

Contents

Letters to Stakeholders

1. Methodological note

2. The Safety21 Group

3. Strategy

4. Impacts, risks and opportunities

5. Environment

6. Social

7. Governance

8. GRI-ESRS Transcoding Table

Letter to Stakeholders

Dear Stakeholders,

The Safety21 Group’s journey toward a fully sustainable and responsible business model continues to gain momentum in a global context marked by profound economic, social, and environmental change. Today more than ever, sustainability is not merely an ethical commitment; it is a strategic driver capable of creating tangible, long-term value for all stakeholders.

In recent years, the ecological transition has taken on a central role in institutional agendas and industrial policies. Companies are called upon to respond by making tangible investments in reducing the environmental impact of their operations, improving energy efficiency, adopting clean technologies, and complying with increasingly stringent regulations.

At the same time, issues such as protecting employee health and safety, developing talent, promoting

inclusion, respecting diversity, and strengthening employee welfare are becoming increasingly central to a modern organization. It is only by guaranteeing fair, dignified and stimulating conditions for its employees that a company can truly be considered sustainable.

In this scenario, achieving B Corp Certification marks an important milestone, placing us among the select group of organizations committed to creating a positive environmental and social impact while strengthening our credibility with Public Administrations and all stakeholders.

In 2025, the Group intensified its efforts to standardize principles, values, and behaviors across all its subsidiaries. The adoption of the Group Code of Ethics and the Certifications obtained by Ge.Fi.L.

Roberto Campisi
Chairman

Gianluca Longo
CEO

Gestione Fiscalità Locale S.p.A., including ISO 37001 Certification and the Legality Rating, represent further steps toward a transparent and ethical governance focused on building trust.

The Group’s growth path is clear: over the past four years, we have completed nine acquisitions and expanded our workforce from 90 employees to approximately 400 people. This transformation challenges us to build a shared culture that brings together diverse identities, experiences, and expertise under a single strategic vision. In this process, internal communication will play a pivotal role in fostering cohesion, encouraging dialogue, and promoting engagement.

In addition, 2025 marked the consolidation of our international presence with the establishment of

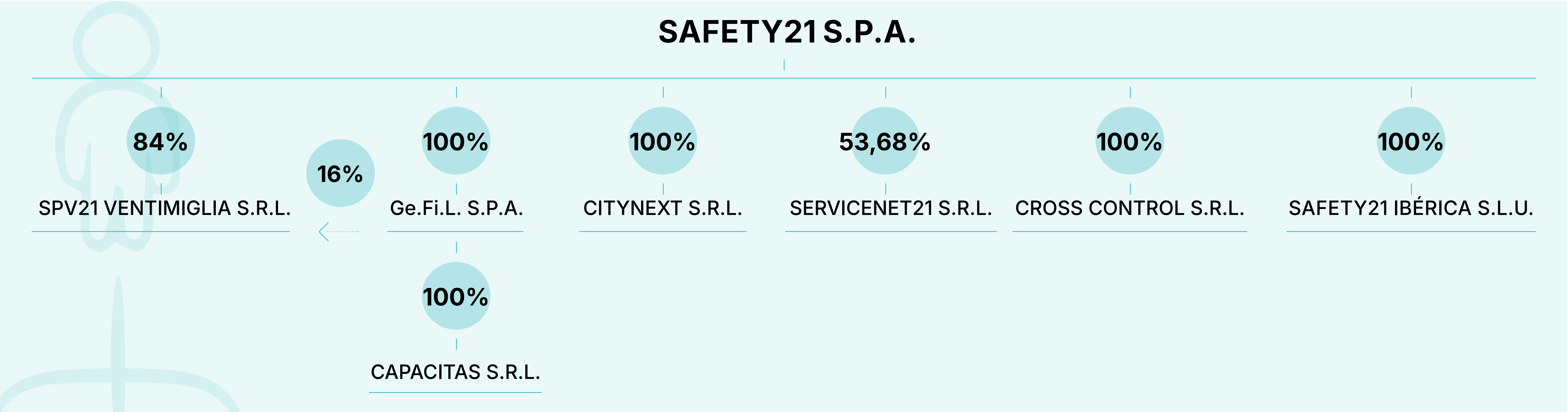
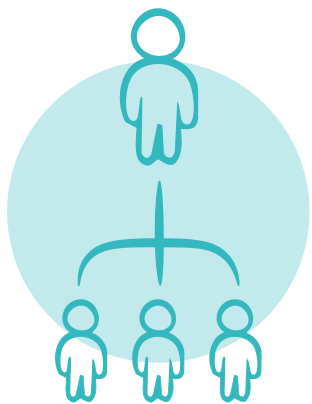
Safety21 Ibérica, while Velocar, Capacitas, and Cross Control were fully integrated into our organization.

Looking ahead, we recognize that while much has been accomplished, there is still much work to be done. The sustainable transition requires continuity, responsibility, and the ability to anticipate change. It means adopting increasingly advanced technologies, minimizing our environmental impact, rigorously measuring our performance, and fostering a widespread and shared ESG culture.

It is in this spirit that we present our Sustainability Report, with the conviction that only through transparency, consistency, and collective commitment can we continue to grow, create value, and contribute to a more equitable and sustainable future.

2.4

The Group's structure



During 2025, the establishment of Safety21 Ibérica marked the first strategic step in the Group's European growth journey.

At the same time, the portfolio of solutions for Public Authorities and Law Enforcement agencies was further

expanded through the acquisition of Cross Control Srl, an Italian company specializing in *image detection* services, traffic violation validation, and the management of the *enforcement process* in the field of road safety. The company has a strong presence across central Italy.

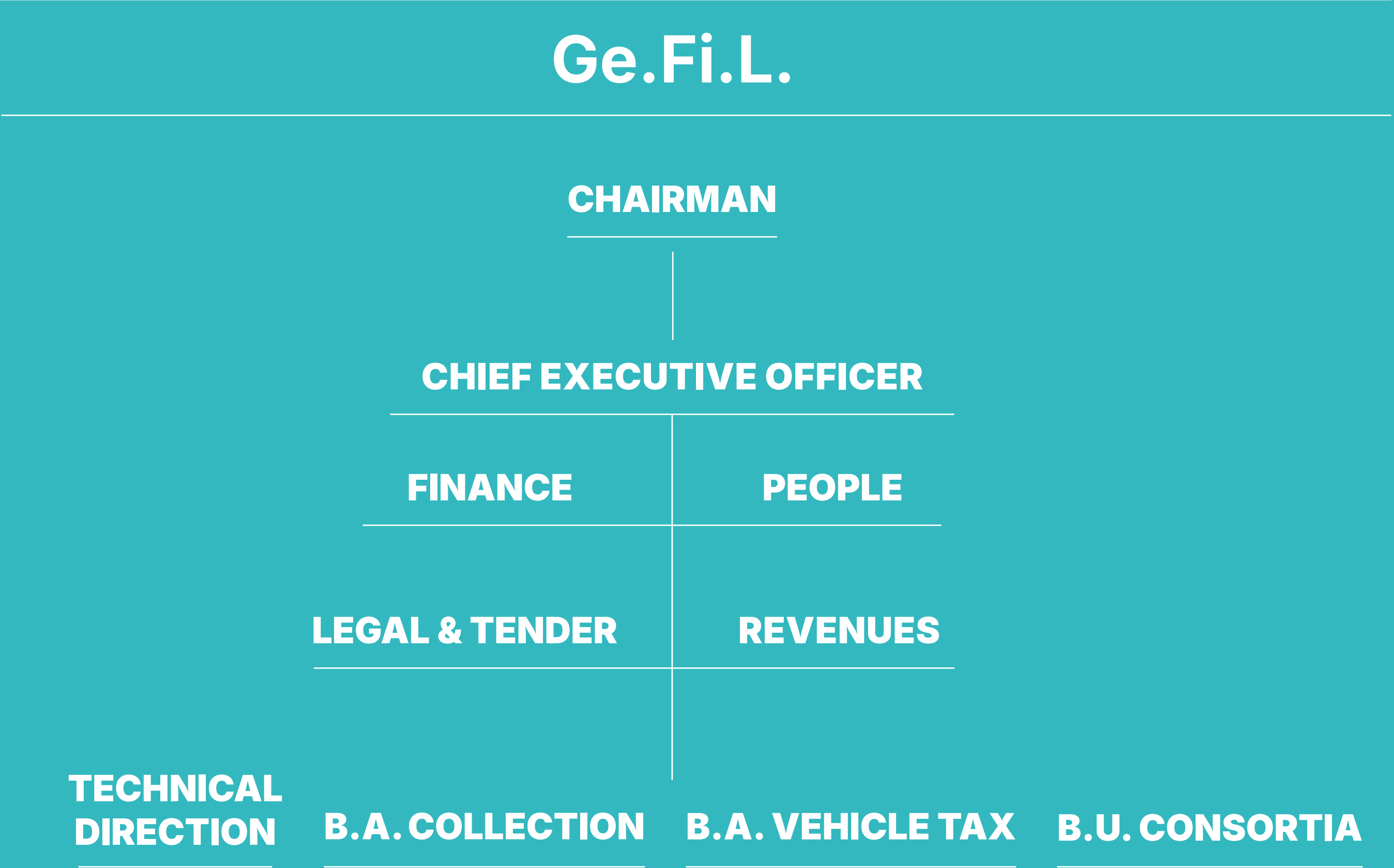
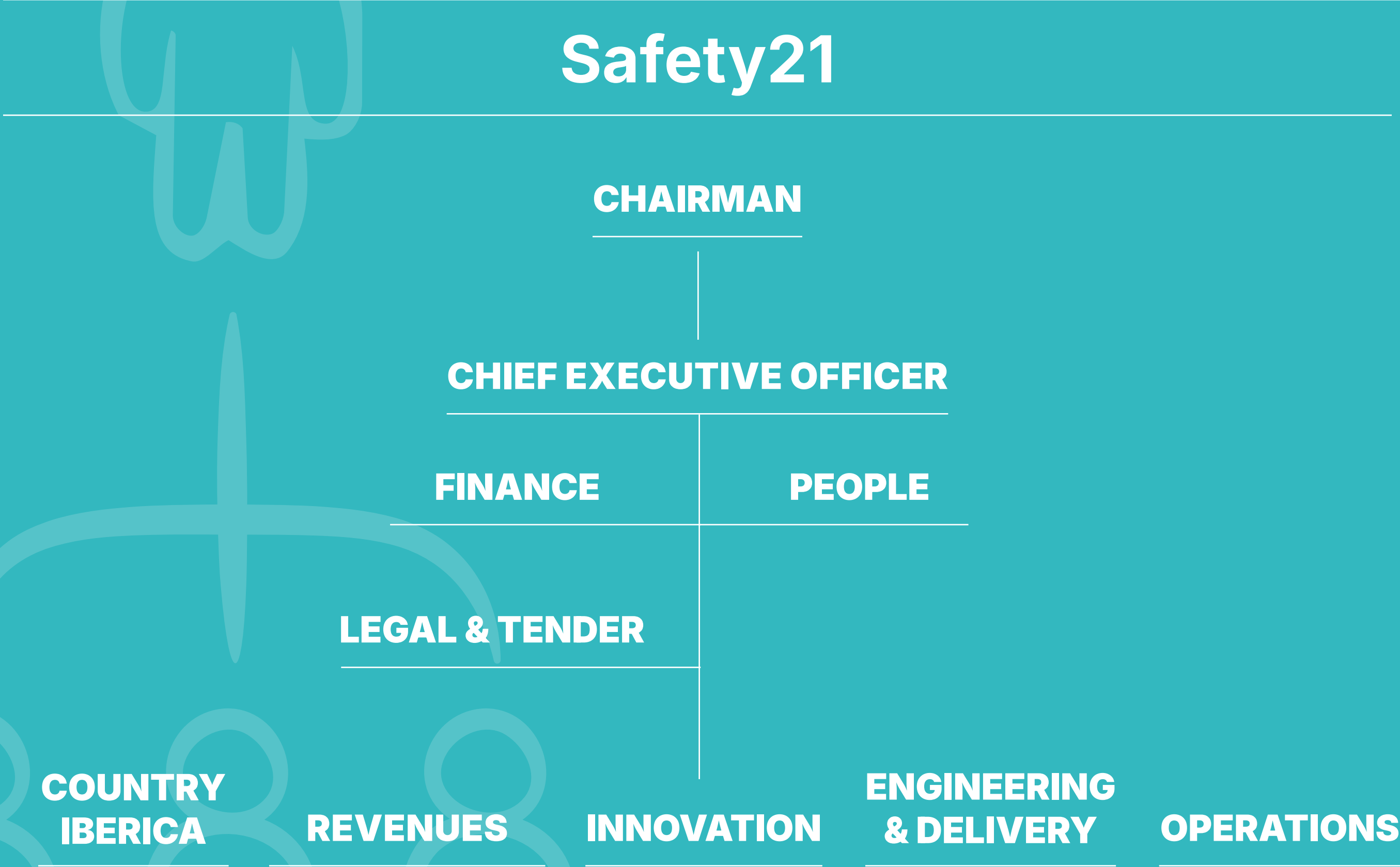
2.5

Organizational chart



To support the development of an integrated portfolio of services for Public Administrations, the Group strengthened its expertise by enhancing the organizational structure of Ge.Fi.L., the company specializing in the collection, assessment, and enforcement of tax and non-tax revenues, and expanded cross-functional corporate capabilities to create valuable synergies across its various businesses.

Below is the company’s organizational chart updated as of December 2025, with Gianluca Longo as Chief Executive Officer of the Safety21 Group.



2.6

Certifications and qualifications



In 2025, the Safety21 Group continued to pursue the highest standards of excellence by consolidating its governance system through the maintenance and renewal of certifications and qualifications that demonstrate the quality, reliability, and sustainability of its business processes.

During the year, the Group also undertook a major initiative to harmonize and consolidate its management systems, to ensure greater consistency in principles, values, and practices across all subsidiaries. In 2025, Ge.Fi.L. achieved UNI EN ISO

37001 Certification for its anti-bribery management system and UNI ISO 45001 Certification, reaffirming its commitment to increasingly high standards of integrity, transparency, and employee health and safety.

Further reinforcing this commitment, in 2025, both Safety21 and Ge.Fi.L. were awarded the Legality Rating with a three-star score, the highest available, confirming their adherence to the most rigorous standards of transparency, fairness, and integrity in the conduct of their business operations.



Following a rigorous verification process conducted by the non-profit organization B Lab, the Safety21 Group achieved B Corp Certification, joining a growing global movement dedicated to redefining business for the benefit of people, communities, and the planet.

This recognition confirms that the Group meets high standards of social and environmental performance, transparency, and accountability, reaffirming its commitment to promoting a more inclusive, equitable, and regenerative economic model while fostering positive cultural, behavioral, and structural change.

Certifications

SAFETY21

Ge.Fi.L.

ServiceNet21

Quality Management System

ISO 9001:2015

SAFETY21

Ge.Fi.L.

Corruption Prevention Management System

ISO 37001:2025

SAFETY21

Ge.Fi.L.

ServiceNet21

Environmental Management System

ISO 14001:2015

SAFETY21

Ge.Fi.L.

ServiceNet21'

Information Security Management System and additional security guidelines and controls for Cloud services

UNI CEI EN ISO/IEC 27001:2022
ISO/IEC 27017:2015
e ISO/IEC 27018:2019

SAFETY21

Ge.Fi.L.

Occupational Health and Safety Management System

ISO 45001:2018 e ISO 45001:2023

SAFETY21

IT Service Management System

ISO 20000-1:2018

SAFETY21

Business Continuity Management System

ISO 22301:2019

SAFETY21

Contact Center

ISO 18295-1:2017

SAFETY21

Privacy Information Management System

ISO 27701:2019

SAFETY21

Social Responsibility

SA800:2014

SAFETY21

Gender Equality Management System

PdR 125:2022

Qualifications



Safety21 is registered on the AgiD (Agenzia per l'Italia Digitale) MarketPlace for storage services.



Safety21 obtained ACN qualification for its proprietary TitanO platform, ensuring that Public Administrations can rely on a solution that meets the required organizational Cybersecurity standards.



RATING DI LEGALITÀ



Safety21 and Ge.Fi.L. were awarded the maximum score of three stars in the Legality Rating by the Italian Competition Authority.

1

Certified only ISO 27001

22

Safety21

Sustainability Report 2025

23

3.1

Strategy and business model



The Safety21 Group is committed to supporting Institutions and Public Administrations in driving the transition toward a Smart City model, where road safety and environmental protection come together to enable everyone to live in harmony with their surroundings.

Through a holistic approach that integrates services, applications, education on regulatory compliance, and technology, the Group supports Cities, Municipalities, Provinces, Regions, and Land Reclamation Consortia across five key areas: road safety; land protection; revenue collection; accident prevention and detection; and the protection of road users.

At the heart of the Group's business model are 4 fundamental pillars:

Technological excellence

Ongoing commitment to developing and implementing innovative and technologically advanced proprietary solutions, designed to ensure high standards of efficiency, interoperability, and digital transformation in support of the Public Administration.

Scalability

Design of flexible and modular services that adapt to the specific needs of Public Authorities and evolve over time, ensuring operational continuity and responsiveness to different local contexts.

Security

Adoption of high standards of Information security and data protection, through software infrastructures that comply with current regulations on Privacy and Cybersecurity ensuring the protection of the information managed.

Sustainability

A tangible commitment to promoting safer and more sustainable mobility through solutions that reduce road accidents; improving infrastructure; encouraging more responsible water resource management and management, while supporting the adoption of low-environmental-impact technologies.

3.2

Products and services



With the establishment of Safety21 Ibérica, the Group has begun extending its well-established Italian business model to the Spanish and Portuguese markets in 2025, marking a strategic step in its international expansion.

At the same time, it strengthened its position in the Italian market through targeted growth and integration initiatives, including the acquisition of 100% of Cross Control, whose specialist expertise was successfully integrated through the Group's consolidated *Buy&Integrate* model.

During the year, the integration of Velocar and Capacitas was also completed. These acquisitions enabled the Group to expand its proprietary offering based on the TitanO software platform and to strengthen its position as a leading technology and operational partner in the Italian Land Reclamation Consortia market, respectively.

Main developments in 2025

Continuous investment in innovation remained a key priority in 2025. Three new products were launched:

G.U.A.R.D.I.U.M.

The active dynamic patrol

Powered by artificial intelligence systems, it displays real-time data on the vehicle-mounted operator's screen based on what the system is detecting and enables enforcement activities to be carried out entirely on the move.

iCAM3D EVO

Three-dimensional planimetric surveying system with LiDAR technology

It generates an accurate and detailed 3D reconstruction of an accident scene in just a few minutes.

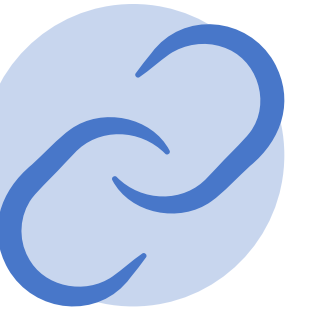
GIS CONSORZI

Cartographic geolocation system

It provides Land Reclamation Consortia with cadastral mapping representations and visualizations based on multiple data sources.

3.3

Value Chain



**Supply, installation
and commissioning**

**Systems and services
for Smart Cities**

**Maintenance and
post-installation
interventions**



**Speed
cameras**



**Surveillance
cameras**



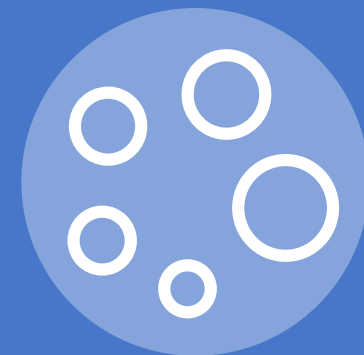
**IoT and other
devices**



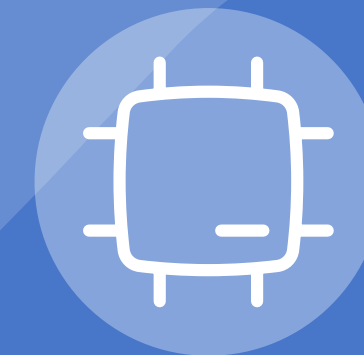
**TitanO
ecosystem**



**Revenue
collection**



**Services for Land
Reclamation
Consortia**



Hardware



Software

