

EIDOSMEDIA



2025 Sustainability Report



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LETTER TO STAKEHOLDERS

Dear Stakeholders,

With the publication of our second Sustainability Report, we would like to share the results, progress and challenges that have characterized Eidosmedia's journey during 2025.

Last year we presented our first report, marking an important milestone in the path undertaken to integrate sustainability principles within our organization. Today we look at that milestone as a starting point: an opportunity to measure our impact with greater awareness, define priorities and strengthen our commitment to responsible growth.

During 2025 we continued working to make sustainability an increasingly tangible part of our daily activities and strategic decisions. This means not only monitoring the results achieved, but also developing processes, skills and tools that allow us to address more effectively the environmental, social and governance challenges that characterize our operating context.

Results presented in this report are the outcome of our people's commitment, collaboration with clients, suppliers and partners, and the shared determination to build long-term value. To all of them we would like to extend our sincere thanks.

We are aware that the path towards increasingly sustainable development requires continuity, adaptability and a long-term vision. In a constantly evolving context, characterized by new stakeholder expectations and an increasingly detailed regulatory framework, we continue to view sustainability not as a compliance obligation, but as an opportunity to strengthen our company's competitiveness, innovation and resilience.

This second Sustainability Report represents a further step forward in our journey. We will continue to work with transparency, responsibility and determination, aware that every step forward, however small, contributes to building a more sustainable future for our company and for the communities with which we interact.

Thank you for the trust you continue to place in us and for the contribution each of you makes to this journey.

*Christian Pelanconi
Eidosmedia CEO*

HIGHLIGHTS

Environmental highlights

→ Total energy consumption	446 GJ
→ Energy intensity	14.03 GJ/M€
→ Scope 2 emissions (location based)	29.15 tCO ₂ eq
→ Scope 2 emissions (market based)	54.67 tCO ₂ eq
→ Emission intensity (location based)	0.92 tCO ₂ /M€

Social highlights

→ Number of employees	138
→ Number of new employees	12
→ Employees turnover rate	5%
→ Percentage of female employees	26%
→ Average training hours provided	35

Governance highlights

→ Percentage of economic value distributed over value generated	89%
→ Percentage of economic value retained over value generated	11%

METHODOLOGICAL NOTE

With the publication of the second Sustainability Report, Eidosmedia S.p.A. (hereinafter also “Eidosmedia”, the “Company”) further consolidates its social and environmental responsibility path.

The document is intended to provide clear, organized and transparent reporting of Eidosmedia's environmental, social and governance performance, while also outlining the strategic priorities and objectives that will guide the Company's commitment to sustainability issues in the coming years.

The decision to voluntarily draw up this Report stems from the awareness that sustainability represents a tangible opportunity to strengthen corporate resilience, innovate the business model and create shared value for all stakeholders. In defining the document, the Company chose to refer to the GRI Universal Standards (Global Reporting Initiative). The approach adopted is the “*with reference to the GRI Standards*”, which allows the GRI Standards to be used as a methodological guideline for reporting, ensuring transparency and rigor in the disclosure of information, while maintaining the flexibility needed to adapt the reporting to Eidosmedia's specific characteristics and operating context.

The document also refers to the United Nations 2030 Agenda and the 17 Sustainable Development Goals (SDGs), which provide a framework for guiding companies' contribution to sustainable development at a global level. In particular, each initiative of the Strategic Sustainability Plan has been linked to one or more relevant SDGs.

The information and data presented in the Report refer to the financial year ended December 31, 2025 and relate exclusively to the scope of Eidosmedia S.p.A., with registered office at via Carlo Imbonati 18, Milan. Some data, duly indicated within the document, were obtained through estimates, in the absence of direct measurement systems. Where indicated, some figures relating to prior periods have been subject to *restatement* to ensure comparability of information over time.

This Sustainability Report was prepared after the Financial Statements and its final version was approved by the Board of Directors on 07/09/2026. The document is available on the Company's website (www.eidosmedia.com), in the ESG section, where it can be freely consulted and downloaded by anyone interested in learning more about the Company's ESG journey.

To facilitate reading and enable a precise verification of the reported information, the GRI Content Index is provided at the end of the document: a cross-reference table linking the Report's contents with the GRI indicators used.

1. INNOVATION AS A GROWTH ENGINE

Digitalization and technology: the company's strategic business levers

Since 1999, the year it was founded in Milan, Eidosmedia has pursued a growth path that has established it globally as a developer of advanced digital platforms dedicated to managing complex information content workflows. The technologies developed by the Company enable the efficient creation, organization and distribution of information in highly complex and fast-paced contexts, meeting the needs of international publishers, news agencies, financial institutions, corporate enterprises and other organizations.

The Company's presence in Europe, North America and Asia-Pacific, with offices in Milan, New York, London, Paris, Frankfurt, Porto, Sydney and Shanghai, allows Eidosmedia to operate steadily in more than 30 countries, progressively strengthening its foothold in key markets and the Group's international dimension.

Specialized in the information technology sector, the Company develops knowledge management and multichannel enterprise publishing software solutions (print and digital). In recent years, the strategic shift towards the financial and corporate markets has continued, while maintaining a solid presence in the traditional news and media sector.

Thanks to an entirely cloud-native offering, Eidosmedia enables its clients to produce and publish content in a distributed, collaborative and multichannel manner, ensuring high standards of security, scalability and customization. The platforms developed, highly configurable and flexible, ensure smooth management of editorial, document and information processes, adapting to complex and constantly evolving organizational contexts.

Among the main solutions are:

- **Méthode:** the reference Enterprise Content Management (ECM) platform for integrated print and digital publishing. Based on an innovative single-copy model, it allows content to be created once and distributed consistently and simultaneously across all channels. The platform integrates advanced editorial functionalities, professional graphic design tools and advanced multimedia archive management. In addition to the traditional news and media sector, Méthode is widely used by financial institutions and corporate organizations for the multichannel production and distribution of financial reporting, regulatory documentation and institutional communications.
- **Cobalt:** a new-generation cloud platform designed to power a complete ecosystem of digital channels. Cobalt is a headless CMS (Content Management System), in which content from back-end editorial processes is exposed in

channel-neutral JSON format via standard RESTful APIs and integrated with distribution modules (native or open source) that turn it into digital products.

- **Neon:** a new digital platform available on the market since 2025, designed for a primarily digital editorial workflow model, in line with the growing priority given by media outlets to digital-first products over print publications. Based on a new-generation, cloud-native and modular software architecture, Neon integrates native artificial intelligence functionalities to support content production and publishing, including automated web page creation, content suggestions and editorial optimization.

Alongside its technology platforms, Eidosmedia offers two complementary operating environments for content creation and publishing:

- **Prime (Windows workspace):** an application for use in a newsroom or analysts pool environment. It is particularly suited to producing complex layouts for newspapers, magazines and financial reports. Advanced design and layout functionalities deliver results comparable to those of dedicated graphic design applications, while edition planning tools enable the management of multiple publications and advertising placement.
- **Swing (Mobile workspace):** a family of work environments accessible via browser and dedicated apps, which replicates Prime's main editorial and collaborative functionalities, enabling remote work in complete security. It allows distributed teams to manage coordinated processes across different geographic areas and time zones. It includes the web-based version for editorial and supervisory activities, the **Swing Mobile** app for iOS and Android devices, and **Swing Live**, dedicated to individual or team live blogging with real-time publishing.

The growing integration of services based on generative artificial intelligence (GenAI) has further enhanced the capabilities of Eidosmedia's solutions, making them even more high-performing:

- **AI Writing Assistant:** a tool integrated into the editor that improves content through grammar and style corrections and advanced suggestions.
- **AI Tools:** a suite of features including title generation, text rewriting, extraction of key information, summary production and an AI chat for creative support and problem solving.

The architecture is fully open, with the possibility of integration with both leading public LLMs (e.g. OpenAI, Anthropic) and proprietary models/datasets developed for enterprise clients.

The transformation journey towards a SaaS (Software as a Service) model, launched in 2016, also continues, structured across two levels:

1. Software licensing with platform management handled by Eidosmedia.
2. Full remote delivery, including infrastructure management.

Both models involve a fixed periodic fee (Opex), generating stable and predictable recurring revenue (ARR – Annual Recurring Revenue), contributing to business resilience even in complex macroeconomic contexts.

The strategy is supported by positive trends in the cloud ECM solutions market and is based on offering standardization, model scalability, solution replicability, cloud technology adoption and the strengthening of global partnerships. The goal remains the consolidation of the SaaS component, with a progressive reduction of post-sale services and the expansion of cross-selling opportunities, through revenue share agreements with specialized partners.

INFO-BOX | MISSION AND VISION

At the core of Eidosmedia's growth is a culture oriented towards innovation, transparency, responsibility and reliability. The Company promotes lasting relationships with stakeholders, based on trust, quality and the value of the solutions offered.

- **Mission:** to provide advanced technological solutions for the management and dissemination of information, leveraging informational capital as a driver of progress.
- **Vision:** to establish itself as a global technology partner in digital transformation, with a responsible, sustainable and high positive impact approach.

Innovation continues to be a central element of Eidosmedia's business strategy, particularly in the Financial Services sector, where precision, timeliness and compliance are essential requirements.

During 2025, the Company continued to invest in research and development activities, to enhance existing platforms (Méthode, Cobalt, Neon, Swing and Prime) and develop new solutions such as **Research Plus (R+)**, dedicated to financial services clients. R+ will be designed to support new use cases enabled by artificial intelligence in the Investment Research, Asset Management and Wealth Management sectors.

The main innovations already implemented include:

- **Advanced user experiences:** interactive portals that allow users to filter data, explore insights and access multimedia and mobile-friendly content.
- **AI and intelligent automation:** automatic classification, semantic tagging, sentiment analysis, automatic layout generation and multichannel publishing.
- **Compliance and regulatory standards:** integrated controls to ensure adherence to international regulations (e.g. GDPR, SEC) and the internal best practices of financial sector clients.

- **Technology partner ecosystem:** functionalities can be **extended and integrated** through cloud-based tools and services, thanks to a technology partner ecosystem, which allows clients to expand platform functionalities without disrupting editorial workflows or core processes.

Eidosmedia's CMS solutions comply with the **ISO/IEC 27001:2022** standard, applying an Information Security Management System and a cloud security management system **ISO/IEC 27017:2015**, both certified by the **British Standards Institute**. These certifications confirm the Company's commitment to the secure and reliable management of data and cloud services, protecting clients and their stakeholders.

Confirming its focus on research and development, in 2025 Eidosmedia S.p.A.'s R&D staff grew from 57 to 60 employees, ensuring the internal capacity to continuously innovate and offer cutting-edge solutions to existing and potential clients.

INFO-BOX | COMPANY STRENGTHS

- **Cutting-edge digital technologies and integrated AI:** advanced tools to improve the communication of its clients with their audiences and stakeholders.
- **Modularity and scalability:** flexible, headless architecture that is easily integrated with external services via API.
- **International client portfolio:** adopted by globally significant organizations, Eidosmedia's platforms ensure reliability, scalability and continuous innovation.
- **Security and compliance:** the solutions and related services comply with the international ISO/IEC 27001 and ISO/IEC 27017 standards for information and cloud security management.

Approach to sustainability

In a world increasingly attentive to environmental, social and governance responsibility, Eidosmedia has chosen to undertake a structured path to integrate ESG principles at the heart of its business strategy. This commitment translates into concrete and measurable actions, designed to respond to regulatory developments and the expectations of clients, partners and stakeholders.

2023 – ESG Assessment and Materiality Analysis

In 2023, Eidosmedia carried out a first in-depth assessment of its ESG positioning, aligning with the United Nations' 17 Sustainable Development Goals (SDGs). The initiative made it possible to highlight areas of already consolidated excellence and identify areas for improvement on which to focus future efforts. At the same time, Eidosmedia carried out a materiality analysis in accordance with the GRI standards, identifying the most relevant ESG issues and the related environmental, social and

governance impacts. This work formed the basis for developing targeted strategies and initiatives.

2024 – Definition of the Strategic Sustainability Plan

Based on the results of the materiality analysis, in 2024 the Company defined its Strategic Sustainability Plan for the three-year period 2024–2026. The plan serves as a framework for the evolution of ESG performance and for the implementation of tangible initiatives benefiting the Company and the ecosystem in which it operates. The Plan also aims to make every business function accountable, encourage internal collaboration and strengthen dialogue with external stakeholders, promoting a shared and participatory sustainability culture.

2025 – Publication of the first Sustainability Report

2025 marks a crucial moment, with the publication of Eidosmedia's first Sustainability Report. While not subject to reporting obligations, the Company chose to voluntarily adopt a transparent tool to communicate the progress achieved, future objectives and the impacts generated. The Report underlines Eidosmedia's commitment to integrating sustainability into every strategic and operational choice, establishing it as a guiding value of the Company.

2026 – The second Sustainability Report

In 2026, Eidosmedia's ESG commitment continues with the publication of the second Sustainability Report and the monitoring of the three-year Strategic Plan drawn up in 2024.

Materiality Analysis

With the aim of identifying the impacts generated by the Company's business in the social, environmental and governance spheres, in 2023 Eidosmedia launched an in-depth materiality analysis, based on the methodological principles of AccountAbility 1000 and the GRI Standards.

INFO-BOX | STAKEHOLDER ENGAGEMENT

To identify the ESG issues most relevant to its business, it is essential to activate an effective stakeholder engagement process. Engaging stakeholders is in fact essential to listen to their needs, gather concrete suggestions and steer business strategy towards shared objectives. Through constant and structured dialogue, it is therefore possible to define environmental, social and governance priorities and build a sustainable, long-lasting path.

Eidosmedia has decided to involve a broad set of “stakeholders” in its ESG journey, divisible into two main categories:

- **Internal stakeholders:** the figures involved in strategic decisions and corporate governance (management).
- **External stakeholders:** players able to influence or be influenced by the Company's choices. This category also includes employees, who, while not directly participating in the definition of strategies, feel the effects of the decisions made.

Among the main stakeholders involved are employees, suppliers and business partners, as well as banking institutions. To gather their views, Eidosmedia involved 71 individuals through a materiality questionnaire, structured with both qualitative and quantitative questions.

Participants were asked to rate 24 ESG issues on a scale of 1 to 5, where 1 indicates a marginal issue and 5 an extremely relevant issue. The results, combined with Top Management's assessments, made it possible to identify the material issues, i.e. those considered a priority for the Company.

The stakeholders involved were also asked to rate, again on a scale of 1 to 5, Eidosmedia's level of maturity and the commitment shown in responding to the market's sustainability demands. The analysis shows a positive perception: almost all respondents gave a score between 3 and 5, confirming external recognition of Eidosmedia's commitment to sustainable development.

The Company adopts a structured, inclusive and transparent approach to stakeholder engagement, based on reciprocity and active listening. The modes of interaction vary depending on the type of stakeholder:

- **Employees:** involved through periodic meetings every six weeks, half-yearly surveys on corporate climate and a continuous internal communication system.
- **Clients and suppliers:** heard through annual satisfaction surveys, half-yearly feedback meetings and dedicated communication channels that are always active.
- **Trade associations:** active participation in thematic working groups promoted by Assolombarda, Confcommercio, Manageritalia and AIDP, with the aim of contributing to sector dialogue and taking on board relevant issues.

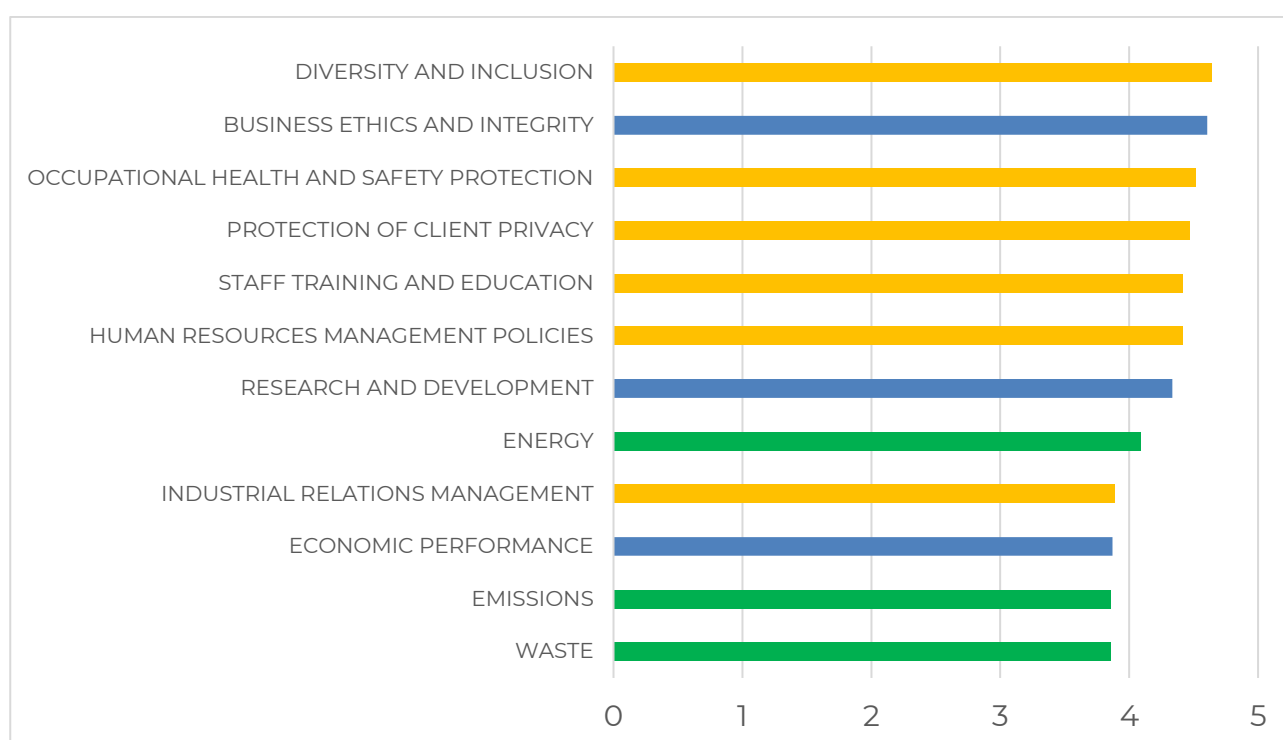
Engagement activities take place both at an organizational level and within specific projects, thanks to:

- Two-way communication channels (digital and in-person), tailored to the needs of different stakeholders.
- Structured processes for collecting and analyzing feedback, with transparency on how they influence business decisions.

- A cross-functional team dedicated to stakeholder engagement, with specific resources and budget.
- Clear indicators to monitor the quality, effectiveness and impact of engagement activities.

The information gathered is integrated into decision-making processes through periodic analysis, updating of the strategic agenda and definition of actionable initiatives, which are monitored and reported on.

Thanks to the feedback collected through the questionnaires administered to the stakeholders described in the info-box, the Company was able to identify the most significant ESG topics, thus defining the strategic priorities on which to focus energy and resources.



The materiality analysis carried out provides a clear map of perceived ESG priorities, outlining a hierarchy of issues that reflects the Company's identity and the context in which it operates. The results highlight a strong focus on social and governance dimensions, with particular attention to diversity and inclusion, business ethics and integrity, occupational health and safety, protection of client privacy and the enhancement of human resources through training, education and dedicated policies.

Environmental issues (including energy, emissions and waste management) emerge with medium-high relevance, confirming the organization's growing attention to the

environmental impact of its activities, albeit with a slightly lower perceived intensity than social and governance issues.

Research and development, economic performance and industrial relations management also register significant scores, underlining how innovation, economic and financial soundness and dialogue with social partners are strategic elements for the Company.

To provide a more complete representation of Eidosmedia's sustainability strategy, the correlation table relates each material issue to its respective impacts, distinguishing between current and potential impacts. This approach makes it possible to highlight both the Company's priorities and how ESG initiatives contribute to generating value for the organization and for the entire stakeholder ecosystem.

ISSUES	TYPE	IMPACTS	NATURE OF THE IMPACT
ENERGY	NEGATIVE	High, non-optimized energy consumption implies higher emissions and greater exploitation of natural resources.	CURRENT
EMISSIONS	NEGATIVE	Inadequate management of emissions leads to increased air pollution and damage to ecosystems.	CURRENT
WASTE	NEGATIVE	Ineffective management can increase waste volumes and generate environmental risks	CURRENT
OCCUPATIONAL HEALTH AND SAFETY PROTECTION	NEGATIVE	A lack of adequate measures can increase the risk of accidents and compromise the quality of working life.	POTENTIAL
	POSITIVE	Safe environments reduce accidents and promote a culture of prevention, strengthening a sense of trust and belonging.	CURRENT

STAFF TRAINING AND EDUCATION	NEGATIVE	The lack of training pathways hinders skills development and limits competitiveness.	POTENTIAL
	POSITIVE	Investment in training enriches human capital, improves business performance and stimulates innovation.	CURRENT
HUMAN RESOURCES MANAGEMENT POLICIES	NEGATIVE	Inadequate policies can generate dissatisfaction, low productivity and difficulty in retaining and attracting talent.	POTENTIAL
	POSITIVE	Inclusive and empowering policies foster employee well-being, encourage professional growth and improve the corporate climate.	CURRENT
PROTECTION OF CLIENT PRIVACY	NEGATIVE	The loss of sensitive data can cause reputational damage, loss of trust and legal sanctions.	POTENTIAL
	POSITIVE	Careful privacy management strengthens client trust and consolidates the Company's reputation as a reliable partner.	CURRENT
DIVERSITY AND INCLUSION	NEGATIVE	Insufficient attention to inclusion can generate discrimination, limit the plurality of thought and compromise internal and external reputation.	POTENTIAL
	POSITIVE	An inclusive and multicultural environment fosters creativity, strengthens social cohesion and stimulates innovative solutions.	CURRENT
INDUSTRIAL RELATIONS MANAGEMENT	NEGATIVE	Weak communication between management, employees and social partners can create misalignment and internal tension.	POTENTIAL

	POSITIVE	Solid industrial relations foster participation, engagement and greater organizational cohesion.	CURRENT
ECONOMIC PERFORMANCE	NEGATIVE	Weak economic performance can lead to reduced revenue, loss of market share and, consequently, lower investment and employment capacity.	POTENTIAL
	POSITIVE	Solid revenue growth and market consolidation strengthen the Company's position, contributing to employment stability, stakeholder trust and the resilience of the local economic system.	CURRENT
BUSINESS ETHICS AND INTEGRITY	NEGATIVE	A lack of ethical consistency and values can compromise the Company's reputation, undermine client trust and weaken the internal culture.	POTENTIAL
	POSITIVE	Transparent behavior consistent with the mission and vision strengthens reputation, promotes an ethical environment and attracts stakeholders aligned with the Company's values.	CURRENT
RESEARCH AND DEVELOPMENT	NEGATIVE	A decline in innovation capacity can reduce competitiveness and limit the shift towards sustainable solutions.	POTENTIAL
	POSITIVE	Technological innovation enables the development of more efficient, sustainable products and services capable of responding to new environmental and social needs.	CURRENT

Strategic priorities and action plan ESG



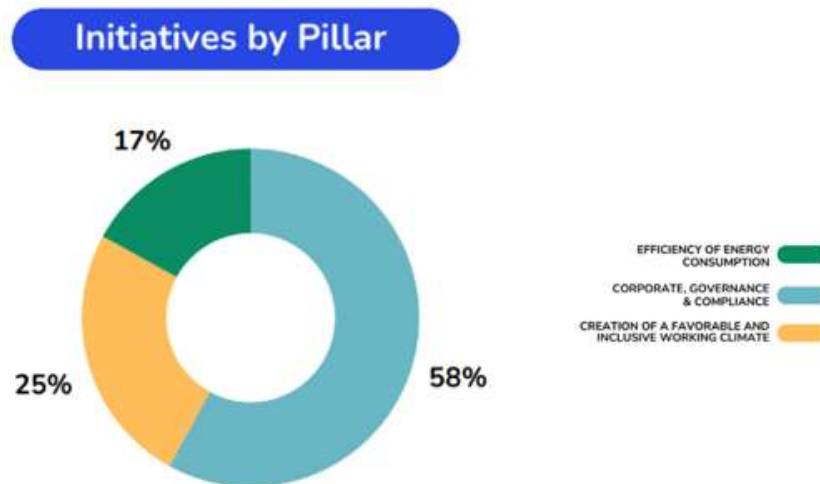
The integration of ESG principles into Eidosmedia's business model found effective formalization in the 2024–2026 Strategic Sustainability Plan, conceived as a tool for guiding direction and organizational transformation, fostering progressive alignment with the United Nations Sustainable Development Goals (SDGs). It is an operational roadmap that guides the Company's evolution towards an increasingly responsible, resilient model oriented towards creating long-term value.

In the 2025 Sustainability Report, the Plan is presented again in a logic of continuity and updating, highlighting the progress made in the first year of implementation and the priorities that will guide subsequent years. 2024 in fact represented a structured start-up phase, during which the main project workstreams were launched and the governance mechanisms overseeing the ESG strategy were strengthened.

The Plan originates from the results of the materiality analysis and the ESG impacts identified, translating the priorities that emerged into a detailed and coherent structure consisting of:

- 3 strategic pillars
- 8 areas of intervention
- 15 objectives
- 36 initiatives

Each initiative was defined and validated through thematic workshops, which directly involved company managers, fostering a co-design process and full internal ownership. This method enabled the full integration of activities into the Company's decision-making and operational processes.

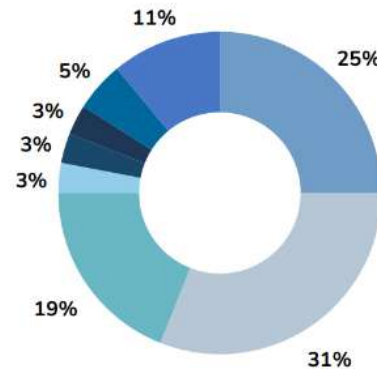


The initiatives were assessed according to priority criteria (on a scale of 1 to 3), considering urgency, strategic relevance and feasibility over the three-year period. Each was also assigned a specific KPI (Key Performance Indicator), with the aim of making the contribution generated measurable and monitoring its progress over time. The system of targeted, quantifiable indicators represents a dynamic mechanism for ongoing monitoring and updating, essential for ensuring transparency, accountability and the ability to adapt to changes in the reference context.

The eight strategic areas identify the main domains in which Eidosmedia generates impacts and can exert a transformative lever:

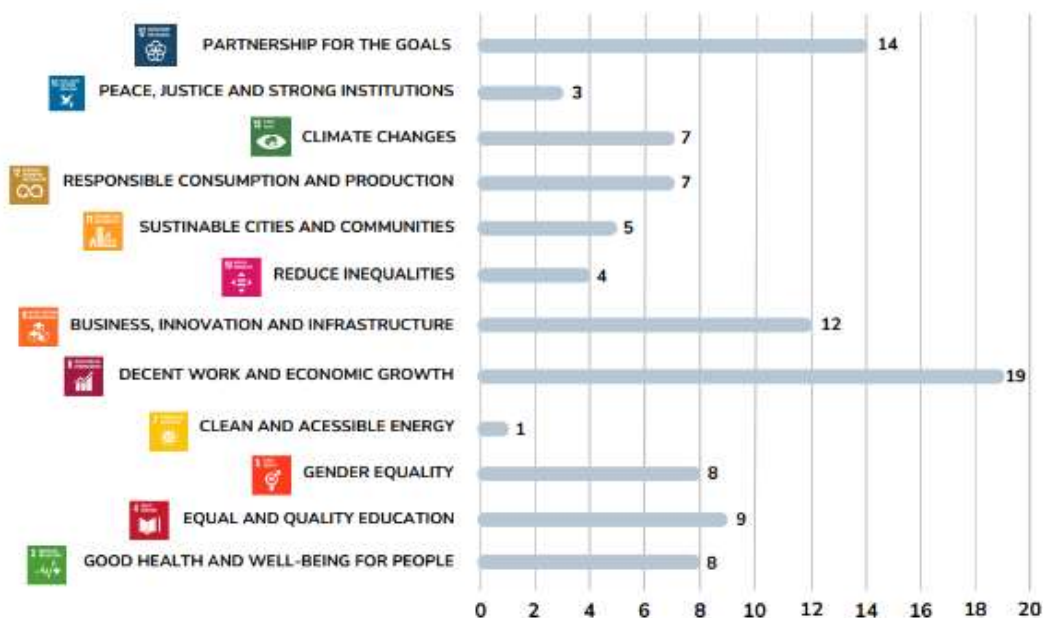
1. ESG governance and compliance
2. Business ethics and conduct
3. Sustainable supply chain
4. Sustainable and transparent communication
5. Worker rights, health and safety
6. Diversity, inclusion, welfare and professional development
7. Management of environmental impacts
8. Sustainable and digital innovation

Initiatives by Strategic Areas



Within these guidelines, the Plan's objectives address key themes such as stakeholder engagement in decision-making processes, efficient digitalization of processes, emission reduction, data and client privacy protection, the progressive integration of low environmental impact solutions, and the enhancement of diversity and the consolidation of Eidosmedia's market position. Each initiative is also linked to one or more Sustainable Development Goals (SDGs) of the 2030 Agenda.

Initiatives by SDGs



2025 represents a phase of full operability of the Strategic Sustainability Plan, with the completion of several priority initiatives and the consolidation of actions launched in the previous year. Periodic monitoring made it possible to verify the progress of projects, measure their results through dedicated KPIs and assess any strategic developments or recalibrations.

Among the main initiatives completed in 2025 are:

- **Renewal of the corporate fleet:** the goal of increasing the share of vehicles with reduced environmental impact was achieved, bringing the fleet's composition to approximately 70% lower-emission vehicles.
- **Activation of the Sustainability Committee at international level:** in 2025 a Sustainability Committee was formally established, with the participation of one representative for each legal entity of the Group. The initiative expands on what was launched in 2024 with the creation of the Italian ESG Committee, extending its scope and strengthening its coordination at international level.
- **Promotion of health and prevention within the Company:** in continuity with the WHP (Workplace Health Promotion) project, collaborations were activated with healthcare bodies to offer prevention and wellbeing initiatives, including dedicated webinars and agreements for vaccination campaigns.

- **Awareness and training on Artificial Intelligence:** awareness activities on the topic of AI were promoted, with the launch of specific training paths to strengthen skills and awareness in the responsible use of new technologies.

2025 marks a phase of consolidation of the path undertaken in the ESG area. The Company's goal is to ensure that sustainability becomes structurally integrated into Eidosmedia's processes and organizational models, strengthening the Company's ability to translate strategic vision into measurable actions and tangible results in the medium to long term.

2. GOVERNANCE, ETHICS AND ECONOMIC PERFORMANCE

HIGHLIGHTS

→ Percentage of economic value distributed over value generated	89%
→ Percentage of economic value retained over value generated	11%

Eidosmedia's governance is much more than a set of rules and procedures: it is the concrete expression of a commitment to responsibility, transparency and the creation of lasting value. Every strategic decision is made taking into account not only business objectives, but also the expectations of its stakeholders and the contribution the Company is called upon to offer to the wider community.

In line with the Strategic Plan, the governance model adopted aims to ensure fairness and verifiability in business choices, prevent conflicts of interest and promote behavior aligned with ethical values and the applicable regulatory framework.

Governance structure and corporate bodies

Eidosmedia's governance structure is based on three fundamental pillars — the Board of Directors, the Board of Statutory Auditors and the Supervisory Body (OdV) — each with a distinct and complementary role in ensuring sound and responsible management.

The Board of Directors, composed of seven members, is the executive body responsible for strategic and operational decisions. It includes the Chairman, the Chief Executive Officer and other directors and is tasked with making strategic and operational decisions.

Directors are appointed by the Shareholders' Meeting for the term established in the articles of association or at the time of appointment and may be re-elected. Where no term is specified, they remain in office until revocation or resignation. The Board may elect a Chairman and Vice-Chairman from among its members and appoint a Secretary, who may also be external.

The Board of Directors also has the powers necessary for the ordinary and extraordinary management of the Company, in compliance with the powers reserved by law or by the articles of association to the Shareholders' Meeting. It may also delegate specific functions to one or more managing directors or other appointed parties.

The Chairman of the Board of Directors does not hold managerial roles within the organization, ensuring the separation between strategic direction functions and operational management.

Name	Gender	Role
Karvelis Senn Christophe	M	Chairman of the Board of Directors
Christian Adriano Pelanconi	M	Chief Executive Officer
Zavattaro Stefano	M	Director
Malattia Filippo	M	Director
Holger Stefan Hofmann	M	Director
Francesco Vigevani	M	Director
Nicolas Schobinger	M	Director

The Board of Statutory Auditors performs legal control and oversight functions on proper management, verifying financial management and compliance with applicable regulations. The body is composed of five members.

Name	Gender	Role
Spada Roberto	M	Chairman of the Board of Statutory Auditors
Salvioli Gaetano	M	Statutory Auditor
Negri Fioranna	F	Statutory Auditor
Proserpio Cristiano	M	Alternate Statutory Auditor
Bettoni Stefania	F	Alternate Statutory Auditor

The Supervisory Body (OdV) is an independent body responsible for monitoring the Company's Organization, Management and Control Model (MOGC), ensuring regulatory compliance and the prevention of offenses. The OdV is composed of a single member.

Name	Gender	Role
Marco Scampini	M	Chairman of the Supervisory Body

The Executive Team is directly involved in all strategic phases of ESG development: from the materiality analysis to the definition of objectives, through to the planning of operational actions.

This approach has translated into a concrete integration of environmental, social and governance considerations into business decisions, into alignment between sustainability objectives and overall strategic planning, and into a thorough understanding of the ESG implications for the business model.

To support this process, the organization has launched a program of thematic workshops for the Executive Team, covering various topics including: regulatory developments regarding sustainability and non-financial reporting; analysis of the sector's ESG impacts, risks and opportunities; emerging best practices in sustainability; tools and metrics for managing and measuring environmental and social impacts. Alongside these specialist workshops, mandatory training on ESG topics is provided, aimed at building a common knowledge base on the fundamental principles of sustainable development.

INFO-BOX | ESG COMMITTEE

To ensure constant oversight of ESG issues at management level, two members of the Executive Team were appointed as active members of the ESG Committee.

Starting from **2025**, the composition of the Committee was expanded to include **one representative for each legal entity of the Group at international level**, with the aim of strengthening the coordination and alignment of sustainability initiatives across the various business units. In 2024, in fact, the Committee operated with a scope limited to the Italian structure.

This configuration makes it possible to:

- ensure a constant flow of information between the ESG Committee and the highest governance body;
- integrate ESG issues into key decision-making processes;
- monitor progress against strategic sustainability objectives;
- support the effective implementation of initiatives thanks to the direct involvement of management and the Group's various entities.

The Executive Team members involved in the Committee also act as promoters of the sustainability culture, contributing to the dissemination of ESG skills and the strengthening of organizational alignment.

To keep its knowledge of ESG risks and opportunities up to date, Eidosmedia adopts various tools, including:

- Periodic briefings on regulatory developments and key emerging trends;
- Structured sharing of specialist analyses and reports;
- Discussion sessions with relevant experts and stakeholders.

This commitment helps strengthen the ability of the highest governance body to steer business decisions towards a sustainable and responsible business model in the long term.

Eidosmedia has defined a structured and standardized process for bringing any significant issue to the attention of the highest governance body. Reports are formally presented by the Human Resources Department during Executive Management Meetings, following a process that includes: an objective description of the case, classification of the issue, identification of the source of detection, impact assessment and a mitigation proposal with an indication of timing and responsibilities.

During 2025, no critical issues were reported to the highest governance body. This result reflects the effectiveness of the prevention systems and internal controls, as well as a corporate culture geared towards the proactive management of issues. The monitoring and reporting system nevertheless remains active: senior management receives periodic updates on the general status of risks and opportunities, with a view to ongoing prevention.

INFO-BOX | REMUNERATION SYSTEM OF THE HIGHEST GOVERNANCE BODY

The remuneration policy applied to the members of the highest governance body and senior executives is defined in accordance with the National Collective Labour Agreement for Tertiary Sector Executives. Remuneration includes a fixed component and a variable component, the latter mainly linked to the Management By Objectives (MBO) system, tied to the achievement of predefined objectives.

The conditions relating to notice periods and severance pay are governed by the applicable National Collective Labour Agreement, with no additional company provisions or differentiated treatments. The variable component may also be granted upon termination of employment, provided the contractual requirements are met and the objectives have actually been achieved.

The organization does not provide for mitigation clauses or clawback or repayment mechanisms for variable compensation. This approach is consistent with industry practices and with the provisions of the applicable collective agreement.

With regard to social security and contributions, the organization fully applies national legislation and the provisions of the National Collective Labour Agreement for Tertiary Sector Executives, without introducing differentiated treatments; any supplementary pension arrangements are managed in accordance with the collective bargaining agreement.

Tools for safeguarding business ethics

For Eidosmedia, ethics is not a formal constraint, but a guiding principle that permeates decisions, activities and relationships, defining the way the Company operates and interacts with its stakeholders.

The **Code of Ethics** defines the principles and rules of conduct to be followed in all business activities by employees, executives, external collaborators, suppliers and business partners, and is an integral part of the organization's sustainability strategy. The

commitments made in the Code of Ethics apply to all activities and all business relationships, in every geographic area in which the Company operates.

Full compliance with ethical principles is ensured by a disciplinary system supported by Internal Control mechanisms, aimed at verifying the consistency of behavior with business objectives, the protection of resources and compliance with applicable regulations, including Legislative Decree 231/2001. To this end, periodic audits, ongoing training, monitoring by the Supervisory Body and an anonymous reporting system (Whistleblowing) are in place, ensuring confidentiality and protection from retaliation in the case of reports.

The management of ethical issues involves the Human Resources Department and the Compliance Officer, responsible for the dissemination, implementation and updating of the Code of Ethics, while function managers ensure its application in their respective areas and in relations with clients and suppliers.

INFO-BOX | WHISTLEBLOWING AND INTERNAL COMPLAINT MANAGEMENT PROCESSES

Eidosmedia provides everyone — employees, collaborators and stakeholders — with formal channels to raise concerns or request clarification on corporate policies. Internally, one can turn to the HR team, the Compliance team or one's own manager, who are available to answer any question relating to responsible business conduct.

At the same time, in the event of violations of the Code of Ethics, two dedicated channels are available:

- Written communication to the Compliance function via a dedicated e-mail address
- Whistleblowing channel managed by an external provider (WhistleB - Whistleblowing Centre) which ensures anonymity, data encryption, protection from retaliation and 24/7 access in various languages

Requests and reports received are handled with the utmost confidentiality by a small group and followed up with any corrective measures. Users' trust in the system, monitored through internal surveys and supported by concrete cases of effective resolution and strengthened controls, remains high.

In addition to whistleblowing, periodic HR surveys on wellbeing, rights and working conditions enable the early identification of issues and the activation of improvement processes.

Confirming the effectiveness of the prevention and control system, in 2025 no confirmed incidents of corruption were recorded, nor were there any legal actions for anti-

competitive behavior, antitrust or monopolistic practices. No cases of discrimination occurred either, consistent with what was recorded in previous years.

Ethics and integrity are fundamental principles that guide not only internal management, but also Eidosmedia's relationships with its stakeholders, helping to build relationships based on trust, transparency and collaboration. These values are a central element of the Company's approach to sustainability, strengthening its reputation, competitiveness and ability to generate value over the long term.

These same principles are also extended to the supply chain: business partners are informed of the adoption of the Code of Ethics through specific contractual clauses and are required to declare that they have reviewed it and undertake to comply with its contents.

GRI 205-2				
Communication and training on anti-corruption policies and procedures	u.m.	2023	2024	2025
Executives to whom anti-corruption policies and procedures were communicated	No.	5	5	6
Executives trained on anti-corruption policies and procedures	No.	5	5	6
Total Executives	No.	5	5	6
Percentage of Executives to whom anti-corruption policies and procedures were communicated	%	100	100	100
Percentage of Executives trained on anti-corruption policies and procedures	%	100	100	100
Managers to whom anti-corruption policies and procedures were communicated	No.	29	32	33
Managers trained on anti-corruption policies and procedures	No.	29	32	27
Total Managers	No.	29	32	27
Percentage of Managers to whom anti-corruption policies and procedures were communicated	%	100	100	100
Percentage of Managers trained on anti-corruption policies and procedures	%	100	100	100
Office staff to whom anti-corruption policies and procedures were communicated	No.	105	96	105
Office staff trained on anti-corruption policies and procedures	No.	105	96	105
Total Office staff	No.	105	96	105
Percentage of Office staff to whom anti-corruption policies and procedures were communicated	%	100	100	100
Percentage of Office staff trained on anti-corruption policies and procedures	%	100	100	100

During the reporting year, anti-corruption policies and procedures were also communicated to all members of the Board of Directors.

Company policies: integrity and protection of human rights

Corporate responsibility is exercised every day, in operational choices as well as in relationships with partners, clients and the community. Eidosmedia has formalized this commitment in a system of policies that promote transparency, respect for human rights, legality and integrity in all operations.

The main policies concern:

- 1. Conduct policies and stakeholder relations:** all business activities must be lawful, traceable and compliant with accounting and tax standards; business relationships are based on fairness, correctness and the absence of conflicts of interest.
- 2. Anti-corruption policies:** structured measures to prevent conflicts of interest and unlawful practices, including a specific **Anti-Bribery Policy**.
- 3. Policies for employee wellbeing and protection:** the Company promotes an inclusive, safe and respectful work environment, prohibiting any form of discrimination or abuse and ensuring equal growth opportunities for everyone.
- 4. Privacy and data protection policies:** rigorous management of sensitive information in compliance with the GDPR (General Data Protection Regulation) and other applicable international regulations.
- 5. AI Policy:** drawn up in 2025, applies to all activities and business relationships involving the use of artificial intelligence systems, ensuring respect for privacy, personal data protection and non-discrimination.

The regulatory and intergovernmental references for the above policies include the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the fundamental ILO conventions, EU Directive 2011/36 and the Modern Slavery Act 2015.

Eidosmedia also adopts a due diligence approach aimed at identifying, preventing and mitigating potential negative impacts on human rights and the environment, through control systems, internal audits, supplier monitoring and the integration of these aspects into decision-making and risk management processes. While not subject to direct obligations, the Company draws inspiration from the principles of the Corporate Sustainability Due Diligence Directive (EU Directive 2024/1760).

The precautionary principle is applied with a zero-tolerance approach towards behavior potentially harmful to human rights. It is particularly relevant to occupational health and safety, especially in the presence of emerging risks, and to the use of artificial intelligence tools, with respect to which the Company adopts precautions to protect rights and

privacy in compliance with applicable regulations. This approach translates into proactive risk assessment, the adoption of preventive measures even under conditions of uncertainty, ongoing employee training and collaboration with experts, in order to ensure a safe and informed work environment.

All policies are approved by the Executive Management Team, apply to every function and operating unit in every geographic area, and are available to all employees on the internal HRIS platform. They are reviewed annually and, in the event of significant changes, notified to all parties involved. Upon hiring, employees formally acknowledge the Company's commitments by signing the relevant documentation; each year, dedicated training reminds them of the content and location of these documents.

Compliance with policies is a shared responsibility: top management coordinates the strategies, while the HR, Legal and Compliance functions ensure their dissemination and correct application.

INFO-BOX | THE PROTECTION OF HUMAN RIGHTS IN THE CODE OF ETHICS

Through the Code of Ethics, Eidosmedia is committed to respecting all internationally recognized human rights, as defined in the United Nations International Bill of Human Rights.

In particular, the Company protects:

- **Civil and political rights**, including freedom of expression and the right to privacy, adopting the principle of non-discrimination and paying attention to the protection of the most vulnerable categories;
- **Economic, social and cultural rights**, promoting fair working conditions and ensuring equal rights and opportunities for everyone, without discrimination based on sex, gender, sexual orientation, disability or other personal characteristics;
- **The right to privacy and personal data protection**, with particular attention to the potential impacts arising from the use of artificial intelligence systems.
- **Fundamental principles on labor**, defined by the International Labour Organization (ILO), such as the right to safe working conditions, non-discrimination and freedom of association.

The Company's commitment is directed in particular towards various stakeholder groups:

- **Employees and collaborators**: ensuring a safe, inclusive work environment free from discrimination or harassment, as well as the protection of personal data and people's wellbeing;
- **Clients**: through transparency and personal data protection policies, in line with the right to privacy and freedom of expression;
- **Local communities and suppliers**: promoting respect for workers' rights, including in relation to suppliers, asking them to adopt environmental protection and occupational safety policies;

- **Ethnic and religious minorities:** the Company promotes the inclusion and respect of ethnic and religious minorities, adopting policies that ensure equal opportunities and respect for cultural diversity. The commitment is aimed at avoiding any form of discrimination and valuing differences as an opportunity for growth and mutual enrichment;
- **Potentially vulnerable groups,** including ethnic and religious minorities, women and people with disabilities, for whom the Company promotes equal opportunities, inclusion and the valuing of diversity.

Human rights principles are also integrated into the Company's main processes, including personnel selection, supply chain management, occupational health and safety, and product development. The dissemination of these values is also supported by dedicated training activities, including specific sessions during the onboarding process.

During 2025, as in the previous year, no incidents of non-compliance with laws and regulations were recorded within the organization.

Economic value generated and distributed

In an economic context increasingly oriented towards sustainability and the creation of shared value, companies' ability to generate and redistribute economic value represents a relevant indicator of their contribution to the development of the economic and social system.

For Eidosmedia, value creation is not limited to the development of innovative digital solutions capable of generating wealth, but also extends to the responsible distribution of the wealth produced among the various stakeholders, contributing to the growth of the ecosystem in which the Company operates.

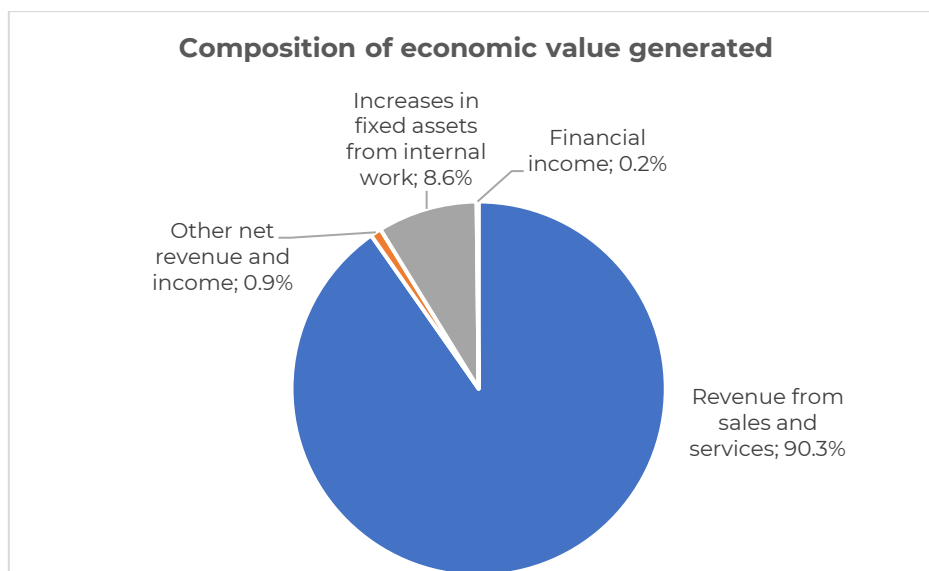
INFO-BOX | VALUE GENERATED, DISTRIBUTED AND RETAINED

Economic value generated and distributed is an indicator of the organization's ability to produce wealth through its activities and redistribute it to its stakeholders.

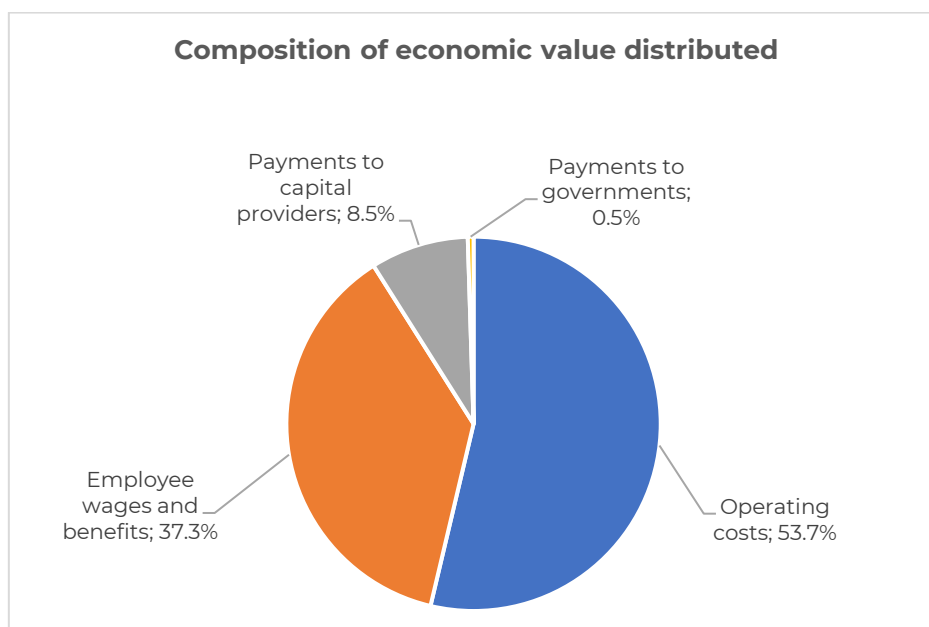
In particular:

- **Economic value generated:** includes revenue from the sale of services and other economic income, and represents the total wealth produced by the Company during the year.
- **Economic value distributed:** indicates the share of value transferred to stakeholders, for example through employee pay and benefits, payments to suppliers, taxes paid to public administrations, interest to lenders and community initiatives.

- **Economic value retained:** represents the residual portion that remains within the organization to support operational continuity, investments and future development.

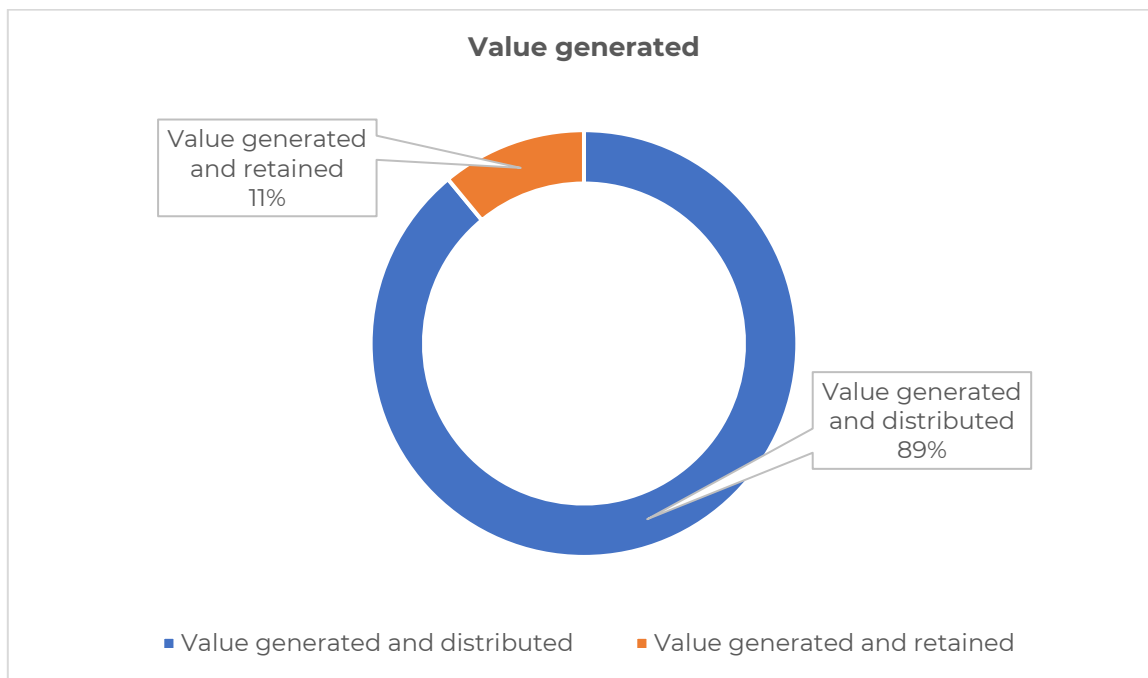


As shown in the chart, the predominant share of the economic value generated by the Company comes from **revenue from sales and services**, which accounts for **90.3% of the total**, consistent with the previous year.



As for the distribution of value, the main items consist of **operating costs** — including technology providers, partners and services — and **employee pay and benefits**.

In **2025, 89% of the economic value generated** was distributed to stakeholders, down 4 percentage points from the previous year, while the remaining **11% was retained** by the Company to support future growth and investments.



INFO-BOX | THE GLOBAL AND EUROPEAN SCENARIO

During 2025, the global economy showed a mixed trend: the United States maintained solid activity while gradually slowing down, while Europe recorded weak and uneven growth. China continued to grapple with the difficulties of the real estate sector, affecting domestic demand.

On the price front, inflation in the euro area fluctuated, driven by energy costs; the ECB began a gradual monetary easing, maintaining a cautious approach. Trade tensions between the US, Europe and China persist, with protectionist measures on technology, energy and industrial goods weighing on global value chains.

The Russia-Ukraine conflict continued to generate uncertainty in the markets and volatility in energy and raw materials, while Europe continued to diversify its energy sources. In the financial sector, attention shifted from containing inflation to supporting growth, with an increasing role for artificial intelligence in operating models. In the media sector, the shift towards digital subscriptions and integrated platforms continues, providing resilience to the sector.

On the currency front, the euro strengthened significantly against the dollar during the year, with mixed effects on exports and imports.

In summary, 2025 confirms a complex global macroeconomic context, amid signs of stabilization and still significant geopolitical and trade risks.

3. VALUING OUR PEOPLE

HIGHLIGHTS

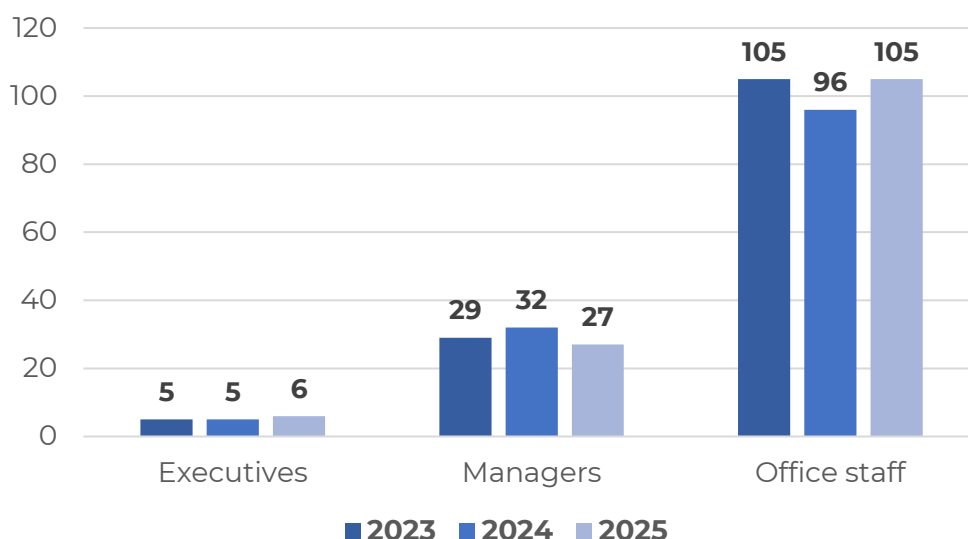
→ Number of employees	138
→ Number of new employees	12
→ Employee turnover rate	5%
→ Percentage of female employees	26%
→ Average training hours provided	35

Workforce composition and turnover

In a highly dynamic working environment, the enhancement of human capital represents a key factor for innovation, service quality and the achievement of sustainable growth objectives, while also helping to strengthen engagement, retention and the ability to attract new talent. For this reason, at Eidosmedia personnel management is oriented towards skills development, wellbeing and work-life balance. This approach translates into a structured set of HR practices – from continuous training to onboarding, from performance evaluation to organizational listening – integrated into business processes and supported by management. The Company's working environment is characterized by a dynamic, inclusive and collaborative approach, where everyone is encouraged to fully express their potential in a context of trust, autonomy and shared responsibility.

On this basis, the Company constantly invests in its human capital through training programs, diversity & inclusion initiatives and flexible organizational solutions, capable of responding to people's needs and the challenges of a changing market.

Employees 2023-2025



During the three-year period 2023-2025, there is a substantial balance in the distribution of Eidosmedia's workforce. In 2025, against a slight increase in managerial roles, there was a reduction in managers of -16% and an increase in office staff of +10%.

In 2025 Eidosmedia's workforce numbered 138 employees, a slight increase compared to 133 in 2024 (+4%). All employees are hired on permanent contracts, confirming an employment model oriented towards stability. 96% of the workforce is employed full time, while part time, which increased compared to the previous year, involves 6 people, all women. The data reported were processed using the headcount methodology.

GRI 2-7 Employees	2024	2025
Total employees under contract	133	138
- women	34	36
- men	99	102
Permanent contract	133	138
- women	34	36
- men	99	102
Fixed-term contract	0	0
- women	-	-
- men	-	-
Non-guaranteed hours (e.g. on-call, casual)	0	0
- women	-	-
- men	-	-
Total full time + part time	133	138

Full time	131	132
- women	34	30
- men	99	102
Part time	2	6
- women	2	6
- men	0	0

As shown in the table, all employees are covered by collective bargaining agreements, in particular the following National Collective Labour Agreements: CCNL Terziario and CCNL Dirigenti Terziario, ensuring regulated, transparent working conditions that respect workers' rights.

GRI 2-30	2023	2024	2025
Collective bargaining agreements			
Number of employees covered by collective bargaining agreements	139	133	138
Total number of employees	139	133	138
% of employees covered by collective bargaining agreements	100%	100%	100%

In addition to its employees, Eidosmedia makes use of 9 non-employee workers, an increase of 5 compared to the previous year, whose relationship is governed by consulting or service contracts. The roles covered range from finance controlling to HR administration, from content writing to product management support.

On the turnover front¹, 2025 continues the trend of progressive stabilization of employee turnover, against an increase in hiring that raised inbound turnover to 9%

GRI 401-1 	2023	2024	2025
New employees hired during the year by age and gender			
Total new hires	7	6	12
- women	2	5	5
- men	5	1	7
Under 30 years old	4	2	3
- women	1	2	2
- men	3	-	1
Between 30 and 50 years old	3	4	9

¹ Data relating to the inbound and outbound turnover rate for 2023 and 2024 have been restated following an update to the calculation methodology adopted. The figures reported in this edition replace those published in the previous Sustainability Report.

- women	1	3	3
- men	2	1	6
Over 50 years old	0	0	0
- women	-	-	-
- men	-	-	-

GRI 401-1 Employees who left or ended their employment, by age and gender	2023	2024	2025
Total employees exit	13	12	7
- women	2	2	3
- men	11	10	4
Under 30 years old	4	3	2
- women	1	-	-
- men	3	3	2
Between 30 and 50 years old	8	7	2
- women	-	2	-
- men	8	5	2
Over 50 years old	1	2	3
- women	1	-	3
- men	-	2	-

GRI 401-1 Overall turnover rate, by gender and age	2023	2024	2025
New employee hire rate	5%	5%	9%
- women	7%	15%	14%
- men	5%	1%	7%
Employee turnover rate	9%	9%	5%
- women	7%	6%	8%
- men	10%	10%	4%

With regard to parental leave, a total of 5 births were recorded during 2025, all relating to male employees, who therefore became entitled to leave. In the same period, 6 employees took mandatory leave, while 4 employees requested and were granted optional parental leave; of these, 2 are female employees.

Diversity, Equity and Inclusion

For Eidosmedia, choices regarding **Diversity, Equity, Inclusion and Belonging (DEIB)** represent a structural element of the organizational culture and a strategic lever for the Company's development. Valuing diversity means recognizing the value of the different experiences, skills and perspectives present within the Company; promoting inclusion means creating work environments in which everyone can feel respected, heard and fully involved.

Equity translates into the adoption of transparent and impartial processes, aimed at ensuring equal opportunities for growth and professional development. A sense of belonging, finally, helps strengthen the bond between people and the organization, fostering collaboration, motivation and the sharing of corporate values.

These principles are explicitly referenced in the Company's Code of Ethics, which guides the behavior, choices and decision-making processes of the entire organization.

INFO-BOX | INITIATIVES SUPPORTING DIVERSITY, EQUITY, INCLUSION AND SENSE OF BELONGING

To translate DEIB principles into concrete practices, Eidosmedia has adopted various organizational initiatives, including:

- integration of the principles of **equity and non-discrimination** into personnel selection, onboarding and evaluation processes;
- **equal access to training opportunities** and professional development;
- promotion of **diverse work teams**, with different skills, experiences and backgrounds;
- dissemination of an **organizational culture based on collaboration**, listening and mutual respect;
- policies on **flexibility and work-life balance**, which include remote work and flexible hours;
- **the “Check” training project**, aimed at countering gender stereotypes in the division of care work, promoting a culture of equality and fostering a better balance between professional and personal life. The program included modules dedicated to developing skills related to managing everyday life and sharing care responsibilities. The initiative, delivered via e-learning, was open to all employees with the aim of spreading greater awareness of gender equality, inclusion and respect in the workplace.
- an initiative supporting the professional growth and inclusion of women in the technology field, offering female tech employees free access to the **SheTech community**. The community supports skills development and professional networking through webinars, events and discussion sessions among

professionals in the sector, helping to strengthen the presence of women in technical and STEM roles.

DEIB initiatives are integrated into human resources development programs and are also monitored as part of the activities of the **ESG Committee**, with the aim of strengthening organizational wellbeing, supporting the Company's attractiveness in the labor market and promoting a work environment capable of valuing diversity of viewpoints.

INFO-BOX | COMMITMENT TO GENDER EQUALITY

The Company has launched a continuous improvement path in the area of Diversity & Inclusion with the aim of obtaining UNI/PdR 125:2022 gender equality certification, the national standard that promotes the adoption of management systems aimed at ensuring equal opportunities and gender equality in the workplace.

The process was launched through a **gap analysis** carried out with the support of external consultants, aimed at assessing the organization's level of maturity with respect to the main areas covered by the standard. In particular, the certification takes into account various aspects of company management, including:

- **organizational culture and strategy**, with reference to the dissemination of the values of inclusion and equality;
- **governance**, with the introduction of dedicated responsibilities and monitoring tools;
- **HR processes**, including selection, professional development and career opportunities;
- **pay equity** and monitoring of any gender gaps;
- **protection of parenthood and work-life balance**;
- **prevention of discrimination, harassment and non-inclusive behavior**.

The analysis made it possible to map processes, indicators and organizational safeguards, **defining intervention priorities for 2026**. The path towards certification represents a further formal and measurable step towards promoting gender equality within the Company, consolidating the organization's positioning as a responsible, transparent entity oriented towards continuous improvement.

Attention to the principles of inclusion and equal opportunity is also considered a relevant factor for the Company's competitiveness. An inclusive work environment fosters collaboration, stimulates innovation and helps attract and retain talent, particularly in a highly competitive sector such as technology.

DEIB initiatives involve the entire company population and are supported by various organizational functions. In particular:

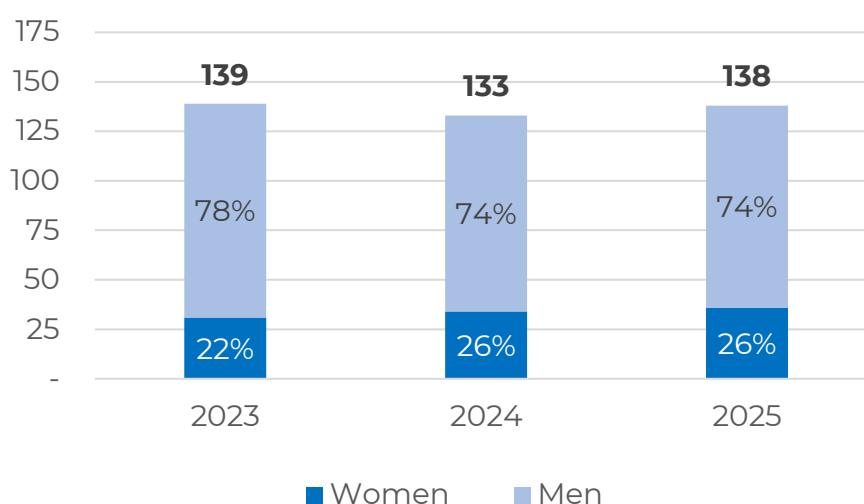
- The *People & Culture Manager* promotes DEIB initiatives, fostering their integration into HR processes;

- The *HR Team* ensures fairness in selection, development and evaluation processes;
- The *ESG Committee*, in collaboration with the HR area, monitors consistency between the principles of the Code of Ethics, organizational behavior and corporate initiatives.

No incidents of discrimination occurred during the three-year period under review.

The table and chart below show, for executives, managers and employees, the breakdown between women and men over the two-year period 2023-2025:

GRI 405-1 Employees by category and gender	2023	2024	2025
Total employees	139	133	138
- women	31	34	36
- men	108	99	102
Executives	5	5	6
- women	2	2	-
- men	3	3	6
Managers	29	32	27
- women	3	5	6
- men	26	27	21
Office staff	105	96	105
- women	26	27	30
- men	79	69	75

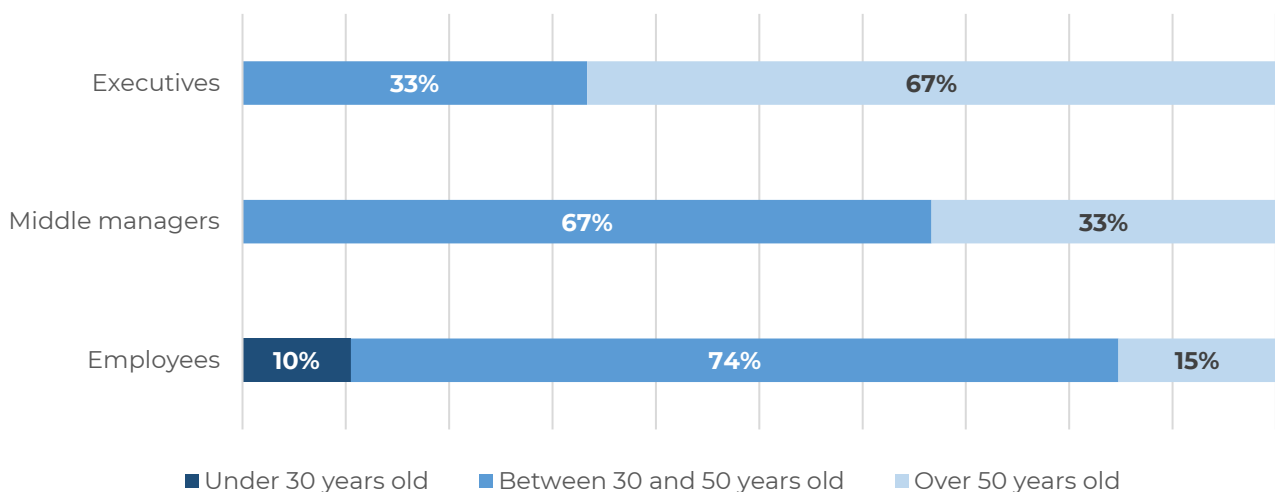


Although male staff still represent 74% of the company population in 2025, over the two-year period 2024-2025 there is a gradual increase in female workers in both the Manager and Office staff categories.

The following data provide a breakdown of employees by age group and gender:

GRI 405-1 Personnel employed by age group and gender	2023	2024	2025
Total employees	139	133	138
- women	31	34	36
- men	108	99	102
Under 30 years old	19	16	11
- women	9	11	8
- men	10	5	3
Between 30 and 50 years old	97	88	100
- women	17	16	24
- men	80	72	76
Over 50 years old	23	29	27
- women	5	7	4
- men	18	22	23

Employees by role and age



Eidosmedia has chosen to publish, in this Report, the evidence relating to the pay ratio between male and female employees in equivalent roles.

INFO-BOX | GENDER PAY GAP

As part of its continuous improvement process and in preparation for obtaining UNI/PdR 125:2022 certification, Eidosmedia has launched a process of progressive refinement of its gender pay gap analysis methodologies, with the aim of ensuring an increasingly accurate and meaningful representation of the pay gap between women and men.

In this respect, the Company has adopted a methodological approach that favors analysis over homogeneous scopes. Simply aggregating heterogeneous populations, for example by including roles that differ in terms of level of responsibility, seniority, specialization or functional area, can in fact produce distorted results, in which the pay gap mainly reflects the different distribution of people across roles rather than actual pay differences for the same position.

For this reason, Eidosmedia chose to initially limit the analysis to a specific team, that of Quality Assurance, characterized by a balanced gender composition and roles that are comparable in terms of responsibility, required skills and job grading. This homogeneity is an essential condition for a meaningful pay comparison, as it makes it possible to isolate the "role" effect as much as possible and observe the pay differential under equal conditions. In this context, the gender pay gap is 3.6%.

Eidosmedia intends to continue refining its analyses, progressively expanding the scope of observation and increasing the granularity of the data, always in compliance with the principle of homogeneity of the groups analyzed. This process is consistent with best practices and with the requirements of UNI/PdR 125:2022 and is aimed at monitoring and overseeing internal pay equity ever more effectively.

Protection of health and safety in the workplace

The protection of people's health and safety is a cornerstone of Eidosmedia's policies, explicitly referenced in the Code of Ethics and operationally ensured by a structured management system (SGSSL) in line with Legislative Decree 81/2008. The system covers the entire company population, including IT, sales, marketing, administrative and HR staff and general management, who work mainly at the Milan office, remotely or, occasionally, at client sites.

Management is entrusted to a structured set of roles with specific responsibilities: the Head of Human Resources, formally delegated by the Employer; the Workers' Safety Representative (RLS), elected every three years; the Head of the Prevention and Protection Service (RSPP), a qualified external role; the Occupational Physician responsible for health surveillance; two supervisors for day-to-day oversight; and two emergency teams trained in first aid and firefighting.

Risk assessment is carried out on a regular basis and whenever significant changes occur, with results formalized in the Risk Assessment Document (DVR). A periodic prevention and protection meeting is held each year, bringing together all the roles in

the SGSSL, during which the following are reviewed: updates on risk assessments, prevention measures, trends in accidents and occupational illnesses, the adequacy of PPE and the results of health surveillance.

The entire workforce receives mandatory health and safety training: a general 4-hour course on basic prevention principles and a specific low-risk course (4 hours), focused on display screen equipment, ergonomics and work-related stress. The modules end with recognized certification and are subject to five-yearly renewal.

INFO-BOX | PROMOTING WORKER HEALTH AND WELLBEING

Since 2016, Eidosmedia has been part of the Workplace Health Promotion (WHP) network, a regional and national initiative that promotes health in the workplace through collaboration between employers, workers and civil society. In 2025, this commitment was further strengthened through new collaborations with external bodies.

Active initiatives include:

- Webinars dedicated to health and prevention, organized in collaboration with specialized bodies (including LILT)
- Awareness campaigns on balanced nutrition and healthy lifestyles

Some concrete examples:

- On the occasion of World Food Day, the Company organized a get-together in the office, in collaboration with the social cooperative that provides a buffet lunch on site every two weeks, offering a nutritionally balanced lunch, with the aim of raising workers' awareness of the importance of proper nutrition.
- On the occasion of World Heart Day, a mountain hike was promoted, aimed at encouraging an active lifestyle, cardiovascular risk prevention and physical and mental wellbeing, while also fostering moments of togetherness among workers.

The Company also adopts a structured process for managing and analyzing incidents and accidents, aimed at identifying causes and risk factors and defining appropriate corrective and preventive actions. In the event of an accident, even a potential one, workers or supervisors are required to report it promptly, followed by recording in accordance with internal procedures.

Following the report, an analysis of the event is carried out to identify the root causes and associated risk factors, considering organizational, behavioral and environmental aspects. This makes it possible to identify any issues in processes and working conditions. Based on the evidence gathered, the Company defines and implements corrective and

preventive actions according to the hierarchy of controls principle, favoring, where possible, the elimination or reduction of risk at the source, the adoption of technical and organizational measures and, as a last resort, procedural and training interventions.

The actions taken are monitored over time to verify their effectiveness and prevent the recurrence of similar events. The results of the analyses contribute to the continuous improvement of the occupational health and safety management system and are incorporated into the periodic update of the risk assessment.

Eidosmedia is committed to ensuring the confidentiality of workers' health information in compliance with applicable personal data protection regulations. Health surveillance is entrusted to an external occupational physician, who operates with full autonomy and is responsible for managing and storing the data. Medical examinations are carried out at intervals defined according to risk profiles, and the related health data are not accessible to the Company, which only receives fitness-for-duty assessments and certificates of examination completion, without detailed clinical information.

This information is managed by the HR office in compliance with confidentiality principles and is in no way used for discriminatory purposes or to influence decisions relating to employment. In particular, it is not accessible to operational managers nor used in hiring, task assignment, performance evaluation or professional development processes. The only element considered by the Company is the fitness-for-duty judgment issued by the occupational physician, in order to ensure the protection of workers' health and safety.

In 2025, the Company recorded 2 commuting accidents involving employees. The accident rate stands at 8.809².

No fatalities or serious accidents were recorded in the three-year period under review.

GRI 403-9 Accident data for employees and non-employee workers	2023	2024	2025
Total number of recordable accidents	0	0	2
of which involving employees	-	-	2
of which involving non-employee workers	-	-	-
Number of accidents with serious consequences	0	0	0
of which involving employees	-	-	-
of which involving non-employee workers	-	-	-

² In accordance with GRI 403-9 – Work-related injuries, the accident rate is calculated as the ratio between the total number of accidents and the hours worked during the year, multiplied by 1,000,000.

GRI 403-9 Hours worked (ordinary hours + overtime hours + hours in the flexible hours bank)	2023	2024	2025
Total number of hours worked	237,360	227,696	227,032
employee workers	237,360	227,696	227,032
non-employee workers	-	-	-

Training, skills development and corporate welfare

At Eidosmedia, investing in people is not just a strategic priority: it is a daily commitment that translates into concrete growth paths, listening tools and a welfare system designed to respond to workers' real needs.

At the heart of the development strategy is the Performance Management Cycle, implemented annually: a process that includes formalized goal-setting sessions, structured feedback and individual development plans. Targets are defined through discussion between HR, the leadership team and function managers, starting from a detailed analysis of needs identified through performance reviews, People Surveys and team feedback. The goal is always to align individual growth with the Company's strategic priorities. 100% of Eidosmedia employees undergo periodic performance evaluation.

The training plan is updated every year and ranges from digital skills and soft skills to project management and leadership competencies, with upskilling and reskilling paths, voluntary foreign language courses and technical certification activities. For certain key roles, personalized development plans are activated, including job rotation and mentoring programs.

From the moment they join the Company, every person is supported by a structured onboarding process — including training sessions, hands-on mentoring and 360° feedback — which accelerates integration and fosters identification with the corporate culture.

The Company promotes continuous skills development through an integrated training system that combines digital tools, structured initiatives and external learning opportunities. All employees have access to e-learning platforms such as LinkedIn Learning and Udemy, with both technical-specialist and cross-functional content. The training offering is further enriched through publicly funded training programs and participation in webinars, industry events and external initiatives, selected according to organizational needs and individual development paths.

The Company also supports the attainment of professional certifications, particularly in the technology field, promoting paths consistent with business needs and individual interests. To this end, exam costs are fully reimbursed in the event of a pass.

During the year, internal mobility and professional growth paths were also promoted, including role changes and transfers between teams. These transitions were supported

by individual development plans, aimed at facilitating the acquisition of the necessary skills and ensuring effective integration into new operational areas.

GRI 404-1 Average training hours as of 12/31/2025 by employee category (h)	Women	Men	Total
Executives	-	41	41
Managers	74	59	63
Office staff	33	25	28
Total	40	33	35

INFO-BOX | CORPORATE WELFARE

Eidosmedia's welfare system goes beyond the simple provision of benefits: it is a comprehensive set of measures designed to value people and support their work-life balance.

- **Welfare Plan** - an annual individual budget of 500 euros per employee (increased from the previous 300 euros), accessible through a dedicated platform to access goods and services in areas such as health, mobility, culture, family care and leisure.
- **Meal vouchers** – daily value increased to 8 euros, to support purchasing power amid inflationary pressure.
- **Work flexibility** - extended access to remote work, flexible hours and a culture of individual accountability, for a more inclusive environment that is attentive to physical and mental wellbeing.
- **Workplace Health Promotion** - participation in the WHP network with prevention, wellbeing and healthy lifestyle promotion initiatives.

The welfare system is monitored through **People Surveys**, which make it possible to identify emerging needs, assess the effectiveness of initiatives and guide improvement actions.

The implementation of the initiatives described is led by the People & Culture Manager and the HR team, in collaboration with the Leadership Team, which helps define training needs and monitor organizational performance. The CEO ensures strategic oversight of the people management system, ensuring consistency between HR policies and business development directions. The practices adopted apply to the entire company population, regardless of role, level or type of contract, with particular attention to technical and managerial profiles, which represent the core of Eidosmedia's distinctive skills.

The strategy described allows the organization to mitigate critical internal risks, such as the loss of key talent, misalignment between available skills and technological needs, or any decline in motivation linked to high workloads or insufficient perceived recognition. At the same time, it fosters strategic opportunities, strengthening the Company's attractiveness in the labor market, its ability to attract and retain talent, employees' sense of belonging and the organization's overall resilience in the face of change.

INFO-BOX | THE COMPANY REMUNERATION SYSTEM

Remuneration policies are developed and finalized internally under the direct responsibility of the CEO and the Board of Directors, based on knowledge of the market and business performance. In the case of structural reviews or complex market assessments, the support of independent consultants selected to ensure impartiality may be involved.

Shareholders' opinions are considered at shareholders' meetings and Board meetings, where general remuneration guidelines are discussed and approved. The organization regularly monitors market trends and industry best practices, with the aim of maintaining competitiveness and internal fairness.

With a view to strengthening transparency, consideration is being given to further formalizing performance evaluation criteria and integrating ESG parameters into incentive systems, in line with the evolution of best practices in sustainability.

4. ENVIRONMENTAL IMPACT AND NATURAL RESOURCES

HIGHLIGHTS

→ Total energy consumption	446 GJ
→ Energy intensity	14.03 GJ/M€
→ Scope 2 emissions (location based)	29.15 tCO ₂ eq
→ Scope 2 emissions (market based)	54.67 tCO ₂ eq
→ Emission intensity (location based)	0.92 tCO ₂ /M€

Energy consumption and GHG emissions

Given Eidosmedia's business, which is focused on the provision of services rather than production, the Company's energy consumption derives entirely from the purchase of electricity for the offices at the Milan operating site. The following table shows the energy consumption data for the three-year period 2023-2025³. All consumption figures are expressed in Gigajoules (GJ), in line with GRI guidelines, in order to ensure uniformity of measurement and comparability between different energy sources.

GRI 302-1 Energy consumption within the organization		u.m.	2023	2024	2025
Energy electricity	Total electricity purchased and consumed	GJ	379.18	449.56	446.05
	- of which purchased from renewable sources according to the supplier's energy mix	GJ	-	-	-
	Total self-generated and self-consumed electricity	GJ	0	0	0
	- of which self-generated from renewable sources (photovoltaic systems)	GJ	-	-	-
	Total self-generated and sold electricity	GJ	0	0	0
Total energy consumption		GJ	379.18	449.56	446.05

³ As part of the internal review of the Sustainability Report, Eidosmedia carried out a restatement (*restatement*) of the figure for energy purchased and consumed reported in the 2024 Report. Following a more in-depth analysis of the sources and boundary criteria adopted, it emerged that the GJ value previously reported was overestimated, as it included energy associated with the company fleet's consumption. In Eidosmedia's specific case, in fact, refueling of company vehicles is borne by individual assignees rather than by the Company: it follows that this energy consumption falls outside the Company's reporting boundary. The restatement is based on the operational control criterion (*operational control*), one of the three approaches provided for by the GHG Protocol Corporate Accounting and Reporting Standard for defining the organizational boundary. According to this criterion, an organization includes within its reporting boundary all operations over which it exercises full operational control, i.e. for which it has the ability to introduce and implement operating policies. The updated data ensure greater consistency and comparability between years, a fundamental element for a reliable analysis of Eidosmedia's energy consumption

GRI 302-3				
Energy intensity of internal consumption ⁴	u.m.	2023	2024	2025
Total energy consumption	GJ	379.18	449.56	446.05
Revenue	M€	25,827	29,886	31,776
Energy intensity	GJ/M€	14.67	15.05	14.03

In 2025, energy consumption remained substantially in line with the previous year, recording a slight decrease of 1%. Looking ahead, the Company aims to source exclusively from suppliers able to guarantee certified energy through Guarantees of Origin (GO), thereby ensuring 100% coverage from renewable sources.

During 2025 the energy intensity of internal consumption stood at 14.03 GJ/M€, an improvement compared to 15.05 GJ/M€ in 2024 (-6.8%), confirming the positive trend already recorded in the previous two-year period. The improvement in the indicator is mainly attributable to revenue growth (+6.3% compared to 2024), against substantially stable energy consumption.

Starting in 2024, Eidosmedia began monitoring its greenhouse gas emissions relating to the **Scope 1** and **Scope 2** categories, with the aim of improving understanding of the Company's carbon footprint and identifying possible areas for intervention for its progressive reduction. Emissions were quantified in accordance with the international GHG Protocol guidelines, which represent the reference standard for corporate greenhouse gas emissions reporting.

Specifically, Scope 1 and Scope 2 emissions are defined as follows:

- **Scope 1:** includes direct emissions generated by sources owned or controlled by the Company. This category includes, for example, emissions from the use of company vehicles (if under the Company's operational control), from combustion in stationary plants and from any refrigerant gas leaks from air conditioning systems.
- **Scope 2:** includes indirect emissions associated with purchased energy, in particular those arising from the production of **electricity, heat or steam** supplied by external operators and consumed by the organization. These emissions are calculated according to two approaches provided for by the GHG Protocol: the

⁴ Energy intensity is calculated as the ratio between the organization's total energy consumption (expressed in GJ) and revenue from sales and services (expressed in millions of euros) for the reporting year. The choice of revenue from sales and services as the denominator is consistent with the guidance provided by GRI Standard 302-3, which includes monetary units (such as revenue or turnover) among the organization-specific parameters that may be used to calculate the energy intensity ratio.

market-based method, based on the emission factors of the electricity supplied by the selected providers (residual mix), and the **location-based** method, which uses the emission factors of the national energy mix (production mix).

The table below shows the figures for Eidosmedia's direct (Scope 1) and indirect (Scope 2) emissions, broken down by emission source category.

GRI 305 Emissions	u.m.	2023	2024	2025
GRI 305-1 Direct Scope 1 emissions				
Total Scope 1	tCO₂ eq	0	0	0
GRI 305-2 Energy indirect Scope 2⁵				
From purchased electricity – location based	tCO₂ eq	28.82	29.38	29.15
From purchased electricity – market based	tCO₂ eq	52.72	55.10	54.67
GRI 305-4 Emission intensity⁶				
Revenue	M€	25,827	29,886	31,776
KPI location based	tCO₂eq/M€	1.11	0.98	0.92
KPI market based	tCO₂eq/M€	2.04	1.84	1.72

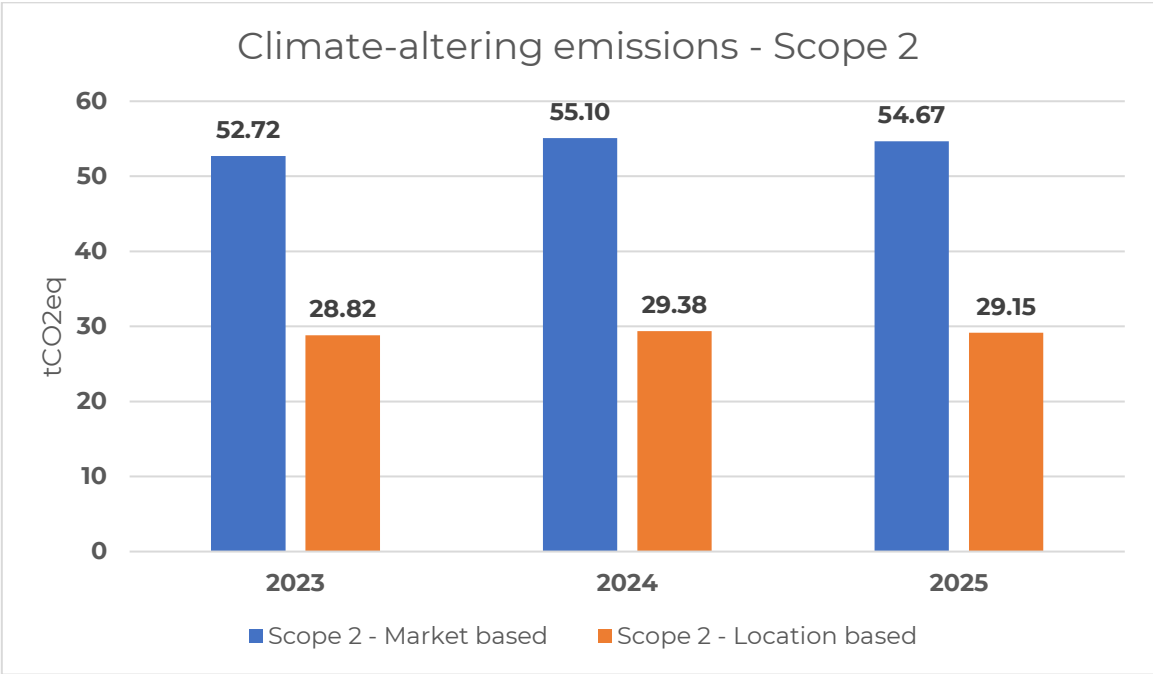
As shown in the table, **Scope 1** of Eidosmedia amount to **zero**.

Compared to the previous report (2024 Report), a *restatement* was also necessary in this case, consistent with the one carried out for energy consumption and based on the same methodological principle of operational control (*operational control*) defined by the GHG Protocol Corporate Accounting and Reporting Standard. The direct emissions associated with the company fleet — originally included within the Scope 1 boundary — were removed from the calculation because vehicle refueling costs are borne by individual assignees rather than by the Company. In the absence of operational control over fuel consumption, Eidosmedia does not meet the requirement for including such

⁵ For Scope 2 emissions, the calculation was performed applying the emission factors relating to the production mix and the residual mix of the Association of Issuing Bodies (AIB). Data for the two-year period 2023-2024 have been revised compared to what was published in the 2024 Sustainability Report to reflect the update of these factors.

⁶ Emission intensity is calculated as the ratio between the organization's Scope 1 and Scope 2 emissions (expressed in tCO₂eq) and revenue from sales and services (expressed in millions of euros) for the reporting year. The choice of revenue from sales and services as the denominator is consistent with the guidance provided by GRI Standard 302-3, which includes monetary units (such as revenue or turnover) among the organization-specific parameters that may be used to calculate the energy intensity ratio.

emissions in its direct reporting boundary. As a result, mobile combustion emissions previously attributed to the company fleet are not included in Scope 1 and do not appear in the calculation of the organization's direct emissions. As for Scope 2 emissions, here too, in line with the energy figures, substantial stability is observed in both calculation approaches.



In continuity with the KPIs relating to energy and emissions, the energy intensity KPI was also recalculated excluding from the emissions count the direct Scope 1 emissions associated with the company fleet.

In 2025 emission intensity improved further, standing at 0.92 tCO₂eq/M€ (location based, -6.1%) and 1.72 tCO₂eq/M€ (market based, -6.5%) compared to 2024. In line with the energy intensity indicator, here too the improvement is mainly driven by revenue growth (+6.3%), against substantially stable Scope 2 emissions.



INFOBOX | RENEWAL OF THE COMPANY FLEET

In 2025, Eidosmedia reached an important milestone: approximately **70% of the company fleet** now consists of vehicles with reduced environmental impact, including mild hybrid and plug-in hybrid vehicles. This is a result built up over time, through a gradual renewal begun in previous years and now fully consolidated.

As described above, emissions associated with the fleet are not included in Eidosmedia's direct reporting boundary, since vehicle refueling is borne by individual assignees. Nevertheless, the Company is aware that employee mobility generates a real environmental impact which, from a full reporting perspective, would fall under Scope 3. The progressive electrification of the fleet therefore represents a concrete choice consistent with a vision of reducing the carbon footprint that goes beyond the boundaries of current reporting.

In the coming years, this direction could be reinforced by further measures, on purchased energy and on office space management, as part of a long-term environmental strategy.

Waste management and good practices

As part of its operational activities, Eidosmedia also pays particular attention to the management of waste produced in its offices, promoting waste sorting practices and a more responsible use of materials. Waste sorting collection points are present in the Company's premises, allowing the separation of the main types of waste.

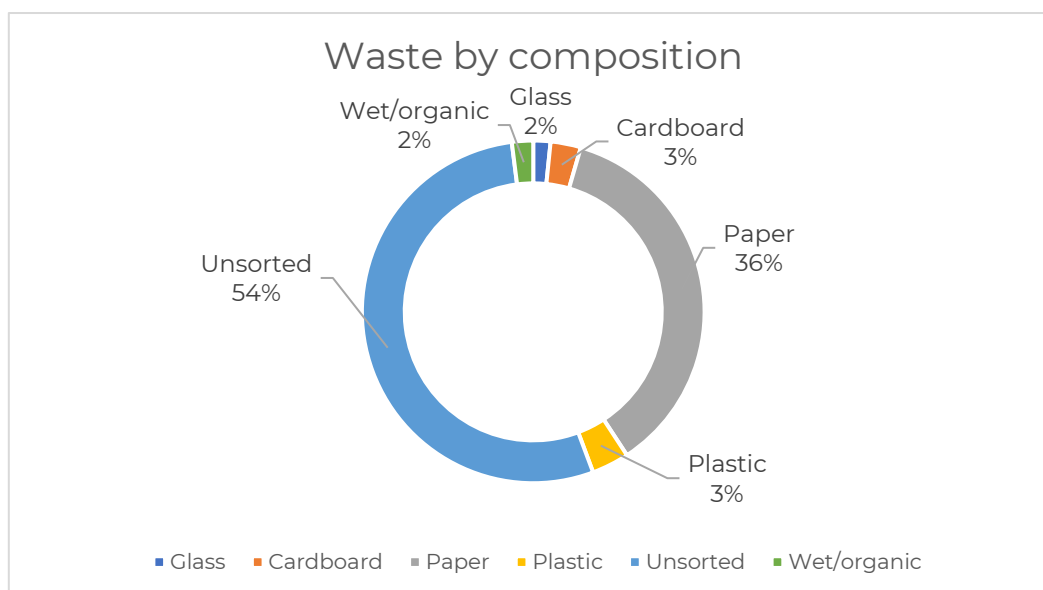
The Company also encourages everyday behavior aimed at reducing waste, including through internal awareness activities and the progressive reduction of single-use items. To this end, reusable tableware (cups, glasses and cutlery) has been introduced for use in common areas.

Eidosmedia does not directly manage its own waste, as it operates within a shared building where waste management is organized centrally at building level. The collection and disposal service is entrusted directly to the municipal company responsible for the area, which operates across the entire building without a specific breakdown by individual tenant or occupied unit.

As a result, Eidosmedia does not have direct, measured data on waste generated exclusively by its own activities, but only estimates, calculated from the building's aggregate data and allocated according to the Company's proportional share.

GRI 306-3 Waste by composition⁷	u.m.	2024	2025
Glass	t	0.18	0.17
Cardboard	t	0.28	0.30
Paper	t	4.31	3.80
Plastic	t	0.43	0.37
Unsorted	t	5.46	5.62
Wet/organic	t	0.21	0.21
Total	t	10.88	10.48

⁷ For 2024, data for the months of October, November and December were not available and were therefore estimated using the values recorded in the same months of 2025 as a reference. The figures reported should therefore be understood as reasoned approximations rather than precise measurements, with the resulting margins of uncertainty.



5. EIDOSMEDIA'S COMMITMENT TO CLIENTS, SUPPLIERS AND THE COMMUNITY

Information security and data protection

For Eidosmedia, data protection and the security of digital products are a central element of the business. For this reason, the Company has developed an information security management system (ISMS) compliant with the international ISO/IEC 27001:2022 standard, which establishes requirements and processes to ensure the confidentiality, integrity and availability of information. Within the same system, the specific guidelines of ISO/IEC 27017:2015 have been integrated to strengthen cloud service security and ensure secure management of digital platforms and data hosted in external environments. In this way, the management system covers all of the Company's products and services, from data centers to cloud (SaaS) platforms, ensuring protection and operational continuity across all areas.

The Security & Compliance team coordinates the entire system, overseeing internal audits, risk analyses and managing technical, physical and organizational aspects, occasionally supported by external consultants, adopting corrective or preventive actions in the event of vulnerabilities or incidents. External certification audits make it possible to verify compliance with standards and gather input for continuous improvement.

The system is based on a set of **company policies**, updated and approved annually, which define principles and operational tools for security and privacy, including:

- The **Security Policy** defines the security levels required for all company systems, including hardware and software infrastructure, mobile devices and data. It establishes fundamental principles of confidentiality, integrity and availability,

defining behaviors and actions to be taken in the event of an incident, while also promoting awareness and responsibility among users, in compliance with national and European regulations.

- The **Password Policy** provides guidelines for the creation, management and renewal of access credentials, reducing the risk of unauthorized access and ensuring the protection of company systems.
- The **Data Classification Standard** defines criteria and methods for classifying data according to its sensitivity and associated risk, providing guidance for its protection and for the management and sharing of information in compliance with applicable regulations.
- The **Personal Data Protection Policy** ensures compliance with personal data protection laws, such as the GDPR, governing the lawful and correct collection, processing and retention of data
- The **Acceptable Use Policy** establishes rules for the use of company resources, preventing misuse, errors or unauthorized access and ensuring correct use of available technologies.
- The **Cloud Security Policy** defines data protection measures for data hosted on cloud platforms, ensuring information security even in external environments.
- The **AI Policy**, introduced in 2025, to address the emerging topic of artificial intelligence, including compliance with binding regulations (e.g. the EU AI Act) and to analyze the impacts and risks associated with the use of these new technologies.

Eidosmedia has progressively strengthened the integration between information security and sustainability, also in light of the update to ISO/IEC 27001:2022/Amd 1:2024, which introduces greater attention to climate factors within the management system. In this context, the Company has included environmental variables among the risk analysis elements, assessing how extreme weather events or other issues may affect data availability, with the aim of ensuring operational resilience even in adverse scenarios.

In 2025 particular attention was also devoted to the accessibility of Eidosmedia's products and services, creating a dedicated page on the website and a plan to comply with WCAG guidelines (level AA). Although the Company's services are aimed at other businesses (B2B) rather than end consumers (B2C), this activity is also aimed at achieving compliance with the requirements of the EU Accessibility Act.

Oversight of the system is structured as a cyclical process:

- **Internal audits** conducted annually to measure adherence to security policies and promptly identify any vulnerabilities and areas for improvement;
- **Risk analyses** conducted annually, making it possible to identify emerging threats, defining intervention priorities and response plans;

- **Certification audits** conducted externally to ensure ongoing compliance with ISO standards.

At the end of each audit, the risk treatment plan is reviewed and updated, providing for corrective and preventive actions aimed at continuously strengthening the level of security.

To support its information security objectives, Eidosmedia invests steadily in staff training, so that skills and awareness keep pace with the evolution of threats and available technologies. At the same time, technical and organizational controls are constantly reviewed and enhanced, including through the adoption of advanced technological solutions that improve data protection and make security process management more efficient.

During the two-year period 2024-2025 there were no incidents of non-compliance regarding impacts on the security of services sold by Eidosmedia.

On the personal data protection front, Eidosmedia has adopted a dedicated Management System, aimed at ensuring full compliance with the GDPR and applicable regulations. The framework is based on two main documents: the Privacy Statement, made publicly available to transparently inform users about their rights and how their data is processed, and the Data Protection Policy, for internal use, which governs roles, responsibilities and controls. Both are overseen by the Privacy Focal Point and the external Data Protection Officer (DPO).

The Privacy team, made up of representatives from Human Resources and Compliance, meets every two months to monitor the evolution of relevant obligations and activities. The DPO conducts annual audits on the effectiveness of the policies and procedures adopted. Every instance of personal data processing is recorded in a constantly updated register, showing purposes, data categories, parties involved, any transfers, security measures applied and retention periods. Relevant staff regularly take part in training on data protection and privacy best practices.

No well-founded complaints relating to privacy violations were received during the reporting period, nor were there any incidents of loss or compromise of client data.

Supply chain and territory

As part of its procurement activities, Eidosmedia has consolidated a structured and responsible approach to supplier management through the P2P (Procure-to-Pay) process. This procedure ensures that the acquisition of goods and services takes place transparently and efficiently, strengthening the organization's financial integrity and building solid, reliable relationships with business partners.

At the heart of the process is a commitment to fairness and competition: collecting multiple offers for each order makes it possible to identify the most advantageous terms, ensure fair market practices and constantly monitor supplier quality and performance.

Although structured procedures for the ESG assessment of suppliers have not yet been formalized, Eidosmedia adopts an approach geared towards enhancing the local context in which it operates, promoting the creation and redistribution of economic value at the local level. In particular, where possible, the Company gives preference to local suppliers, thereby helping to support the local business fabric and reduce the indirect impacts related to logistics. In this context, in 2025 32% of Eidosmedia's suppliers were based in Lombardy, highlighting a significant presence in the reference territory.

Also with a view to broadly sharing the economic value generated, the Company actively promotes initiatives for local communities, integrating collaborations and projects with social, inclusive and supportive value into its daily operations. This includes the ongoing collaboration with the **Diapason social cooperative**, which is committed to helping people with difficulty accessing the labor market find employment. The cooperative supports certain company activities, including office cleaning, preparing the weekly lunch offered to employees and supplying breakfast products, generating a direct social impact in terms of employment opportunities for vulnerable individuals and contributing to the development of a more inclusive local economy.

At the same time, the Company takes part every year in charity sports events, supporting social and health causes while also fostering employee involvement and wellbeing. In particular, it supports the **Pink Parade**, an event dedicated to raising funds for cancer research, covering the registration fees of participating employees, and takes part in the **Wizz Air Family Run** and the **Relay Marathon**, donating the registration fees in full to non-profit organizations.

Starting in 2024, and continuing in 2025, an initiative was also launched to promote the professional growth and inclusion of women in the technology field, through free access for female employees in the tech area to the **SheTech** community. The initiative is part of the Company's broader commitment to gender equality, with particular attention to technical and STEM roles, contributing to skills development and the strengthening of professional networking.

During the Christmas period, the Company's commitment to the community was further strengthened through solidarity initiatives and internal engagement. These included the organization of the Company's **Christmas Market**, held in collaboration with sustainable organizations such as Effetto Terra, which gave employees the opportunity to purchase artisanal products and low environmental impact gifts. In continuity with the collaboration with Diapason, the "Natale Gentile" ("Kind Christmas") initiative was also promoted, dedicated to selling sweet and savory products at the Company's offices, the proceeds of which helped support training paths and employment opportunities for people in vulnerable situations.

Finally, the Company promoted a fundraising campaign in support of the **Italian Croce Rossa**, encouraging employees' active participation through voluntary donations and doubling the total amount raised, in order to amplify its impact.

OUR ROADMAP FOR THE FUTURE

The publication of the second Sustainability Report marks a moment of consolidation and maturity for Eidosmedia's ESG journey. After the first year, the document makes it possible to observe the continuity and progression of actions, offering more comparable data and a clear view of the evolution of the results achieved in terms of responsible governance, valuing people, environmental protection and technological innovation.

Alongside the commitments already underway, in 2025 Eidosmedia consolidated the implementation of its Sustainability Plan, structured around three strategic pillars and translated into specific objectives and initiatives. The operational roadmap now makes it possible to systematically monitor the impacts generated and measure their evolution over time, with a view to continuous improvement and transparency towards stakeholders.

The Company continues to focus on environmental impact, on promoting wellbeing and valuing people, on skills development and on technological innovation, achieving concrete and measurable results in each of these areas. Processes and tools already launched have been consolidated, strengthening responsible governance, transparency and the traceability of decisions, and new initiatives have been launched to ensure continuity and progression of the positive impacts generated.

These actions demonstrate Eidosmedia's ability to translate responsibility and values into concrete results, resilience and the creation of shared value, strengthening stakeholder trust and contributing responsibly to sustainable development and to the achievement of the United Nations 2030 Agenda Goals.

GRI CONTENT INDEX

Statement of use:

Eidosmedia S.p.A. has reported the information cited in this GRI content index for the period from 01.01.2025 to 12.31.2025, with reference to the GRI 2021 Standards.

GRI	INDICATOR SPECIFICATION	PARAGRAPH	NOTES
GRI 2 - General Disclosures			
2-1	Organizational details	Methodological note; 1. Innovation as a growth engine	
2-2	Entities included in the organization's sustainability reporting	Methodological note	
2-3	Reporting period, frequency and contact point	Methodological note	
2-4	Restatements of information	Workforce composition and turnover; Energy consumption and emissions; Waste management and good practices	Refinement of calculation methodologies
2-5	External assurance	-	This Report is not subject to external assurance
2-6	Activities, value chain and other business relationships	1. Innovation as a growth engine	
2-7	Employees	Workforce composition and turnover	
2-8	Non-employee workers	Workforce composition and turnover	
2-9	Governance structure and composition	Governance structure and corporate bodies	
2-10	Nomination and selection of the highest governance body	Governance structure and corporate bodies	
2-11	Chair of the highest governance body	Governance structure and corporate bodies	
2-12	Role of the highest governance body in overseeing the management of impacts	Governance structure and corporate bodies	
2-16	Communication of critical concerns	Governance structure and corporate bodies	
2-17	Collective knowledge of the highest governance body	Governance structure and corporate bodies	
2-19	Remuneration policies	Governance structure and corporate bodies	

2-20	Process to determine remuneration	Training, skills development and corporate welfare	
2-22	Statement on sustainable development strategy	Letter to stakeholders	
2-23	Political engagement	Company policies: integrity and protection of human rights	
2-24	Embedded political engagement	Tools for safeguarding business ethics; Company policies: integrity and protection of human rights	
2-25	Processes to remediate negative impacts	Tools for safeguarding business ethics	
2-26	Mechanisms for seeking advice and raising concerns about business conduct	Tools for safeguarding business ethics	
2-27	Compliance with laws and regulations	Company policies: integrity and protection of human rights	No significant instances of non-compliance with laws and regulations occurred
2-29	Approach to stakeholder engagement	Materiality Analysis	
2-30	Collective bargaining agreements	Workforce composition and turnover	
GRI 3 - Material Topics			
3-1	Process to determine material topics	Materiality Analysis	
3-2	List of material topics	Materiality Analysis	
3-3	Management of material topics	Materiality Analysis	
ECONOMIC PERFORMANCE			
3-3	Management of the material topic	Materiality Analysis; Economic value generated and distributed	
GRI 201 - ECONOMIC PERFORMANCE (2016)			
201-1	Direct economic value generated and distributed	Economic value generated and distributed	
BUSINESS ETHICS AND INTEGRITY			

3-3	Management of the material topic	Materiality Analysis; Tools for safeguarding business ethics	
GRI 205 - ANTI-CORRUPTION (2016)			
205-2	Communication and training on anti-corruption policies and procedures	Tools for safeguarding business ethics	
205-3	Confirmed incidents of corruption and actions taken	Tools for safeguarding business ethics	No confirmed incidents of corruption occurred
PREVENTION OF ANTI-COMPETITIVE BEHAVIOR			
3-3	Management of the material topic	Materiality Analysis; Tools for safeguarding business ethics	
GRI 206 - ANTI-COMPETITIVE BEHAVIOR (2016)			
206-1	Legal actions for anti-competitive behavior, antitrust and monopoly practices	Tools for safeguarding business ethics	No legal actions for anti-competitive behavior, antitrust and monopoly practices occurred
RESEARCH AND DEVELOPMENT			
3-3	Management of the material topic	Materiality Analysis; Digitalization and technology: the company's strategic business levers	
ENERGY			
3-3	Management of the material topic	Materiality Analysis; Energy consumption and GHG emissions	
GRI 302 - ENERGY (2016)			
302-1	Energy consumption within the organization	Energy consumption and GHG emissions	
302-3	Energy intensity	Energy consumption and GHG emissions	
EMISSIONS			
3-3	Management of the material topic	Materiality Analysis; Energy consumption and GHG emissions	
GRI 305 - EMISSIONS (2016)			
305-1	Direct (Scope 1) GHG emissions	Energy consumption and GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	Energy consumption and GHG emissions	
305-4	GHG emissions intensity	Energy consumption and GHG emissions	

WASTE			
3-3	Management of the material topic	Materiality Analysis; Waste management and good practices	
GRI 306 - WASTE (2020)			
306-3	Waste by composition	Waste management and good practices	
HUMAN RESOURCES MANAGEMENT POLICIES			
3-3	Management of the material topic	Materiality Analysis; Workforce composition and turnover	
GRI 401 - EMPLOYMENT (2016)			
401-1	New employee hired and employee turnover	Workforce composition and turnover	
401-3	Parental leave	Workforce composition and turnover	
OCCUPATIONAL HEALTH AND SAFETY PROTECTION			
3-3	Management of the material topic	Materiality Analysis; Protection of health and safety in the workplace	
GRI 403 - OCCUPATIONAL HEALTH AND SAFETY (2018)			
403-1	Occupational health and safety management system	Protection of health and safety in the workplace	
403-2	Hazard identification, risk assessment and incident investigation	Protection of health and safety in the workplace	
403-3	Occupational health services	Protection of health and safety in the workplace	
403-4	Worker participation, consultation and communication on occupational health and safety	Protection of health and safety in the workplace	
403-5	Worker training on occupational health and safety	Protection of health and safety in the workplace	
403-6	Promotion of worker health	Protection of health and safety in the workplace	
403-8	Workers covered by an occupational health and safety management system	Protection of health and safety in the workplace	
403-9	Work-related injuries	Protection of health and safety in the workplace	
STAFF TRAINING AND EDUCATION			
3-3	Management of the material topic	Materiality Analysis; Training, skills development and corporate welfare	
GRI 404 - TRAINING AND EDUCATION (2016)			

404-1	Average hours of training per year per employee	Training, skills development and corporate welfare	
404-2	Programs for upgrading employee skills and transition assistance programs	Training, skills development and corporate welfare	
404-3	Percentage of employees receiving regular performance and career development reviews	Training, skills development and corporate welfare	
INCLUSION, DIVERSITY AND NON-DISCRIMINATION			
3-3	Management of the material topic	Materiality Analysis; Diversity, Equity and Inclusion	
GRI 405 - DIVERSITY AND EQUAL OPPORTUNITY (2016)			
405-1	Diversity of governance bodies and employees	Diversity, Equity and Inclusion	
405-2	Ratio of basic salary and remuneration of women to men	Diversity, Equity and Inclusion	
GRI 406 - NON-DISCRIMINATION (2016)			
406-1	Incidents of discrimination and corrective actions taken	Diversity, Equity and Inclusion	No incidents of discrimination occurred
PROTECTION OF CLIENT HEALTH AND SAFETY			
3-3	Management of the material topic	Materiality Analysis; Information security and data protection	
GRI 416 - CUSTOMER HEALTH AND SAFETY (2016)			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Information security and data protection	No incidents of non-compliance concerning the health and safety impacts of services occurred
PROTECTION OF CLIENT PRIVACY			
3-3	Management of the material topic	Materiality Analysis; Information security and data protection	
GRI 418 - CUSTOMER PRIVACY (2016)			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security and data protection	No complaints concerning breaches of customer privacy and losses of customer data occurred