

ITALTEL APPROVES SUSTAINABILITY REPORT 2024

Achieved 76.2% share of renewable electricity consumption at Group level, reduced CO2 emissions by 46% and emissions from employee commuting by 73% compared to 2020. First CDP (Carbon Disclosure Project) assessment extended to the entire Italtel Group.

Carlo Filangieri (CEO): "Increasingly oriented to the pursuit of objectives directed toward the realization of a model of an equitable and inclusive society within a process of sustainable and lasting economic growth."

Milan, 14 July 2025 - Italtel has approved its Sustainability Report 2024, prepared in accordance with the Corporate Sustainability Reporting Directive (CSRD) and aligned with its Sustainability Policy, inspired by the principles of the UN Global Compact, promoting respect for human rights, environmental protection, business ethics, diversity and inclusion.

Italtel has achieved 76.2 percent renewable electricity consumption at the Group level. Indirect CO2 emissions from Italian offices have been reduced by 91.8% compared to 2020. In 2024 alone, compared to the previous year, a reduction in CO2 emissions of 46% was achieved, which far exceeded the target set at the beginning of the year of 37% and confirms Italtel's concrete commitment to the decarbonization path.

Also in 2024, Italtel obtained ISO 37001 certification, related to the corruption prevention system, and ISO 45001 certification, related to the occupational health and safety management system, integrated with the ISO 14001 environmental management system.

In the social sphere, it has obtained UNI/PdR 125 certification for gender equality and achieved the goal of a reduction in the pay gap; in fact, the overall gender pay gap has improved from -6% in 2023 to -3% in 2024.

Italtel submitted its ESG performance to the assessment of international bodies, obtaining from CDP (Carbon Disclosure Project) a B rating ("Management" level), extending for the first time the assessment to the entire Group, from EcoVadis the "Bronze Medal," bringing its score to 60/100, and from Open-ES a score of 88/100 at the overall level.

The Company has also strengthened its ESG model through concrete initiatives dedicated to wellbeing; in particular, awareness programs on oncological issues in collaboration with LILT, campaigns against gender-based violence, promotion of women's empowerment in STEM fields, and a new Speak Up Policy to ensure ethical and inclusive workplaces.

"We innovate with a sustainable vision" is the guiding principle that runs throughout the 2024 Sustainability Report and summarizes Italtel's approach to long-term value creation through technological solutions that connect people and territories, generate positive impact, and enable digital transformation under the banner of responsibility.

*"The path towards sustainability has marked, also in 2024, significant achievements. The company has further strengthened the integration between the business model, business processes and the fundamental elements outlined by the ESG pillars," writes **Carlo Filangieri, CEO of Italtel**, in his introductory letter to stakeholders. The initiatives launched following the definition of the sustainability goals approved by the Board of Directors have achieved important results. "We are proceeding on the path taken towards sustainability with the utmost commitment and the irreplaceable enthusiasm of all our People, to whom I express my most sincere thanks. We will be*

increasingly oriented toward the pursuit of objectives directed toward the realization of a model of an equitable and inclusive society within a process of sustainable and lasting economic growth," Filangieri concludes.

With this report, Italtel consolidates its role as a strategic partner for responsible digital transformation, attentive to reducing its environmental impact, promoting the right and ensuring integrity, diversity and transparency along the whole value chain.

Italtel is a multinational company operating in the Information & Communication Technology sector, with a strong focus on innovation. Italtel offers digital transformation solutions that include networks, data centers, digital workspaces, security, hybrid cloud, and the Internet of Things. These solutions consist of proprietary and third-party software products, managed services, engineering and consulting services, analytics, and automation. The company serves both public and private organizations, with a specific focus on vertical markets such as Telco, Media & Entertainment, Public Administration, Banking & Insurance, Utilities, Transport, Healthcare, and Manufacturing. www.italtel.com
LinkedIn <https://www.linkedin.com/company/italtel/mycompany/>
Instagram https://www.instagram.com/italtel_hq/

Contacts:

Italtel | Laura Borlenghi | +39 3357694240
laura.borlenghi@italtel.com

MAIM | Public Diplomacy & Media Relations
Andrea Pontecorvo | +39 3935486192
Gennaro Barbieri | +39 3805263021
Guglielmo Valia | +39 3393386040
stampa@maimgroup.com