Italtel Sustainability Policy

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References	
Approver	Benedetto Di Salvo, *Chief Executive Officer*

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1. Background

Italtel (Italtel S.p.A. and its subsidiaries that form the Italtel Group) recognizes the consequential impacts of its operations and is fully aware that sustainability is one of its primary responsibilities and an indispensable condition of its success. Italtel operates in accordance with established ethical, social, environmental and governance principles that are supported by its management and shared with its stakeholders.

2. Vision

Italtel is committed to improving the world around us by optimizing, from a sustainability perspective, the impacts of business activities and offering innovative digital solutions to customers, thanks to the distinctive skills of its people. Technology thus becomes an enabling tool to promote sustainability along the entire value chain.

3. Purpose

This Policy defines the framework of Italtel's commitments to sustainable development, in accordance with ESG (Environmental, Social and Governance) criteria that are relevant to the organization and its stakeholders, so that they are continuously translated into concrete objectives and actions. It applies to Italtel S.p.A. and all its subsidiaries and is communicated and extended to all stakeholders in Italy and abroad. Personnel, managers, corporate bodies and all those who work in the name and on behalf of the Company must know and understand the commitments undertaken in this Policy and contribute to the achievement of the sustainability goals according to their role and expertise.

4. Policy

Italtel's commitments related to the Policy are outlined below.

Climate

- Optimize corporate energy consumption and use renewable sources in order to continuously reduce CO_2 emissions (GHG of scope 1 and scope 2).

- Monitor additional indirect CO_2 emissions (scope 3 GHGs) and take appropriate actions and initiatives having as reference the target set by the Paris Agreement and ratified by the European Union and all its member states to contain global warming within 1.5°C through progressive decarbonization by reaching "Net Zero" by 2050.

People

- Promote inclusion and gender equality with initiatives targeting local communities, increasing the presence of the less represented gender in positions of responsibility and reducing the gender salary gap.

- Value people by contributing to the development of their skills, both through on-the-job training activities and training programs, offering opportunities for professional growth and fostering retention and employability.

- Attract new talent, also through collaborations with high schools, universities and associations, providing opportunities for inclusion and growth to young people.

- Raise staff awareness about environmental, social and ethical issues, involving them in concrete projects and encouraging them to propose new initiatives.

Sustainable development, customers and value chain

Customers

- Promote innovation and develop solutions that, also through technology, promote digital inclusion and help customers operate sustainably.

- Integrate sustainability principles into all phases of the life cycle of solutions and services offered to customers, creating Green Software & Solutions, using hardware chosen according to environmentally friendly criteria and implementing software designed, developed and tested to minimize energy consumption and CO_2 emissions.

Value Chain

- Evaluate suppliers also based on their sustainability performance according to environmental, social and ethical criteria.

- Raise suppliers' awareness of reducing their environmental impacts and greenhouse gas emissions along the value chain, as well as adopting high social and ethical standards.

Data security and privacy

- Protect the information assets and data of employees, customers and business partners through the most advanced cybersecurity solutions and dedicated staff training programs.

- Constantly assess risks on data protection and security by identifying emerging threats to take appropriate preventive measures.

Business Ethics

- Always operate in full compliance with the laws and regulations in force everywhere in the world.

- Prevent and combat corruption and all forms of illegality by ensuring that every action is guided by fairness, honesty and transparency.

Sustainability Governance

- Ensure that the ESG committee is fully operational to guide and monitor sustainability initiatives.

- Ensure that the Gender Equality Steering Committee operates with full commitment to promote and ensure gender equality in the work environment.

- Prepare an annual sustainability report documenting progress, achievements, and goals to be achieved.

5. Validity and Review

This Policy has been approved by the Board of Directors of Italtel S.p.A., and is published on the corporate website at the following link ESG - Italtel.

Italtel is committed to reviewing it when there are significant changes in the Group's activities, relevant regulations or stakeholder expectations in order to ensure the relevance and applicability of the commitments made consistent with the Group's sustainability plans.

Stakeholders may seek clarification regarding this policy through the contact section of the website: https://www.italtel.com/it/contacts/.

ITALTEL S.P.A.
Chief Executive Officer
Benedetto Di Salvo