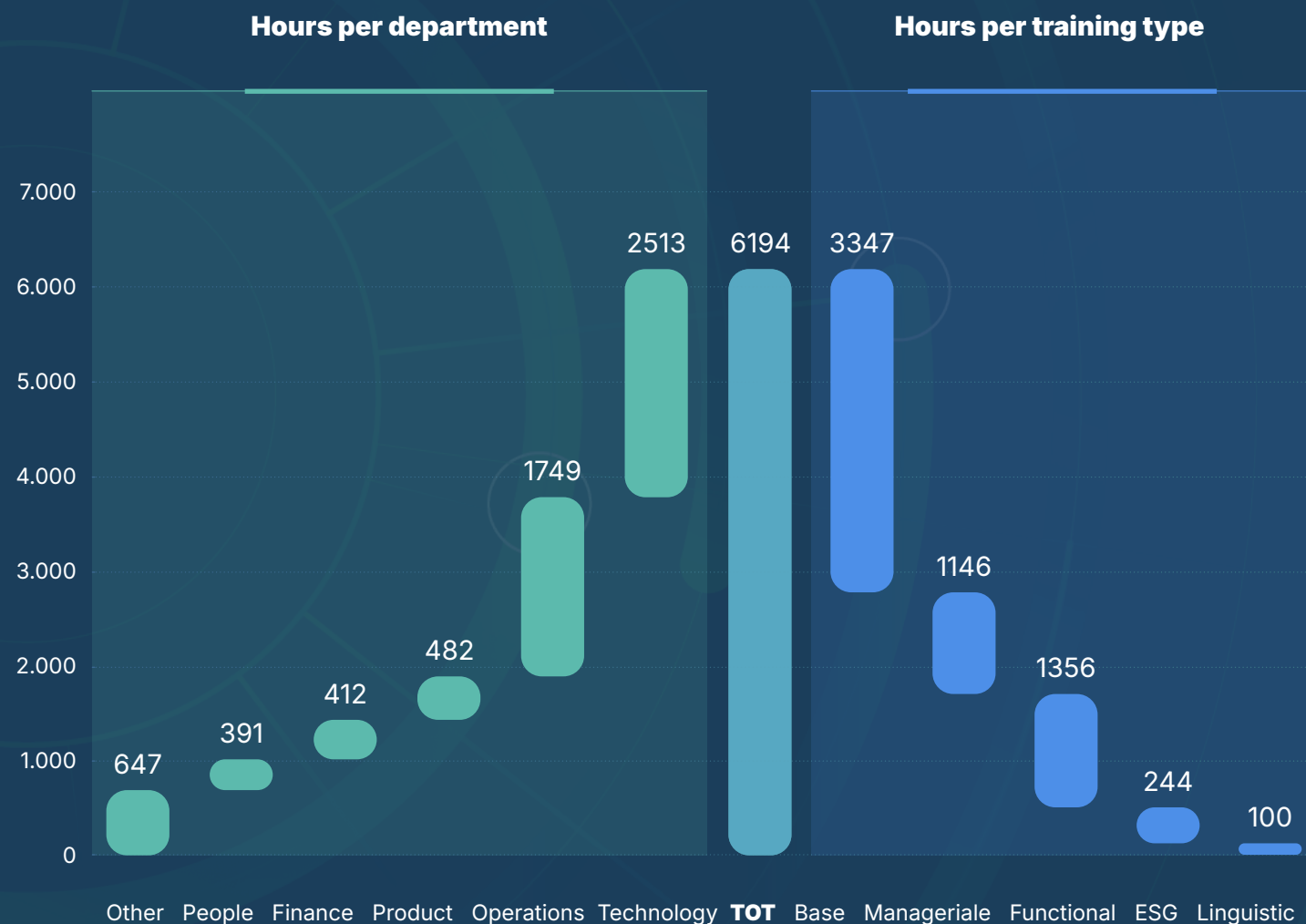
↗

Distribution by classification of the number of training hours per person

	2023			2024		
	W	M	TOT	W	M	TOT
Managers	59	21	80	426	80	506
Middle management	611	236	847	986	367	1353
↗ Office staff	1053	904	1957	2408	1878	4286
Manual workers	23	0	23	48	0	48
Total	1746	1161	2907	3868	2325	6194

In keeping with the strategic objectives established last year, we also highlight the planning and delivery of training specifically dedicated to ESG topics (Environmental, Social, Governance) for Ambassadors and the Committee, amounting to a total of 244 hours. In addition, 100 hours of language training were provided to support expansion into the Iberian market. Amounting to 6194 hours of training in 2024.





Finally, to ensure the most widespread distribution of a corporate culture oriented towards ESG principles, and to increase awareness of our resources and their direct involvement in defining the long-term sustainability strategy, we are committed to rebuilding a place for sharing and direct listening, in particular through the administration of a survey on the corporate climate.

We collected opinions and experiences through a questionnaire organised into four key areas: Engagement, Well-Being & Work Environment, Reward & Recognition, Learning & Career Growth, Inclusion & Diversity.

Each participant expressed their level of satisfaction - using a rating scale from 1 (not at all agree) to 10 (strongly agree) - compared to 38 analysis questions. The responses enabled us to identify two main areas for improvement: Learning & Career Growth and Inclusion & Diversity, respectively in facilitating role/job changes for employees within the company and in improving communication and collaboration between the different company areas.

The overall result was positive with an average eNPS of 16%, a figure that offers us a valuable insight into the level of involvement and satisfaction of our people.

But the real goal was not just to measure, but to act. For this reason, we will follow up on the issues emerged with concrete action plans, involving everyone in a path of improvement because people's well-being is at the heart of our growth.

These initiatives are part of a far-reaching plan aimed at strengthening the organisational well-being and the social and environmental sustainability of our organisation, promoting greater awareness and participation on the part of all collaborators as promoted through the campaign "La tua opinione, il nostro futuro" (Your opinion, our future).



**YOUR OPINION,
OUR FUTURE**





6.



HEALTH AND SAFETY IN THE WORKPLACE

- 6.1 Employee health and safety
- 6.2 Occupational Health and Safety (SSL) management system
- 6.3 Information on accidents involving internal and external staff
- 6.4 Near Misses – Whistleblowing platform reports

6.0

Health and safety in the workplace

The Safety21 Group is dedicated to and focused on promoting and consolidating a culture of safety, developing risk awareness, promoting responsible behaviour by all those involved, and working to preserve the health and safety of its employees, not only within the Group but also with the suppliers, companies and clients involved in its activities.

6.1

Employee health and safety

The Safety21 Group operates in full compliance with current prevention and protection regulations, striving to improve health and safety in the workplace.

During 2024, the Safety21 Group has also organised specific training courses on Health and Safety in order to comply with the law, including both generic training and training on specific occupational hazards, dangerous activities or situations, including professional courses aimed at guaranteeing Health and Safety on road construction sites during the installation and maintenance phases of the various devices, guaranteeing road safety for road users.



6.2

Occupational Health and Safety (SSL) management system

With the implementation of the ISO 45001 regulation, achieved in 2023, Safety21 S.p.A. is required to be active in the areas of consultation and participation: consultation is preliminary to the decision-making process and concerns the collection of employees' points of view and any requests, while participation consists mainly of the direct involvement of employees in the decision-making process, including through the administration of specific surveys periodically aimed at all personnel (e.g., Company Survey 2024).

On this point, we would like to emphasise the high level of awareness among the company's employees regarding the issue of safety; in fact, according to the eNPS results, the questions relating to Health and Safety in the

Workplace received the first and third highest scores respectively out of all the categories on which the Survey was based (respectively +57.32% and +54.41%).

During the course of 2024, following the acquisition and subsequent absorption of the companies Elfo S.r.L., Megasp S.r.L., Easyserv S.r.L., Imoi S.r.L. and Motus21 S.r.L. into the Safety21 Group, ISO 45001 certification was extended to the company's offices in Padua, Pescara and Bologna, thus bringing all company offices in line with Health and Safety standards.

Among the external stakeholders, particular importance is given to the clients and suppliers of the Safety21 Group, who are involved in the planning and monitoring phase

of the system, and in the risk assessment and control phases.

During the planning phase of the system, Safety21 identified and evaluated both the risks and opportunities for health and safety at work, and those risks and opportunities that may not have a direct impact on the health and safety of people but could influence the expected results of the management system. These include: the continuing improvement of health and safety performance, full compliance with legal requirements and other obligations to which we subscribe, and the achievement of targets for improvement. With this in mind, Safety21 verifies the identified risks at least once a year and, if necessary, incorporates them in response to new requirements.

During 2024, with the introduction of the new licence with credits, an instrument introduced to improve safety on construction sites in Italy, mandatory for all companies and self-employed workers from 1 October 2024, the companies ServiceNet21 S.r.L. and SPV21 Ventimiglia S.r.L., associating the following

driving licence codes with them respectively: PAC-VX-646-AZ and PAC-UD-164-DM. The remaining companies in the Safety21 Group are not subject to this obligation, given the presence of an SOA higher than CAT III, or because they do not operate in these areas. Furthermore, given the presence of suppliers specialised in installation and maintenance activities, all new companies were required to provide a credit licence or a certificate of qualification for the execution of public works (SOA) higher than category III, which guarantees exclusion from the obligation.

To date, the Safety21 Group companies that have obtained ISO 45001 certification are: Safety21 S.p.A., Velocar S.r.L.; for the other Legal Entities, which have not undertaken the certification process, an annual check of the requirements regarding Health and Safety at Work is carried out, in conjunction with Employers, RSPP (Prevention and Protection Service Manager) and RLS (Workers' Safety Representative), to ensure high standards at all times



6.3

Information on accidents involving internal and external staff

The Safety21 Group is aware that the combination of training, regulations and procedures are fundamental in the prevention of accidents and in dealing with the risks associated with them. As a result, the Group pays close attention to all procedures aimed at the health and safety of its people. As evidenced in the table below – proof that the issue of safety is central to the Organisation

and that prevention is fundamental for the expected and achieved results – during the year 2023 there were two cases of accidents while travelling to and from work, and during the year 2024 there was only one case of commuting accident relevant to the Milan offices, with a course of 7 days; all other types of possible events are excluded.

Accidents at work Safety21 S.p.A.

	2023	2024
Total number of deaths due to work-related accidents	-	-
Total number of serious work-related accidents (excluding deaths)	-	-
Total number of recordable work-related injuries	-	-
Total number of recordable commuting accidents	2	1
Accident rate	9.39%	2.4%

Hours worked Safety21 S.p.A.

	2023	2024
Hours worked	212,976	415,515
Multiplier for the calculation	1,000,000	1,000,000

Accidents at work Safety21 Group

	2024
Total number of deaths due to work-related accidents	-
Total number of serious work-related accidents (excluding deaths)	-
Total number of recordable work-related injuries	-
Total number of recordable commuting accidents	1
Accident rate	1.97%

Hours worked Safety21 Group

	2024
Hours worked *	505,757.09
Multiplier for the calculation	1,000,000

*the total hours for the Safety21 Group do not include those worked by Velocar S.r.L.

6.4

Near Misses – Whistleblowing platform reports

During the year 2024, the organization has kept the control of missed persons active accidents (the so-called near-misses), or those specific types of events that did not affect aspects health and safety only by chance, but which could have caused damage to the health and safety of workers. In the second year of monitoring, also introduced the reporting through whistleblowing platform (for the sole Safety21).

As indicated in the table below, Only three near-miss ranked events verified two of which were reported through the whistleblowing, anonymously.

➤ Near-misses – reports on the whistleblowing platform

Year	Place	Type	Resp.ty	Tratment	Outcome	Notes
➤ 2024	RM	Unhealthy working environment (strong smell of chemical substances).	EXT	Undertaking verification of safety data sheets for products used.	OK	The management ensures that the odour detected cannot be correlated with a risk to the respiratory tracts of the persons present.
	MI	From whistleblowing platform report: Non-compliant behaviour – failure to participate in the evacuation drill.	INT	Email recommendation to the entire company population of the offices subject of the report	OK	Confirming participation, next evacuation test.
	MI	From whistleblowing platform report: Work environment – lighting – natural light reflection on monitors.	INT	Taking charge of the report	OK	The management has taken steps to identify a solution to the problem raised. A partition wall will be erected or the desks will be replaced; it could be either.

7.



ENVIRONMENTAL PROTECTION

- 7.1** Energy consumption and direct emissions – Scope 1
- 7.2** Energy consumption and indirect emissions – Scope 2
- 7.3** Indirect emissions – Scope 3
- 7.4** Total Consumption and Emissions

7.0

Environmental protection



Also for 2024, the Safety21 Group has committed itself to integrating, monitoring and evaluating the direct and indirect emissions of all companies, products, suppliers and people that are part of the entire value chain. The data collection processes have been refined with meticulous care, allowing us to build an increasingly detailed map of our carbon

footprint so that we can better intervene with targeted environmental protection strategies. For this purpose, it should be noted that, unlike last year, for 2024 it was not necessary to integrate the data with any estimates¹⁸, thus resulting in extremely accurate data that is qualitatively better every year.

¹⁸ For the year 2023, the company fleet data included estimates on truck consumption (Scope 1). In addition, the energy consumption of the Pescara and San Donà di Piave offices had been estimated (Scope 2). Please refer to the following paragraphs for more details.

7.1

Energy consumption and direct emissions – Scope 1

The direct consumption of the Safety21 Group, for instance the emissions generated directly by the company, whose source is owned or operationally controlled by the same, mainly derive from the use of natural gas for heating some of the company buildings and from the fuel used to power the company fleet.

The table below shows the Safety21 Group's direct energy consumption for the year 2024, comparing it with that of the previous two years. From the table it is possible to see an increase mainly due to emissions related to the company fleet which, on the one hand increases numerically following the acquisition of Velocar, and on the other

hand, linearly with the growth of the business, more interventions are necessary through the use of trucks. Whilst, there is a decrease in consumption related to heating, mainly achieved thanks to the accuracy of the data for the more recently acquired locations.

In order to report on its environmental impact, the Safety21 Group is committed to quantifying the greenhouse gas emissions associated with its activities. The direct Scope 1 emissions, produced at Group level and expressed in tonnes of CO₂ equivalent, are shown in the table below. For comparison purposes, emissions from previous years have also been reported.

➤ Direct energy consumption¹⁹

	Units of measurement	2022	2023	2024
Diesel	GJ	822.23	749.2	2,256
Petrol	GJ	332.11	280.5	904
Natural gas	GJ	1,413.96	1,025.6	953
Total consumption	GJ	2,568.30	2,055.3 ²⁰	4,113

➤ Scope 1 Emissions

	Units of measurement	2022	2023	2024
T (CO ₂) eq		237.76	148	636

To ensure a complete picture of the impact of the Group's activities, the greenhouse gas emissions indirectly associated with the Group were also examined. These include Scope 2 emissions, for instance the production of electricity, heat and steam directly attributable to the company but which are

produced in a place other than the company premises, and Scope 3 emissions, which concern all the activities carried out within the Group's value chain and which are therefore indirectly connected to our business, such as, for example, supplier logistics and employee commuting.

¹⁹ For natural gas, the conversion used was 1 m³ = 0.0382 GJ (Source: DEFRA – UK Government GHG Conversion Factors for Company Reporting 2024). For 2024 the conversion factors used are 1 L = 0.036 GJ for diesel, 1 L = 0.03248 GJ for petrol (source for diesel and petrol: – DEFRA – UK Government GHG Conversion Factors for Company Reporting).

²⁰ Please note that for 2023 the consumption of iMoi (Pescara office) and Capacitas (Castiglione delle Stiviere office), acquired at the end of 2023, had been excluded from the total direct energy consumption, as well as from the total indirect consumption in the following paragraph, due to a lack of data. The consumption of these companies had been estimated on the basis of the turnover and the surface area of the company offices, and this estimate had been included in the total consumption of the whole Group, reported in the table at the end of the chapter.

7.2

Energy consumption and indirect emissions – Scope 2

To calculate Scope 2 emissions, data was collected on electricity consumption at all company sites, which can be compared with the figures for the previous year. These show a reduction in consumption at most of the buildings and a precise figure for the most recently acquired sites.

Emissions in tonnes of CO₂ equivalent were calculated based on the electricity consumption of all company sites. In this case, the figure is in line with the previous

year despite the expansion of the scope due to the integration of the new offices in Castiglione delle Stiviere (of the company Velocar srl) where, in addition to the spaces dedicated to office use, there is a warehouse and a laboratory.

Furthermore, as mentioned above, consumption estimates for the San Donà di Piave and Pescara sites have been exceeded compared to 2023.

Indirect energy consumption – company sites

	Units of measurement	2023	2024
Rome	GJ	88.1	87.07
Milan	GJ	57	62.23
Padua	GJ	865	746.89
Orvieto	GJ	51.5	52.64
Benevento	GJ	39.4	46.61
Castel Maggiore (BO)	GJ	96.6	77.85
Florence	GJ	21.8	21.48
La Spezia	GJ	67.1	72.17
San Donà di Piave	GJ	N/A	59.94
Pescara	GJ	N/A	45.79
Castiglione delle Stiviere	GJ	N/A	241.05
Total	GJ	1286.5	1513.67

Scope 2 Emissions


Units of measurement	2022	2023	2024
T (CO₂) eq	178.32	207.27	210.47

7.3


Indirect emissions – Scope 3

As previously indicated, indirect emissions classifiable in Scope 3 include all activities indirectly related to the Safety21 Group's business, including those carried out along the entire value chain.


The data mapped and analysed in 2024 relating to the various activities that produce the most emissions is shown below:




Emissions from Data Centres




IoT Devices




Employee commuting



Business travel



Paper used for posting traffic fines



Logistics – new data compared to previous years, mainly related to Velocar

The total Scope 3 emissions of the Safety21 Group, calculated in tonnes of CO₂ equivalent, are shown in the table below. There has been an increase mainly due to three factors: the number of Group employees has grown by 15%, resulting in an increase in emissions related to home-work commuting; there has been a push towards international markets with a resulting increase in emissions related to business travel; and there has been an expansion of the IoT system and a consequent increase in the number of posted items.

↗

Scope 3 emissions

	Units of measurement	2022	2023	2024
↗	T (CO ₂) eq	1,069.92	776.6	1,880

Data Center

The Safety21 Group uses the Microsoft Azure public cloud computing platform, which provides a wide range of cloud services, including processing, analysis, storage and networking. In addition to the advantages in terms of scalability, flexibility and security in data management, the adoption of the Cloud in recent years has allowed for a modernisation of the architecture, thus drastically reducing energy costs.

In 2024, the use of cloud services led to an emission of approximately 0.06 mtCO₂e, registering a reduction in carbon intensity (MTCO₂e/use) compared to conventional sources.

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

We have also started optimising the software systems, using a microservices scheme to improve resource consumption, reducing both the space required and the processing necessary, which has resulted in lower energy consumption for the Titan® ecosystem.

IoT devices in use and newly installed

In line with what was started last year, we continue to monitor and analyse the emissions derived from installed and active IoT devices, measuring their impact.

During 2024, 158 new devices were installed in addition to the 782 inherited from Velocar (including a further 158 devices only activated during 2024). In total, therefore, there are currently 1863 active devices, of which 237 are powered by photovoltaic panels.

Paper used for posting traffic fines

As part of its core business, the Safety21 Group continues to send notifications to users, which historically and by law have been issued by paper notification (each of specific weight approx. 20 g)²¹.

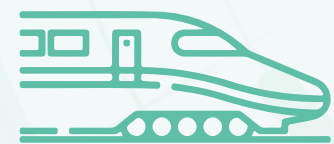
However, for several years now we have been involved in projects aimed at raising awareness among our clients, to guide them in choosing digital solutions and tools that our Group makes available.

This brings us to a total of 1,985,999 notifications sent by 2024, of which 747,371 were sent digitally, thus accounting for 38% of the total.

Business travel

On the subject of business trips, in 2024 the Safety21 Group recorded:

Employee Commuting



348,412 km

travelled by train



239,317 km

travelled by plane, of which **113,456** were international flights due to our growth in foreign markets

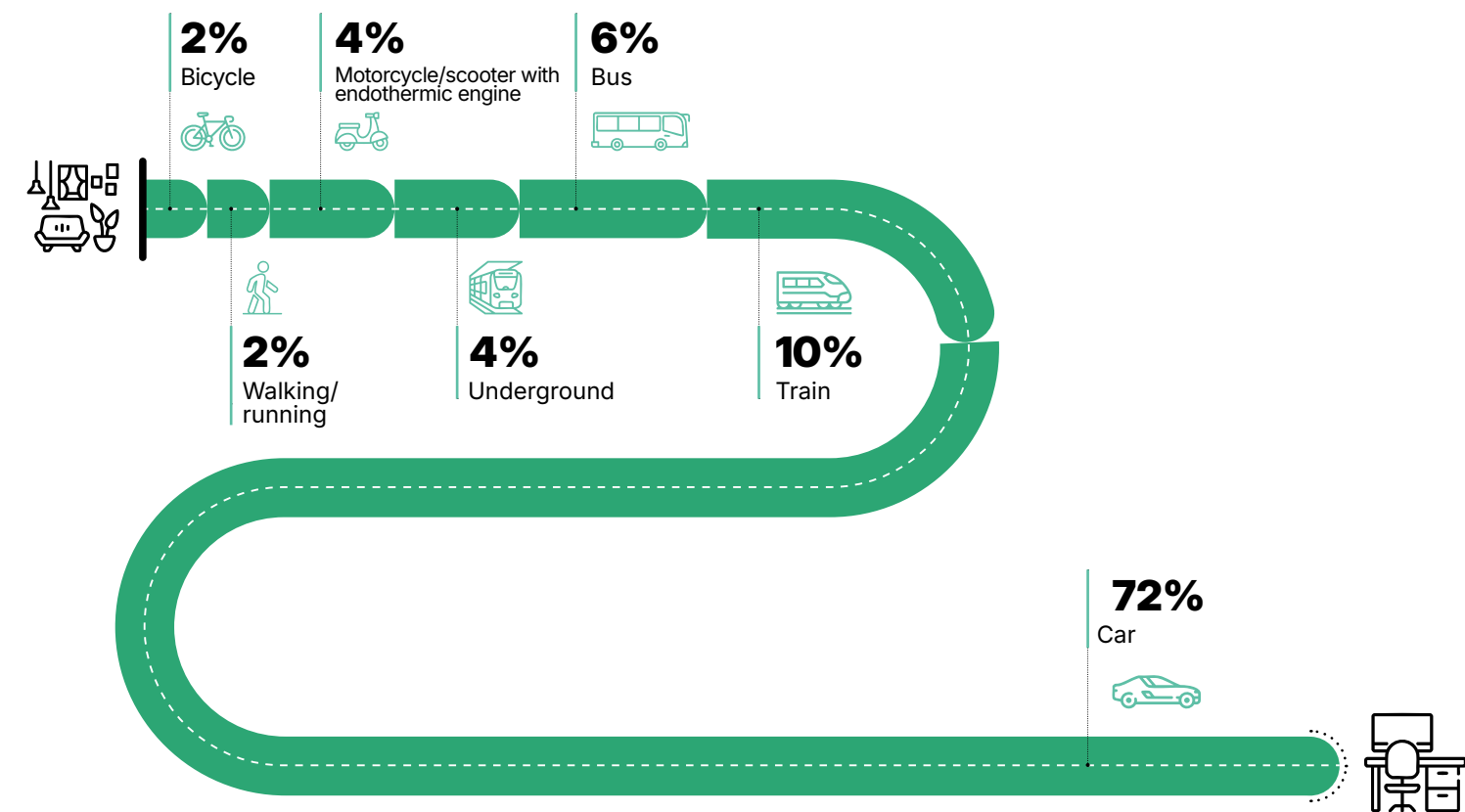


1,197 Nights

spent in hotels

²¹ The provider supplies FSC-C108220 certified paper with a certificate of printing and assembly of envelopes, letters, plain postcards and correspondence paper and cardboard declared as FSC MIX no. DNV-COC-000428.

Since last year, the Safety21 Group has been using a commuting questionnaire distributed to all employees to gather and monitor their travel habits. The questionnaire allows us to understand the mobility choices of each person and their travel times. Listed below are the aggregate data calculated as a percentage of the total kilometres travelled for every means of transport:



Logistics

For the first time, and at the same time as Velocar joined the Safety21 Group, we began to monitor the emissions related to our inbound logistics, associated with the environmental impact of the transport and handling of raw materials, components or products purchased from suppliers and intended for production, sale or internal use. This therefore refers to all indirect emissions that are not under our direct control but that derive from our value chain. The most significant figure, in our specific case, is related to the emissions derived from the methods of transport used by our partners for the installation and maintenance activities of our IoT devices.

7.4

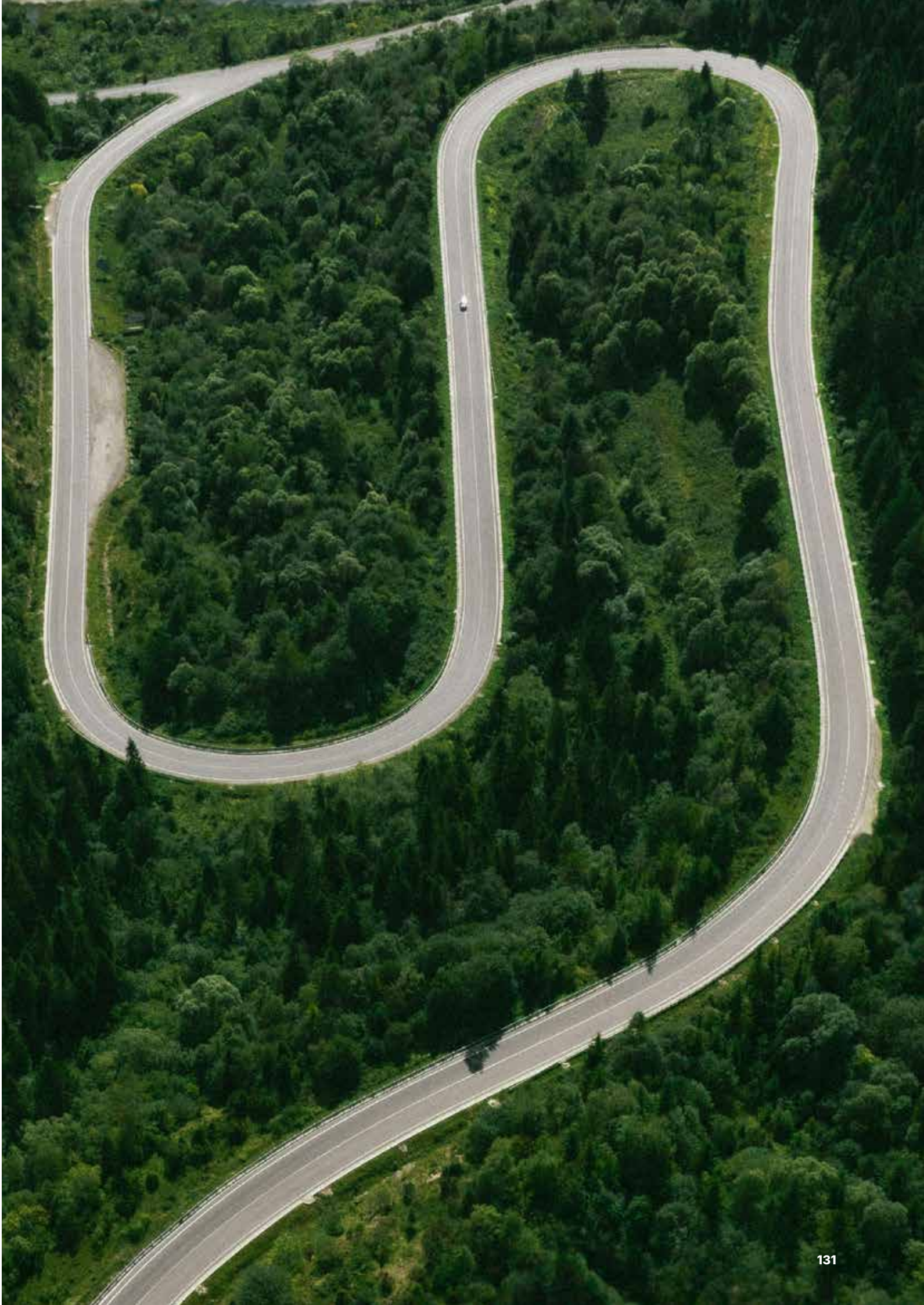
Total Consumption and Emissions

The following summary table shows the overall picture of the total energy consumption of the entire Safety21 Group and the total Scope 1, 2 and 3 emissions in comparison with previous years. Even though there has been no decrease in the data for the year 2024, we are still proud of the progress made, which allows us to improve the quality and precision of the data collected every year, resulting in more informed decision-making in terms of short, medium and long-term strategies, as well as the timely involvement of all the people and companies that join our Group every year.

➤ Total Scope 1, 2 and 3 Consumption and Emissions

	Units of measurement	2022	2023	2024
➤ Energy consumption	GJ	5475.6	4233.6 ²²	5626.67
➤ Scope 1 Emissions	T (CO ₂) eq	237.76	148	636
➤ Emissions Scope 2	T (CO ₂) eq	178.32	207.27	210.47
➤ Emissions Scope 3	T (CO ₂) eq	1069.92	776.6	1880

²² The total consumption of the Safety21 Group includes the estimated consumption of iMoi and Capacitas for 2023.



8.



SUPPLY CHAIN

- 8.1 Supply chain description
- 8.2 Suppliers' code of conduct

8.1

Supply chain description

The Safety21 Group attaches great importance to the selection of its suppliers, adopting an approach that considers not only the price and quality of the products and services offered, but also the social and environmental impact of the partner companies. This strategy translates into a preference for companies that demonstrate a positive social and environmental footprint, while maintaining strict control over the costs and quality of the materials and activities provided.

The processes and procedures adopted for the management of the supply of services and materials are designed to guarantee high standards of quality and safety. Each product or service purchased must, therefore, comply with the company's stringent safety and quality requirements.

During 2024, the number of Group suppliers remained stable, as did the type of services purchased, which mainly include postal services and construction and maintenance activities carried out by highly qualified operators. In continuity with the path taken last year, we have further implemented our portal dedicated to suppliers, with the aim of optimizing management during the service delivery and partner evaluation phases.

Through the portal, each supplier can complete the registration process electronically, both at the start and at the renewal of professional relationships. In addition, the system allows suppliers to update their data themselves and to quickly and efficiently manage all contractual documentation.

8.2

Suppliers' code of conduct



During the first quarter of 2022, Safety21 drafted and adopted the Code of Conduct, a document that sets out the conduct guidelines, as part of the Company's Organisational Model, with which collaborators, brokers, consultants, business partners, suppliers (including temp agencies), contractors and all other external parties working for Safety21 must comply.

All contracts signed between the Company and any third parties must, where possible, contain specific contractual clauses in accordance with Italian Legislative Decree 231/2001 defined by the company, and an explicit reference to the process of

recruitment of staff who, if from abroad, must be in possession of a valid residence permit (to prevent worker exploitation).

Safety21 uses this Code of Conduct to determine which external parties will be allowed to work for the Company, and is a decisive factor in the consolidation of its relationship with its stakeholders.

Suppliers will also be required to read and agree to comply with the Code of Conduct at the beginning of their assignment, and must undertake to request approval of the document from all their own subcontractors.



9.



THE LONG-TERM SUSTAINABILITY STRATEGY

- 9.1 Integration of principles of sustainability
- 9.2 Energy and emissions
- 9.3 Talent Management & Retention
- 9.4 Data Security & Customer Privacy
- 9.5 Product impact

9.1

Integration of principles of sustainability

To better orient its sustainability strategy and guarantee its consistency with the identified material topics, the Group has identified five strategic pillars with corresponding objectives for 2025.

In keeping with the objectives and goals achieved in 2023, in 2024 the Safety21 Group continues along the path of integrating sustainability into its business strategy.

The ESG Committee, the campaign "Insieme per un futuro più sostenibile" (Together for a more sustainable future) and the creation of the ESG Ambassadors Community continue to be fundamental pillars of this commitment. The driving force behind this continuous evolution, in 2024, will be the maximum

investment in training on sustainability issues, starting from the concepts of integration of the ESG framework to transform the principles of sustainability into tangible actions, through to the strategies for alignment with the Sustainable Development Goals (SDG), up to the analysis of environmental and social impacts and risk mitigation measures.

Investing in this training was fundamental for spreading a culture of sustainability among employees, making them not only aware, but also active protagonists of change. The objective was to strengthen the Group's commitment to responsible growth, improving its ability to recognise and address ESG challenges, and help to create a lasting positive impact.

MILESTONE 2024

- Training on ESG topics
- Improvement of organisational well-being
- Promoting volunteering initiatives

OBJECTIVES 2025

- Publication of the ESG Policy
- B-Corp Certification
- Increasing the organisational well-being

Energy and emissions

The Safety21 Group reaffirms its commitment to reducing emissions and monitoring the direct and indirect impacts generated by its activities.

MILESTONE 2024

- Improved monitoring of emissions, more precise and timely data collection without the need for estimation
- Digitalisation of post with 38% of notifications issued in a digital format
- Logistics monitoring: first measurement of the environmental impact of transport and device maintenance

OBJECTIVES 2025

- Optimisation of the company fleet
- Promotion of sustainable mobility solutions to reduce emissions from home-work travel and business trips
- Continuous monitoring and improvement of the quality of the data collected for a more sustainable management of the business

Talent Management & Retention

The third pillar is linked to social sustainability and consists of employee development through professional growth, training and welfare.

MILESTONE 2024

- 6194 hours of training provided, an increase of 113% compared to 2023
- PCTO programmes and collaborations with technical institutes and universities
- Questionnaire on the company climate with a positive eNPS of 16%

OBJECTIVES 2025

- Adoption of a process for the identification of Training needs
- Expansion of the benefits offer
- Creation of a Talent Marketplace to continue promoting collaboration
- Implementation of the 360° Feedback process

9.4

Data security & customer privacy

The security of company and client data is a top priority for the Safety21 Group, which is ISO/IEC 27018:2019 certified.

MILESTONE 2024

- Introduction of MFA (Multi-Factor Authentication) for accessing company accounts
- Implementation of Microsoft Defender to standardise threat monitoring across all company workstations
- Microsoft Intune to remotely control company devices
- Pentest Tools to perform automated Vulnerability Assessments and Penetration Tests on all our company products delivered from the cloud
- Apptio software to optimise Azure cloud resources, reducing environmental impact by eliminating unnecessary resources

OBJECTIVES 2025

- These initiatives are only the beginning of our ongoing commitment to information security. We will continue to analyse and update our security strategies to address the new challenges emerging in the global cyber landscape. Protecting company and client data remains one of our top priorities, and we are committed to remaining at the forefront of security technologies and practices.

Product impact

Pillar five is dedicated to the impact of our products and services in all aspects of ESG issues, linked both to the core business and to the social activities carried out on a voluntary basis by the Safety21 Group.

MILESTONE 2024

- Initiation of INAD DD consultation service for CFs subscribed to the digital notification service: elimination of paper notification also for natural persons registered in the digital register.
- Notification activation via SEND platform: citizens can receive and consult notifications in digital format, by accessing SEND via SPID or CIE or directly from the IO app.
- Completion and commercialisation of the Cerbero mobility fine system
- Acquisition of the company Velocar, market leader in the production of fixed enforcement systems

OBJECTIVES 2025

- Encouragement of Local and Provincial Police Forces to abandon the use of written fines on the street and replace them with digital fines issued via a handheld device connected to a mobile suite = Zero paper fines.
- Reduction of incoming paper documentation by channelling the user to the ticket, email and certified mail systems
- Evolution of the Cerbero system into Guardium
- Safety21 enters the Spanish market with its products and solutions



TABLE OF GRI INDICATORS

Declaration of use	Safety21 has reported the information mentioned in this GRI content index for the period 01/01/2024–31/12/2024 with reference to the GRI standards.		
Used GRI 1	GRI 1 – Fundamental Principles – Version 2021		
Standard Disclosure	Indicator description	Page number	Omissions
DECLARATION OF USE			
GRI 2: General Information (2021)			
2-1	Organisational details	6-7; 8-9	
2-2	Entities included in the organisation's sustainability reporting	6-7	
2-3	Entities included in the organisation's sustainability reporting	6-7	
2-4	Review of information	6-7; 38-39; 41	
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	18; 134-135	

2-7	Employees	88-89	
2 -8	Non-employees	88	
2-9	The structure and composition of governance	24-27	
2-11	President of the highest governing body	24-27	
2-21 lett. a)	President of the highest governing body	101	
2-22	Declaration on the sustainable development strategy	4-5	
2-23 lett. a) 2-23 lett. c) 2-23 lett. d)	Policy commitment	4-5; 138-146	
2-27	Compliance with laws and regulations		During 2024, there were no cases of non-compliance with laws and regulations recorded.
2-30	Collective agreements		The types of contract are: Tertiary Sector / CCNL Confapi small and medium-sized metalworking and mechanical engineering industries / CCNL Commerce and CCNL Managers of small and medium-sized industries.

ECONOMIC ASPECTS		
Economic aspects		
201-1	Directly generated and distributed economic value	42-43
Anti-Corruption		
205-3	Confirmed cases of corruption and measures taken	During 2024, there were no instances of corruption found.
Anti-competitive behaviour		
206-1	Legal action taken for anti-competitive behaviour, antitrust, and monopolistic practices	During 2024 no anti-competitive behaviour, antitrust or monopolistic practices were recorded.
MATERIAL ISSUES		
GRI 3: Material issues (2021)		
3-1	Process for determining material issues	53
3-2	List of material issues	53-57
3-3	Management of material issues	53-57

MANAGEMENT OF ENVIRONMENTAL ISSUES		
Energy		
3-3	Management of material issues	53
302-1	Energy consumed within the organisation	122-125
Emissions		
3-3	Management of material issues	53
305-1	Direct GHG emissions (Scope 1)	123
305-2	Indirect GHG emissions from energy consumption (Scope 2)	125
305-3	Other indirect GHG emissions (Scope 3)	127
EMPLOYEE DEVELOPMENT AND MANAGEMENT		
Employment		
3-3	Management of material issues	53
401-1	New recruits and turnover	96-97

Health and safety in the workplace		
3-3	Management of material issues	53
403-1	Occupational health and safety management system	112-113
403-2 lett. a)	Hazard identification, risk assessment and accident investigations	111-113
403-3	Services for occupational health	111-113
403-4	Participation and consultation of workers on health and safety programmes at work and related communication	111-113
403-5	Worker training on occupational health and safety	104-107
403-8	Workers covered by an occupational health and safety management system	112-113
403-9 lett. a) 403-9 lett. e)	Accidents at work	114-117
Training and education		
3-3	Management of material issues	53

404-1	Average hours of training per year per employee	105
Diversity and equal opportunities		
3-3	Management of material issues	53
405-1	Diversity in governing bodies and among employees	94-95
405-2	Ratio of basic salary and wages of women to men	101
Non-discrimination		
3-3	Management of material issues	53
406-1	Instances of discrimination and corrective measures taken	During 2024, there were no instances of discrimination recorded.
OTHER TOPICS		
Quality of services and products		
3-3	Management of material issues	53; 61-74
Client data security		
3-3	Management of material issues	53; 73-74
Integration of principles of sustainability		
3-3	Management of material issues	53; 46-53; 138-146



Safety21 S.p.A.

Copyright 2025© All rights reserved by Safety21 S.p.A., a socio unico
C.F e P.Iva: 13365760159 - Pec: Safety21.spa@pec.it