EIDOSMEDIA

# 2024 Sustainability Report

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## LETTER TO STAKEHOLDERS

***Dear Stakeholders,***

*While the concept of ESG has been around for decades, Eidosmedia's formal journey began in earnest in 2018. Since then, our commitment has grown steadily, and we are proud to share our first official ESG report with you.*

*This milestone is the result of significant effort and collaboration. I want to thank our dedicated Eidosmedia team, our customers who continuously challenge us to do better, our suppliers who help us stay sharp, and all the others who contributed along the way.*

*At Eidosmedia, we view sustainable development as essential to long-term, responsible growth. Our strategy integrates environmental, social, and governance principles not only to create business value, but also to generate positive outcomes for our broader community.*

*We have defined a clear roadmap:*

- ***Short-term**: Improve operational efficiency and increase awareness of sustainable practices internally.*
- ***Medium-term**: Embed sustainability into our strategic decisions and partnerships.*
- ***Long-term**: Evolve our business model to become a benchmark for sustainability in our industry—driven not by obligation, but because it strengthens our business.*

*In a rapidly changing global context, adaptability is key. By aligning with international standards—such as the UN 2030 Agenda—and staying ahead of emerging regulations, we aim to remain future-ready and resilient.*

*This report marks an important step in our ESG journey. We have set ambitious goals and are committed to making a meaningful, lasting impact. Thank you once again to everyone who made this possible. I look forward to the progress we'll achieve together—not just this year, but for many years to come.*

*Christian Pelanconi*

*Eidosmedia CEO*

# HIGHLIGHTS

## Environmental highlights

| | |
|---|---|
| ➔ **Total energy consumption** | 657 GJ |
| ➔ **Energy intensity** | 0.02 MJ/€ |
| ➔ **Scope 1 emissions** | 14 $tCO_2eq$ |
| ➔ **Scope 2 emissions (location based)** | 48 $tCO_2eq$ |
| ➔ **Emissions intensity (location based)** | 1.62 $gCO_2$/€ |

## Social highlights

| | |
|---|---|
| ➔ **Number of employees** | 133 |
| ➔ **Number of new employees** | 4 |
| ➔ **Turnover rate** | 8% |
| ➔ **Percentage of female employees** | 26% |
| ➔ **Training hours delivered** | 6,736 |

## Governance highlights

| | |
|---|---|
| ➔ **Percentage of economic value distributed over generated value** | 92% |
| ➔ **Percentage of economic value retained over generated value** | 8% |

# METHODOLOGICAL NOTE

The 2024 Sustainability Report represents a significant milestone in the social and environmental responsibility journey undertaken by Eidosmedia S.p.A. (hereinafter also referred to as "Eidosmedia", the "Company" or the "Group"). This document aims to provide transparent, comprehensive and structured communication regarding the company's environmental, social and governance performance, as well as to share its future commitments and objectives in these areas.

The Report has been prepared on a voluntary basis in accordance with the GRI (Global Reporting Initiative) Standard, as last amended on 1 January 2023. These internationally recognised standards act as a guide for the disclosure of information relating to the three pillars of sustainability: environmental, social and governance. The approach adopted is 'with reference to', which ensures alignment with current principles and regulatory updates.

The document also includes references to the United Nations 2030 Agenda and the 17 Sustainable Development Goals (SDGs), which remain a key point of reference for guiding corporate contributions to global sustainable development.

The information and data presented in the Report refer to the financial year ended 31 December 2024 and have been collected and validated through a structured process of identifying material topics for Eidosmedia and its stakeholders. The Sustainability Report was prepared following the Statutory Financial Statements and refers exclusively to Eidosmedia S.p.A., with its registered office at Via Carlo Imbonati 18, Milan.

The final version of this document was approved on 08/09/2025 and is available on the Company's institutional website, where the digital version can be viewed and downloaded.

The Report is completed by the GRI Content Index, which is a table showing the correspondence between the contents of the document and the indicators required by the GRI standard, to facilitate the reading and verification of the information reported.

# 1. CORPORATE IDENTITY AND ESG COMMITMENT

## Innovation at the heart of our business strategy

Founded in Milan in 1999, Eidosmedia is now an international leader in the development of advanced digital platforms for the creation, management and distribution of complex information content. The company's technological solutions are designed to meet the needs of global publishers, news agencies, financial institutions, corporations and organisations operating in fast-paced, information-intensive environments. With offices across Europe, North America and Asia-Pacific region (Milan, New York, London, Paris, Frankfurt, Porto, Sydney and Shanghai), Eidosmedia supports clients in over 30 countries.

Specialising in the information technology, Eidosmedia provides software solutions for knowledge management and multichannel publishing (print, web, mobile, tablet, and social media), with an increasingly strong focus on the financial and corporate markets, while maintaining a solid presence in its traditional core sector of news and media publishing.

Thanks to a completely cloud-native offering, Eidosmedia enables its customers to produce and publish content in a distributed, collaborative and multi-channel manner, with high standards of security, scalability and customisation. The highly configurable and flexible platforms allow seamless management of editorial, document and information processes, adapting to diverse and constantly evolving organisational contexts.

Among the main solutions developed by Eidosmedia are:

- **Méthode**: a powerful Enterprise Content Management (ECM) platform that combines graphic capabilities with real-time publishing across all channels, as well as advanced multimedia archive management.
- **Cobalt**: the latest cloud platform, designed to support a full range of digital channels. It can be integrated with Méthode or act as a front-end for other CMSs via a complete set of APIs.

The growing popularity of generative AI (GenAI) services has enriched the functionality of Eidosmedia solutions, making them even more powerful:

- **AI Writing Assistant**: improves content through grammar and style corrections and advanced suggestions directly within the editor.
- **AI Companion**: includes a headline generator, text rephrasing, key information extraction, summaries and an AI powered chat for creative support and problem solving.

Integration is fully open, allowing connectivity with major public LLMs (e.g. OpenAI, AWS, Anthropic) as well as proprietary models or datasets for enterprise customers.

Since 2016, Eidosmedia has been transforming to a SaaS (Software as a Service) model, structured on two levels:

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

Both models include a fixed periodic fee (OpEx), which generates stable and predictable recurring revenue (ARR – Annual Recurring Revenue), contributing to business resilience even during challenging periods.

The strategy is supported by positive market trends in cloud-based ECM software and is based on standardisation, scalability, replicability, cloud-native technology and global partnerships. The aim is to consolidate the SaaS model by reducing post-sales services and generating cross-selling opportunities through revenue-sharing collaborations with specialised partners.

**INFO-BOX | MISSION AND VISION**

Eidosmedia's growth is underpinned by a culture of innovation, transparency, responsibility and reliability. The company promotes long-lasting relationships with stakeholders, built on trust and a focus on quality.

- **Mission**: Be the content platform of choice for leading enterprises through thought leadership, culture of innovation and strategic partnership, globally.
- **Vision**: Enabling information flow, every day, everywhere.

Innovation plays a crucial role in Eidosmedia's business strategy.

In 2024, the company continued its investment strategy in research and product innovation activities, which is necessary to ensure new modules and additional functionalities, greater reliability and integration with complementary solutions through technology partners, in order to meet the needs of prospective and existing customers.

These investments, in addition to supporting the ongoing improvement and enrichment of existing platforms (Méthode, Cobalt, Swing, and Prime), were mainly focused on the development of two new platforms:

- **Neon** (available from 2025): based on the experience developing Cobalt, Neon has been designed for a primarily digital editorial workflow model, reflecting a widespread trend among the media industry, which prioritise digital products over print ones. Neon is based on an updated software architecture and includes native artificial intelligence capabilities for automated web page creation, content suggestions and more;
- **Research Plus (R+):** A product aimed at financial services customers, R+ will cover new use cases enabled by the adoption of AI and synergies and similarities across various areas, such as Investment Research, Asset Management and Wealth Management.

**INFO-BOX | COMPANY STRENGTHS**

- **Cutting-edge digital technologies**: Eidosmedia applies the latest digital technologies to improve its clients' communication with their audiences and stakeholders.
- **Customisable solutions**: It offers growth programmes that include change management, re-platforming, customisation and managed services.
- **International clients**: Eidosmedia's platforms are chosen by leading global companies, guaranteeing reliability and innovation.

Confirming the company's focus on R&D during 2024, the number of professionals dedicated to research and development activities within the Group, of which the Company is the parent company, increased from 57 to 60.

## Our sustainability journey

In an increasingly global context focused on environmental, social and governance responsibility, Eidosmedia has embarked on a structured and conscious journey to integrate ESG principles into its business strategy. This commitment has developed through several key milestones, reflecting the company's desire to evolve in line with regulatory changes and growing market expectations.

**2023 – ESG Assessment and Materiality Analysis**

In 2023, Eidosmedia carried out an initial in-depth assessment of its ESG positioning in relation to the 17 United Nations Sustainable Development Goals (SDGs). This evaluation identified the Company's established strengths and areas for improvement on which to focus future actions. In the same year, Eidosmedia conducted an in-depth materiality analysis based on the GRI standard, identifying the most relevant ESG topics for the company and the related environmental and social impacts.

**2024 – Definition of the Strategic Sustainability Plan**

Based on the findings of the materiality assessment, in 2024 the Company defined a three-year Strategic Sustainability Plan (2024–2026). The document provides a guiding framework for the evolution of ESG performance and the implementation of concrete initiatives capable of generating positive and lasting impact. The Plan aims to engage all company departments and consolidate dialogue with internal and external stakeholders, promoting a shared vision of sustainability.

**2025 – Publication of the first Sustainability Report**

2025 marks a crucial milestone in the company's ESG journey: the publication of Eidosmedia's first Sustainability Report. Although the Company is not yet subject to the Corporate Sustainability Reporting Directive (CSRD), it has proactively chosen to adopt a tool that allows transparent reporting on the progress, objectives and impact. The report demonstrates Eidosmedia's commitment to acting responsibly, embracing sustainability as a core value integrated into every strategic and operational decision.

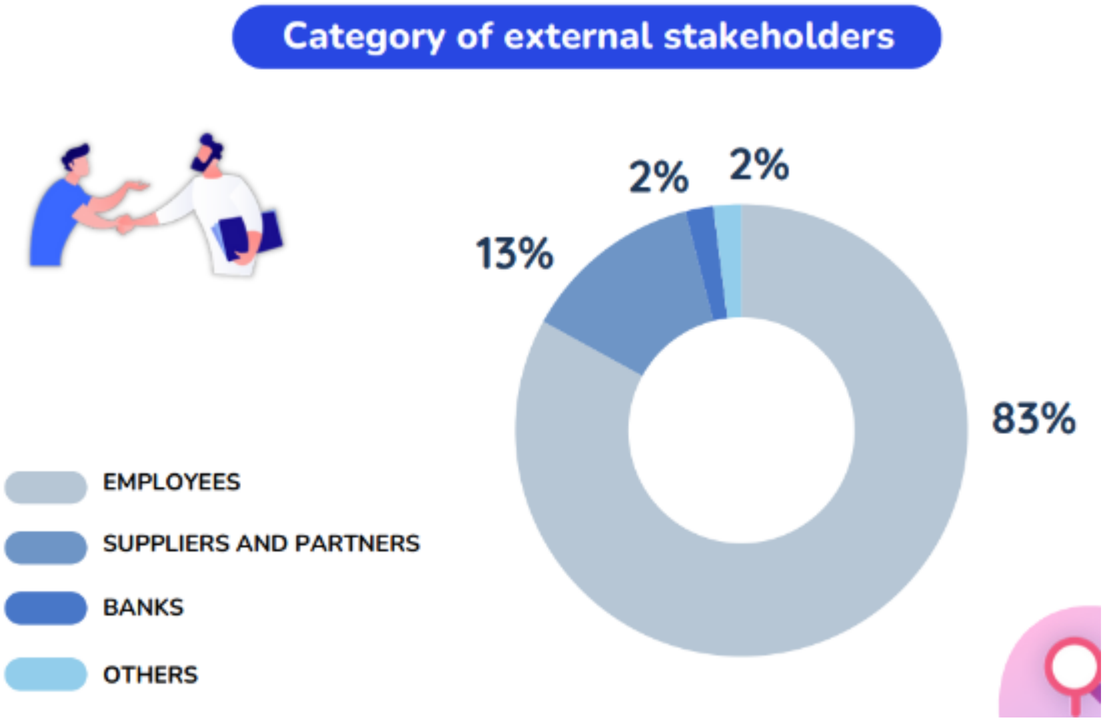
## Stakeholder Engagement

To identify the ESG issues most relevant to the company's business, it is essential to activate an effective stakeholder engagement process. This approach allows the company to listen to and understand the needs and expectations of key stakeholders, aligning the corporate strategy towards shared objectives. A structured dialogue with stakeholders is therefore essential for defining the environmental, social and governance priorities of the company, promoting the development of a solid and sustainable strategy in the long term.

Eidosmedia has chosen to involve a multitude of 'stakeholders' in its ESG journey, which, from a methodological point of view, can be divided into two main categories:

- **Internal stakeholders**, including those involved in making strategic business decisions (such as company management)
- **External stakeholders**, including numerous actors who share a common element: the ability to influence and be influenced by corporate decisions. Employees have also been included among external stakeholders, although they may not always be directly involved in corporate strategy decision, they are affected by its outcomes.

The key stakeholders engaged by Eidosmedia included employees, suppliers, business partners and banks. As part of the stakeholder engagement process, the Company gathered the opinions of 71 individuals through a materiality questionnaire, which included both qualitative and quantitative questions.




Through the questionnaire, stakeholders were asked to assign a relevance rating to 24 ESG topics on a scale from 1 to 5, where 1 represents a marginal topic and 5 an extremely critical topic. The findings, combined with the assessments of Top Management, enabled the identification of material topics, meaning those considered a priority for the organisation.

Participants were also asked to rate, again on a scale of 1 to 5, Eidosmedia's level of maturity and the Company's commitment to addressing market expectations on sustainability. The results highlight a positive perception of the company among its key stakeholders: nearly all respondents assigned a score between 3 and 5, indicating that the commitment to sustainable development is recognised and shared outside the company.

**INFO-BOX | STAKEHOLDER ENGAGEMENT**

Eidosmedia adopts a structured and inclusive approach to stakeholder engagement, inspired by principles of transparency, reciprocity and active listening. The methods of interaction vary according to the type of stakeholder:

- **Employees**: involved through regular meetings every six weeks, biannual organisational climate surveys and a continuous internal communication system.
- **Customers and suppliers**: consulted through annual satisfaction surveys, six-monthly feedback meetings and dedicated communication channels active throughout the year.
- **Industry associations**: active participation in thematic meetings promoted by Assolombarda, Confcommercio, Manageritalia and AIDP, contributing to sectoral dialogue and gathering relevant information.

Engagement activities take place both at an organisational level and within specific projects or business functions, thanks to:

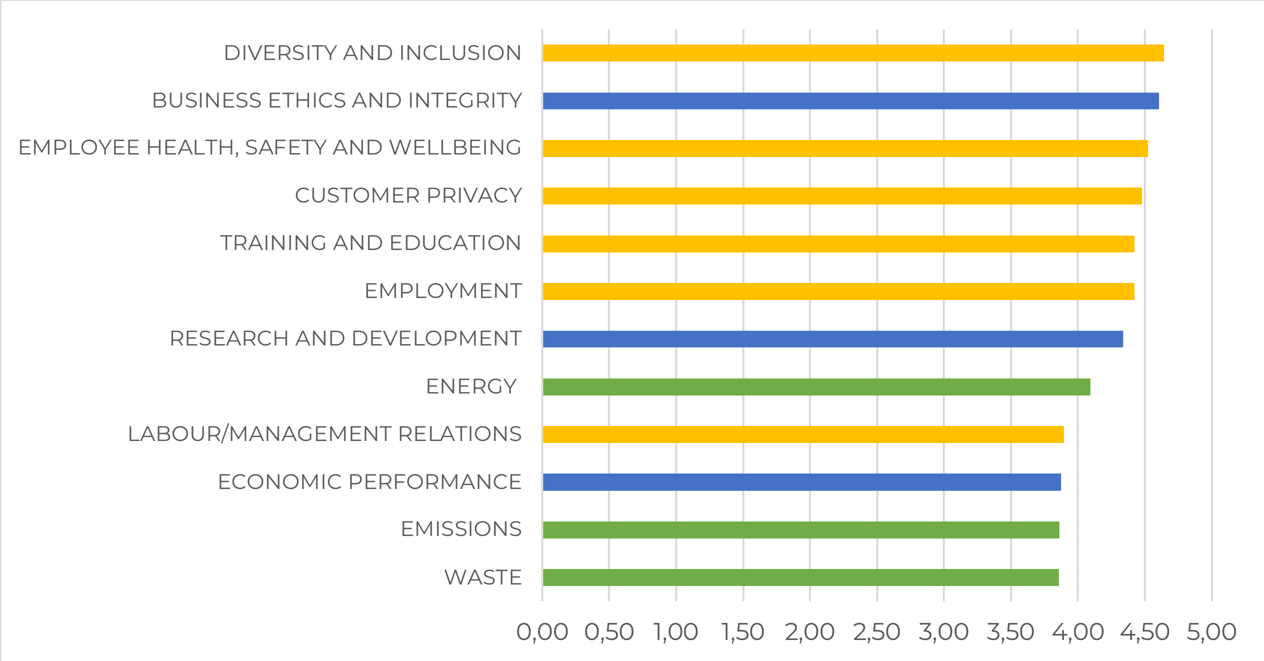
- Two-way communication channels (digital and in person), tailored to the needs of stakeholders.
- Structured processes for collecting and analysing feedback, with transparent communication on how this has influenced corporate decisions.
- A cross-functional team dedicated to stakeholder engagement, with specific resources and budgets.
- Performance indicators to monitor the quality and impact of engagement activities.

The insights gathered are integrated into decision-making processes through regular analysis, inclusion of priority topics in the strategic agenda and definition of concrete actions which are monitored and reported over time.

## Materiality Assessment

With the aim of identifying the social, environmental and governance impacts generated by its business, Eidosmedia launched an in-depth materiality assessment, conducted in accordance with the methodological principles proposed by AccountAbility 1000 and the GRI Standards.

By analysing the results of the stakeholder questionnaires submitted (as described in the previous paragraph), the company was able to identify the most relevant topics and, therefore, Eidosmedia's strategic priorities. This process led to identify a shortlist of material topics, each associated with positive and negative impacts.




The materiality assessment provides a clear picture of the perceived priorities in the ESG area, outlining a hierarchy of topics that reflects the identity of the Company and the sector in which it operates. The results highlight a strong emphasis on social and governance dimensions, with a particular focus on issues such as diversity and inclusion, business ethics and integrity, health and safety at work, client data privacy and the enhancement of human resources through training, education and dedicated policies.

At the same time, environmental topics such as energy, emissions and waste management also emerged with a medium-high rating, indicating the organisation's growing awareness of the environmental impact of its activities. However, they were perceived with a slightly lower intensity than social and governance issues.

Finally, research and development, economic performance and management of industrial relations also received high scores, confirming the strategic importance placed on innovation, economic and financial stability and dialogue with social partners.

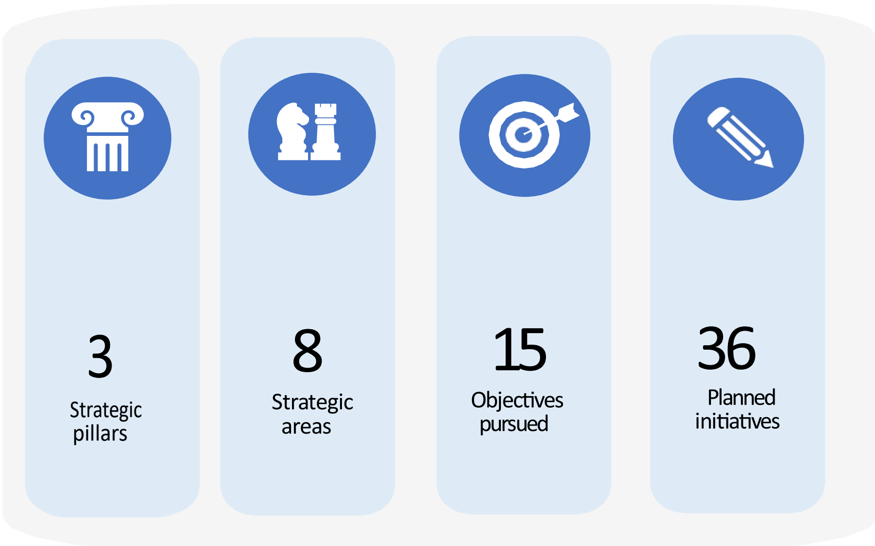
To provide a more detailed view of Eidosmedia's sustainability strategy, the following table correlates the impacts generated with the material topics identified through the assessment. For each impact, it is specified whether it is a current or potential impact.

| ISSUES | TYPE | IMPACT | NATURE OF IMPACT |
|---|---|---|---|
| **ENERGY** | NEGATIVE | High energy consumption that is not optimised leads to higher emissions and depletion of natural resources. | CURRENT |
| **EMISSIONS** | NEGATIVE | Inadequate emissions management leads to increased air pollution and damage to ecosystems. | CURRENT |
| **WASTE** | NEGATIVE | Ineffective management increases waste volumes and generate environmental risks. | CURRENT |
| **OCCUPATIONAL HEALTH AND SAFETY** | NEGATIVE | The lack of adequate measures increases the risk of accidents and compromise the quality of working life. | POTENTIAL |
| | POSITIVE | Safe environments reduce accidents and promote a culture of prevention, strengthening trust and belonging. | CURRENT |
| **STAFF TRAINING AND EDUCATION** | NEGATIVE | The lack of training programmes hinders skills development and limits competitiveness. | POTENTIAL |
| | POSITIVE | Investment in training enriches human capital, improves business performance and stimulates innovation. | CURRENT |
| **HUMAN RESOURCE MANAGEMENT POLICIES** | NEGATIVE | Poor policies can lead to dissatisfaction, low productivity and difficulties in retaining and attracting talent. | POTENTIAL |

| | | | |
|---|---|---|---|
| | POSITIVE | Inclusive and empowering policies promote employee well-being, professional growth and improve the workplace. | CURRENT |
| **CUSTOMER DATA PRIVACY** | NEGATIVE | The loss of sensitive data may lead to reputational damage, loss of trust and legal penalties. | POTENTIAL |
| | POSITIVE | Careful privacy management strengthens customer trust and consolidates the company's reputation as a reliable partner. | CURRENT |
| **DIVERSITY AND INCLUSION** | NEGATIVE | A lack of attention to inclusion may lead to discrimination, limit diversity 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 |
| **MANAGEMENT OF INDUSTRIAL RELATIONS** | NEGATIVE | Weak communication between management, employees and social partners may cause misalignment and internal tensions. | POTENTIAL |
| | POSITIVE | Solid industrial relations promote participation, engagement and greater organisational cohesion. | CURRENT |
| **ECONOMIC PERFORMANCE** | NEGATIVE | Weak economic performance can lead to a reduction in turnover, loss of market share and, consequently, lower investment capacity and employment. | POTENTIAL |
| | POSITIVE | Solid revenue growth and market consolidation strengthen the company's position, contributing to employment stability, stakeholder confidence and the resilience of the local economy. | CURRENT |

| | | | |
|---|---|---|---|
| **ETHICS AND BUSINESS INTEGRITY** | NEGATIVE | A lack of ethical coherence and values can compromise the company's reputation, undermine customer trust and weaken the internal culture. | POTENTIAL |
| | POSITIVE | Transparent and consistent behaviour aligned with the company's mission and vision strengthens reputation, promotes an ethical environment and attracts stakeholders who share the corporate values. | CURRENT |
| **RESEARCH AND DEVELOPMENT** | NEGATIVE | A decline in innovation capacity may lower competitiveness and limit the progress towards sustainable solutions. | POTENTIAL |
| | POSITIVE | Technological innovation enables the development of more efficient and sustainable products and services that respond to new environmental and social needs. | CURRENT |

## The Strategic Sustainability Plan

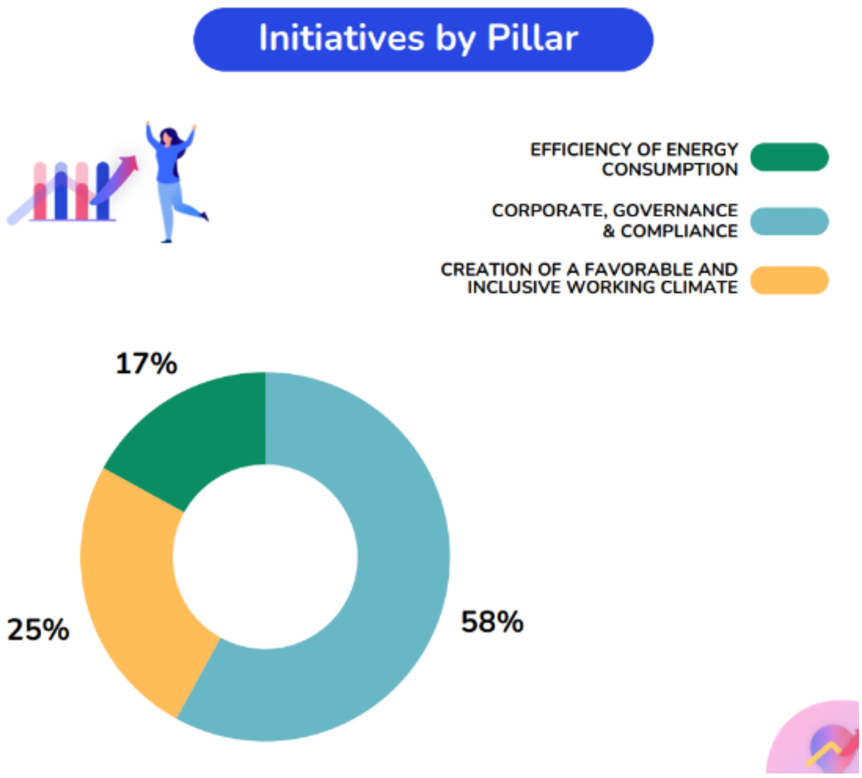

As part of its ESG integration process, Eidosmedia has developed a three-year Strategic Sustainability Plan (2024–2026) that translates the Company's goal of progressively aligning its operating model with the United Nations Sustainable Development Goals (SDGs) into concrete actions. The Plan stems from a clear desire to make sustainability a cross-cutting strategic factor with measurable impacts on the business, internal organisation and stakeholder relations.

The process of developing the Plan was divided into several phases.

Based on the results of the materiality assessment and the impacts identified, the following were identified:

- 3 strategic pillars;
- 8 strategic areas;
- 15 objectives
- 36 initiatives

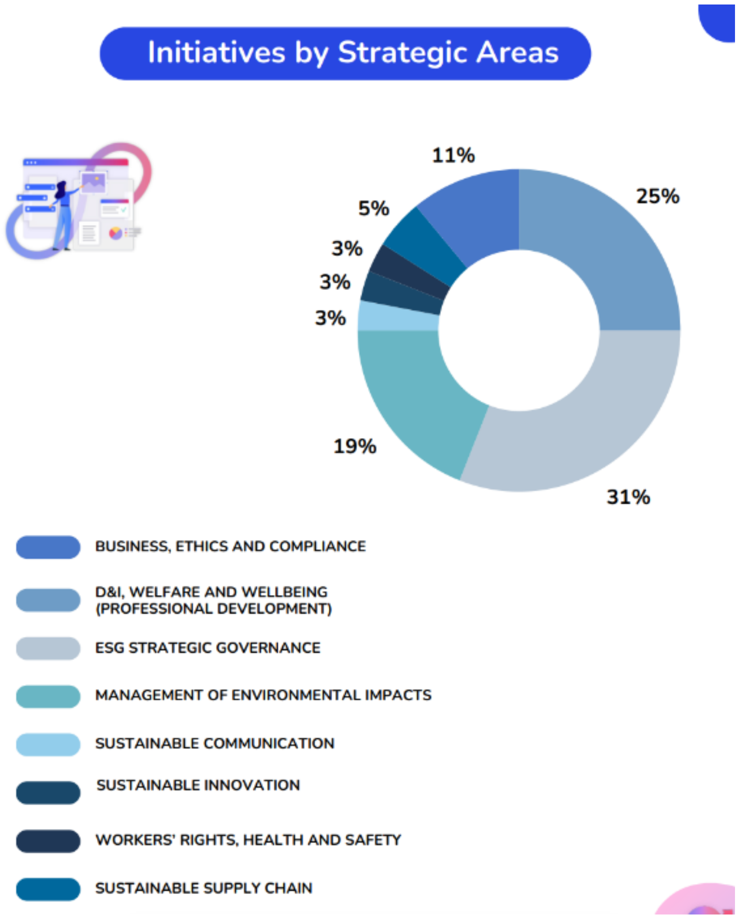
The 36 planned initiatives were analysed and validated through thematic workshops, in which each project was discussed and co-designed directly with the company representatives responsible for its implementation. This participatory approach ensured effective ownership of the objectives and full integration of the activities into the company's operational context.




Each initiative was assigned a priority level (on a scale of 1 to 3) based on urgency, strategic relevance and feasibility over the three-year period. In addition, each activity was assigned a specific KPI (Key Performance Indicator) to clearly define the expected results and effectively track the progress. The adoption of specific indicators enables the activation of a dynamic mechanism for continuous monitoring and updating, supporting the Plan’s adaptability to both internal and external changes.

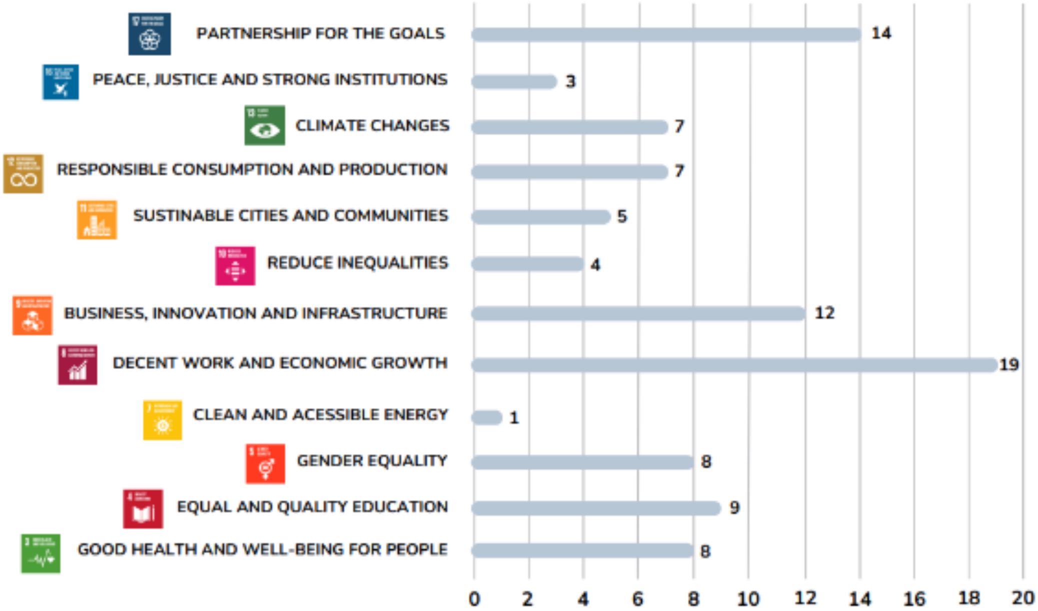
The initiatives have been divided into eight strategic areas that represent the main areas of impact for the organisation:

1. ESG governance and compliance
2. Ethics and corporate conduct
3. Sustainable supply chain
4. Sustainable and transparent communication
5. Worker rights, health and safety
6. Diversity, inclusion, welfare and professional development
7. Environmental impact management
8. Sustainable and digital innovation




In line with the areas described above, the objectives of the Plan range from strengthening stakeholder engagement in corporate decision making to the efficient digitalisation of processes, from reducing the environmental impact of emissions to protecting customer privacy, from adopting low-consumption digital systems to integrating renewable sources into the company's energy mix, and from promoting diversity to consolidating Eidosmedia's market position. Each initiative is also linked to one or more Sustainable Development Goals (SDGs) of the 2030 Agenda.

## Initiatives by SDGs




Overall, the Plan represents a key to guide the Company along an evolutionary path towards creating shared value, strengthening the consistency between strategic vision, day to day operations and the long-term expectations of stakeholders.

Thanks to Eidosmedia's commitment, some priority initiatives were completed during 2024, while others are planned to be launched in the following years, ensuring an implementation plan consistent with the three-year roadmap. In 2024, an ESG Committee was also established with the aim of actively contributing to the implementation of the Plan and promoting the sustainability strategy at all levels within the company.

# 2. CORPORATE GOVERNANCE, INTEGRITY AND ECONOMIC PERFORMANCE

**HIGHLIGHTS**

| | |
|---|---|
| ➔ **Percentage of economic value distributed over generated value** | 92% |
| ➔ **Percentage of economic value retained over generated value** | 8% |

In line with the objectives set in the Strategic Plan, Eidosmedia promotes a governance model based on the principles of transparency, integrity and accessibility of information. The Company is committed to ensuring fair, responsible and traceable decision-making processes, with the aim of strengthening stakeholder confidence, preventing conflicts of interest and reducing the risk of practices that do not comply with its ethical values and relevant regulatory standards.

## Governance bodies

Eidosmedia's governance is composed of three main bodies: the Board of Directors (BoD), the Board of Statutory Auditors and the Supervisory Body (SB).

The Board of Directors, consisting of five members, is the executive body that manages the Company. It includes the Chairman, the Chief Executive Officer and other directors and is responsible for making strategic and operational decisions.

| Name | Gender | Position |
|---|---|---|
| Senn Christophe Karvelis | M | Chairman of the Board of Directors |
| Christian Adriano Pelanconi | M | Chief Executive Officer |
| Stefano Zavattaro | M | Director |
| Filippo Malattia | M | Director |
| Stefan Hofmann Holger | M | Director |
| Mariarosa Baldin | F | Director |
| Nicolas Schobinger | M | Director |

The Board of Statutory Auditors is responsible for the legal control and oversight of fair administration, verifying financial management and compliance with regulations. The body is composed of 5 members.

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

Finally, the Supervisory Body is an independent body responsible for monitoring the effectiveness of the company's Organisation, Management and Control Model (MOGC), ensuring compliance with regulations and preventing the risk of offences. The SB consists of a single member.

| Name | Gender | Position |
|---|---|---|
| Marco Scampini | M | Chairman of the Supervisory Board |

The Company is managed by the Board of Directors, currently composed of seven members. The directors are appointed by the Shareholders' Meeting and remain in office for the term established in the Articles of Association or at the time of appointment. They may be re-elected and, if no term is specified, they remain in office until resignation or dismissal. If the Shareholders' Meeting does not directly appoint them, the Board of Directors elects a Chairman and a Vice Chairman from among its members, who assume the duties of the Chairman in the event of his absence or impediment. A Secretary, who may be external, is also appointed.

The Board of Directors has the broadest powers for the ordinary and extraordinary management of the Company, with the power to perform all acts deemed necessary for the pursuit of the corporate purposes, except for those reserved by law or by the Articles of Association to the Shareholders' Meeting. The Board of Directors may appoint one or more managing directors from among its members or assign specific tasks to individual directors, including the power to delegate. It may also appoint directors, trustees, attorneys and agents for specific acts or categories of acts, also with the possibility of delegating powers.

The Chairman of the highest governing body does not hold any management positions within the organisation, thus ensuring an appropriate separation between strategic and operational functions.

Eidosmedia adopts a structured, multi-level approach aimed at strengthening the skills, awareness and decision-making capacity of the highest governing body in matters of sustainability. This commitment translates into the systematic involvement of the Executive Team in all strategic phases of ESG plan development, from materiality analysis to the definition of objectives and the planning of operational actions.

This direct involvement has enabled:

- The integration of ESG considerations into the organisation's strategic decisions
- A deeper understanding of the implications for the company's business model
- Alignment between sustainability objectives and overall strategic planning

To support this process, the organisation has launched a programme of thematic workshops for the Executive Team, with in-depth analysis of various topics including: regulatory developments in sustainability and non-financial reporting; analysis of ESG impacts, risks and opportunities in the sector; emerging best practices in sustainability; tools and metrics for managing and measuring environmental and social impacts. These specialised workshops are complemented by mandatory ESG training aimed at building a common knowledge on the core principles of sustainable development.

**INFO-BOX | ESG COMMITTEE**

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

This structure allows:

- A continuous flow of information between the ESG Committee and the highest governing body
- The systematic integration of ESG priorities into decision-making processes
- Monitoring of progress against strategic objectives
- Effective implementation of initiatives with adequate managerial support

The Executive Team members who participate in the ESG Committee act as sustainability ambassadors, promoting the dissemination of expertise and organisational alignment.
To keep its knowledge of ESG risks and opportunities up to date, Eidosmedia has also implemented a number of tools, including:

- Regular briefings on regulatory developments and emerging trends
- Structured sharing of reports and specialist analyses
- Discussions with experts and key stakeholders
- This ongoing commitment strengthens the ability of the highest governing body to steer the organisation towards a sustainable and responsible business model in the long term.

The Company has implemented a structured process for reporting critical issues to the highest governing body. Any critical issues are formally presented by the Human Resources Department during Executive Management Meetings to ensure that relevant concerns are addressed in a timely manner.

The communication of critical issues follows a structured and standardised process that includes:

1. Detailed description of the case: objective presentation of the situation
2. Classification: type of critical issue (regulatory, operational, environmental, social)
3. Source of identification: channel through which the critical issue emerged (e.g. audit, reports, stakeholder feedback)
4. Impact analysis: assessment of potential consequences
5. Mitigation proposal: corrective actions with indication of timing and responsibilities

During the reporting period, no critical issues were reported to the highest governing body. This absence can be attributed to several factors:

- Effectiveness of risk prevention and management systems
- Solid governance practices and internal controls
- Corporate culture based on transparency and proactive issue management

However, even in the absence of formal critical issues, the organisation maintains an active monitoring and reporting system, considering it an integral part of its approach to responsible governance. The highest governing body receives regular updates on the overall status of risks and opportunities, with a view to continuous prevention.

Eidosmedia recognises the strategic importance of these mechanisms and is committed to maintaining and strengthening them over time to ensure sound, responsive management aligned with the principles of long-term sustainability.

**INFO-BOX | REMUNERATION SYSTEM OF THE HIGHEST GOVERNING BODY**

The remuneration policy applied to members of the highest governance body and senior executives is based on the provisions of the National Collective Labour Agreement for Executives in the Tertiary Sector. This structure includes a fixed component and a variable component, the latter mainly represented by the Management By Objectives (MBO) system, linked to the achievement of predefined objectives.

The notice periods and severance pay also fully comply with the provisions of the National Collective Labour Agreement for Managers in the Tertiary Sector, without any additional company provisions or differentiated treatment. Senior managers are entitled to payment of the variable component of their remuneration upon termination of employment, provided that the contractual requirements are met and the objectives have been effectively achieved. Disbursement is carried out according to the timeline and methods defined in individual contracts, in line with the organisation's remuneration policies and in full compliance with applicable regulations.

The organisation does not provide for the inclusion of mitigation clauses, nor clawback or reimbursement mechanisms for variable remuneration in case of underachievement of objectives. This approach is consistent with industry practices and the provisions of the relevant collective agreement, ensuring clarity and transparency in relations with top management.

Regarding pension schemes and contribution rates, the organisation applies the provisions of national legislation and the National Collective Labour Agreement for Executives in the Tertiary Sector, without introducing any differentiated pension treatment. The rates are defined according to professional qualifications and salary levels, in full compliance with tax and social security obligations; any supplementary pension schemes are managed in accordance with the collective bargaining agreements.

## Ethics and compliance structures

Eidosmedia promotes a corporate culture based on the values of honesty, transparency, accountability and compliance with regulations through the adoption of a **Code of Ethics** that defines the principles and rules of conduct to be followed across all corporate activities. The Code is a point of reference for employees, managers, external collaborators, suppliers and business partners, and constitutes an integral part of the organisation's sustainability strategy.

To ensure full adherence to ethical principles, the Company has implemented a disciplinary system supported by internal control mechanisms aimed at verifying the consistency of conduct with corporate objectives, the protection of resources and compliance with applicable regulations, including Legislative Decree 231/2001. To this end, regular audits, ongoing training, monitoring by the Supervisory Body and anonymous reporting systems (whistleblowing) are in place to ensure confidentiality and protection from retaliation in the event of reports.

Compliance with ethical principles and integrity is ensured by a structured governance system involving:

- The Human Resources Department and the Compliance Officer, who are responsible for dissemination, implementation and update of the Code of Ethics;
- Managers and department heads, who are required to apply and enforce ethical principles within their areas of responsibility and in their relations with customers and suppliers.

**INFO-BOX | WHISTLEBLOWING AND INTERNAL COMPLAINTS PROCESSES**

Eidosmedia provides employees, collaborators and stakeholders with multiple formal channels for seeking clarification and raising concerns about company policies and conduct. In particular, the internal personnel can seek clarification from the HR team, the Compliance team or directly from their manager, who are available to answer any questions regarding responsible business conduct.
Should any violations of the Code of Ethics be detected, anyone is required to report them promptly through:

- Written communication to the Compliance Officer via a dedicated email address
- The Whistleblowing channel

The Whistleblowing service is managed by an external provider (WhistleB - Whistleblowing Centre) that guarantees anonymity, protection from retaliation and the use of encrypted channels. This platform is accessible 24/7 in multiple languages and is widely communicated during training and onboarding sessions. All requests and reports received are handled with the utmost confidentiality, analysed by a small team and followed up by any corrective measures. User satisfaction, monitored through internal surveys, shows a high level of trust in the system.

In addition to whistleblowing, Eidosmedia uses further internal tools, such as periodic HR surveys on well-being, rights and working conditions. These instruments help to identify critical issues and activate preventive processes, also involving external stakeholders, where necessary.
Employees are actively involved in reviewing and improving procedures through feedback collected from HRMS surveys. The data confirms growing trust in the mechanisms adopted, supported by concrete cases of effective resolution and strengthening of controls.

Confirming the effectiveness of the prevention and control system, no confirmed incidents of corruption or legal action for anti-competitive behaviour, antitrust or monopolistic practices were recorded during the reporting period.

Ethics and integrity not only guide internal management but also shape the way Eidosmedia interacts with its stakeholders, helping to create a climate of trust and collaboration. These principles are a pillar of corporate sustainability, strengthening the organisation's reputation, competitiveness and ability to generate long term value.

The company's values 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 explicitly confirm that they have read and accepted its contents.

| **GRI 205-2** **Communication and training on anti-corruption policies and procedures** | **u.m.** | **2024** | **2023** |
|---|---|---|---|
| Executives informed about anti-corruption policies and procedures | **N°** | **5** | **5** |
| Executives trained on anti-corruption policies and procedures | **N°** | 5 | 5 |
| Total Executives | **N°** | 5 | 5 |
| Percentage of Executives informed of anti-corruption policies and procedures | **%** | 100 | 100 |
| Percentage of Executives trained in anti-corruption policies and procedures | **%** | 100 | 100 |
| Managers informed of anti-corruption policies and procedures | **N°** | **32** | **29** |
| Managers trained on anti-corruption policies and procedures | **N°** | 32 | 29 |
| Total managers | **N°** | 32 | 29 |
| Percentage of managers informed of anti-corruption policies and procedures | **%** | 100 | 100 |
| Percentage of managers trained on anti-corruption policies and procedures | **%** | 100 | 100 |
| Office staff informed of anti-corruption policies and procedures | **N°** | **96** | **105** |
| Office staff trained on anti-corruption policies and procedures | **N°** | 96 | 105 |
| Total office staff | **N°** | 96 | 105 |
| Percentage of office staff informed of anti-corruption policies and procedures | **%** | 100 | 100 |
| Percentage of office staff trained on anti-corruption policies and procedures | **%** | 100 | 100 |

## Policy for responsible conduct

Eidosmedia is committed to conducting its business in a responsible and sustainable manner, in line with the highest internationally recognised ethical standards. This commitment is formalised through policies that promote transparency, respect for human rights, legality and integrity in all company operations. These include:

1. **Conduct and stakeholder relations policies:** all business activities must be legitimate, traceable and compliant with accounting and tax standards; business relationships are based on fairness, correctness and transparency, avoiding unfair practices or conflicts of interest.

2. **Anti-corruption policies:** measures are in place to prevent conflicts of interest and illegal practices, including a specific **Anti-Bribery Policy**.

3. **Employee wellbeing and protection policies:** the company promotes an inclusive, safe and respectful working environment, prohibiting any form of discrimination or abuse and guaranteeing equal opportunities for growth.

4. **Privacy and data protection policies:** Eidosmedia protects sensitive information through strict security measures, in accordance with the GDPR and other international regulations.

The policies described above are based on the regulatory and intergovernmental references including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO conventions, Directive 2011/36/EU and the Modern Slavery Act 2015. Although not required to, Eidosmedia is also inspired by the criteria of the Corporate Sustainability Due Diligence Directive (CS3D) and voluntarily adopts its principles within its due diligence processes.

Company policies are approved by the Executive Management Team and apply to all functions and operating units in all geographical areas. The Code of Ethics is binding for the employees and is communicated to business partners and suppliers, along with privacy and cybersecurity policies.

Policy commitments are communicated to employees, business partners and other stakeholders through various channels. Company policies are available to all Eidosmedia employees on the internal HRIS website and are reviewed and republished annually. Upon hiring, employees formally acknowledge the company's commitments by signing the relevant documentation. Annually staff is reminded of the location of the policies and their essential content. In the event of significant changes, the policies are republished and notified to all those involved. Employees and business partners are required to read and accept the policies periodically.

The implementation of these commitments is a shared responsibility at multiple levels: top management coordinates sustainability strategies, while the HR, Legal and Compliance departments ensure the dissemination and application of policies and the management of related risks. All employees are actively involved in complying with the policies.

During the reporting year, no instances of non-compliance with laws and regulations were recorded.

**INFO-BOX | THE VALORISATION OF HUMAN RIGHTS IN THE CODE OF ETHICS**

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

- **Civil and political rights**, such as freedom of expression and the right to privacy. In addition, the Company adopts the principle of non-discrimination and respects the rights of the vulnerable groups.
- **Economic, social and cultural rights**, which include the right to fair and favourable working conditions, ensuring equal rights and opportunities for all individuals, without any discrimination regardless of sex, gender, sexual orientation, disability or other personal characteristics.
- **Fundamental labour principles** as defined by the International Labour Organisation (ILO), concerning the right to safe working conditions, non-discrimination and freedom of association. Company policies promote a respectful and inclusive working environment.

Eidosmedia focuses its commitments on the following social groups:

- **Employees and collaborators**: ensuring a workplace free from discrimination and harassment, respecting personal data protection and promoting physical and psychological well-being;
- **Customers**: supporting transparency and personal data protection policies, in line with the right to privacy and freedom of expression;
- **Local communities and suppliers**: promoting non-discrimination and respect for workers' rights, including suppliers, by requiring them to adopt environmental protection and workplace safety policies;
- **Ethnic and religious minorities**: the company promotes inclusion and respect for ethnic and religious minorities, adopting policies that guarantee equal opportunities and respect for cultural diversity. The commitment is aimed at preventing all forms of discrimination and valuing differences as opportunities for mutual growth and enrichment;
- **Women**: the company guarantees equal opportunities for women, promoting a working environment that fosters gender equality and combats all forms of discrimination or violence based on sex. Company policies aim to ensure the full participation of women in all professional areas, supporting their growth and development;
- **People with disabilities**: Eidosmedia is committed to ensuring an inclusive environment for people with disabilities, creating working conditions that support accessibility and full participation. The company adopts support practices that allow all employees to contribute to their full potential, regardless of any disabilities.

The implementation of the commitments set in the Code of Ethics is entrusted to various levels within the organisation. Primary responsibility lies with top management, supported by the Human Resources, Legal and Compliance departments, which ensure the correct application of the policy and the management of related risks. All employees are required to comply with and promote the principles contained therein.

To ensure the effective dissemination of a human rights culture, Eidosmedia integrates these principles into its strategic and operational business processes, with a particular focus on staff selection, supply chain management, workplace safety and product development. Internal policies reflect the contents of the Code of Ethics and are regularly updated to ensure consistency and effective implementation.

Finally, the Company actively promotes respect for human rights throughout the value chain and ensures awareness among its people through dedicated training activities. In particular, during the onboarding process, employees and collaborators receive specific training sessions on the principles of the policy, expected behaviour and individual responsibilities.

Confirming the Company's commitment to the protection of human rights, no incidents of discrimination were recorded in 2024, nor in the previous year.

## Value generated and distributed to stakeholders

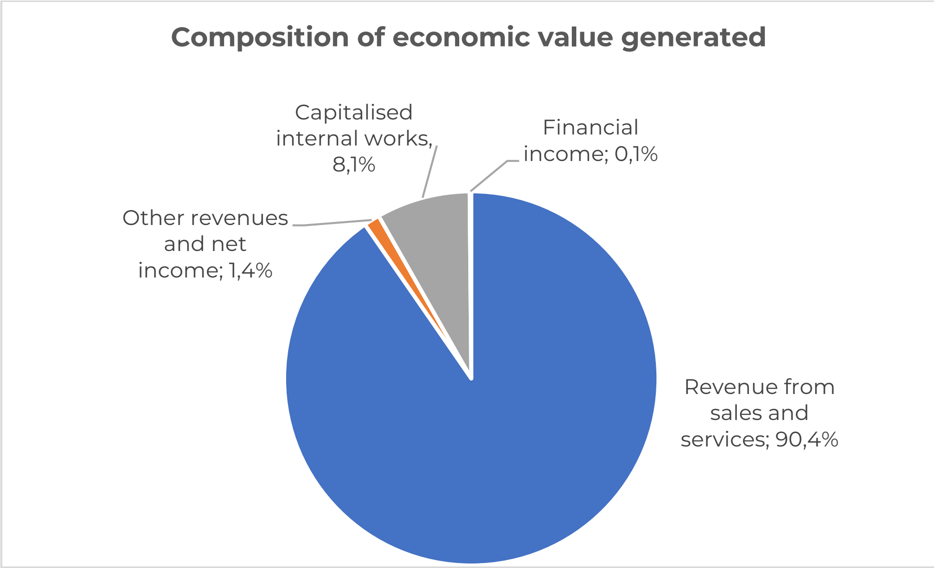
In an economy increasingly focused on sustainability and social responsibility, the ability of companies to generate and redistribute economic value plays a key role in demonstrating their contribution to creating shared value.

For Eidosmedia, this means not only developing advanced digital solutions capable of generating wealth, but also redistributing it responsibly to its stakeholders, contributing to the development of the economic and social fabric in which the company operates.

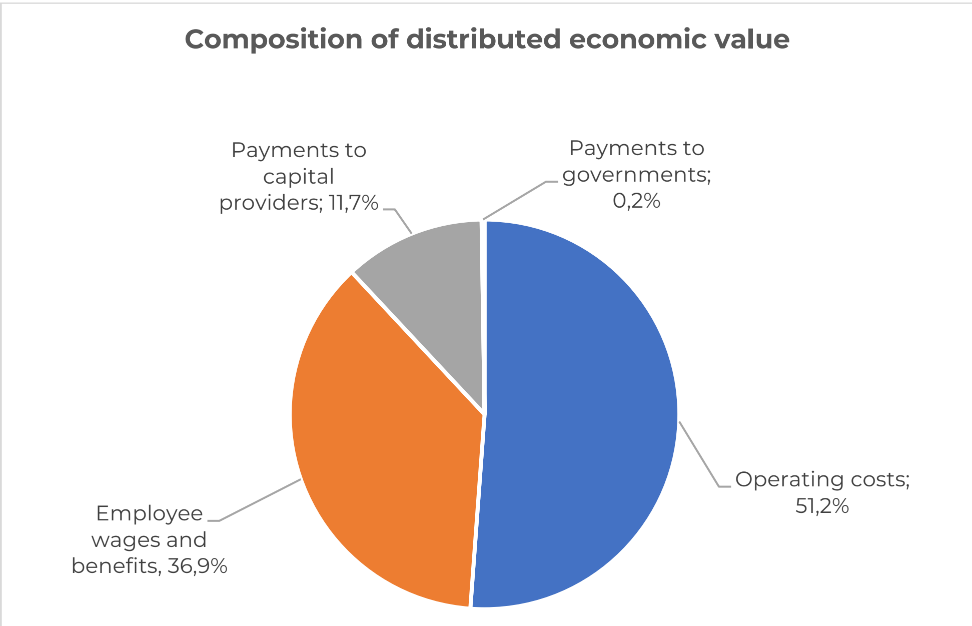
**INFO-BOX | VALUE GENERATED, DISTRIBUTED AND RETAINED**

The economic value generated and distributed is an indicator of an organisation's ability to create wealth through its activities and redistribute it responsibly to its stakeholders.
In particular:

- **Economic value generated**: includes all revenues from the sale of services, as well as other kind of income, and reflects the total wealth produced by the company during a financial year.
- **Economic value distributed**: represents the share of wealth that is actually transferred to stakeholders, for example through wages and benefits, payments to suppliers, taxes, interest to lenders and community initiatives.
- **Economic value retained**: this is the residual portion that remains within the organisation, which is useful for supporting business continuity and future investments.

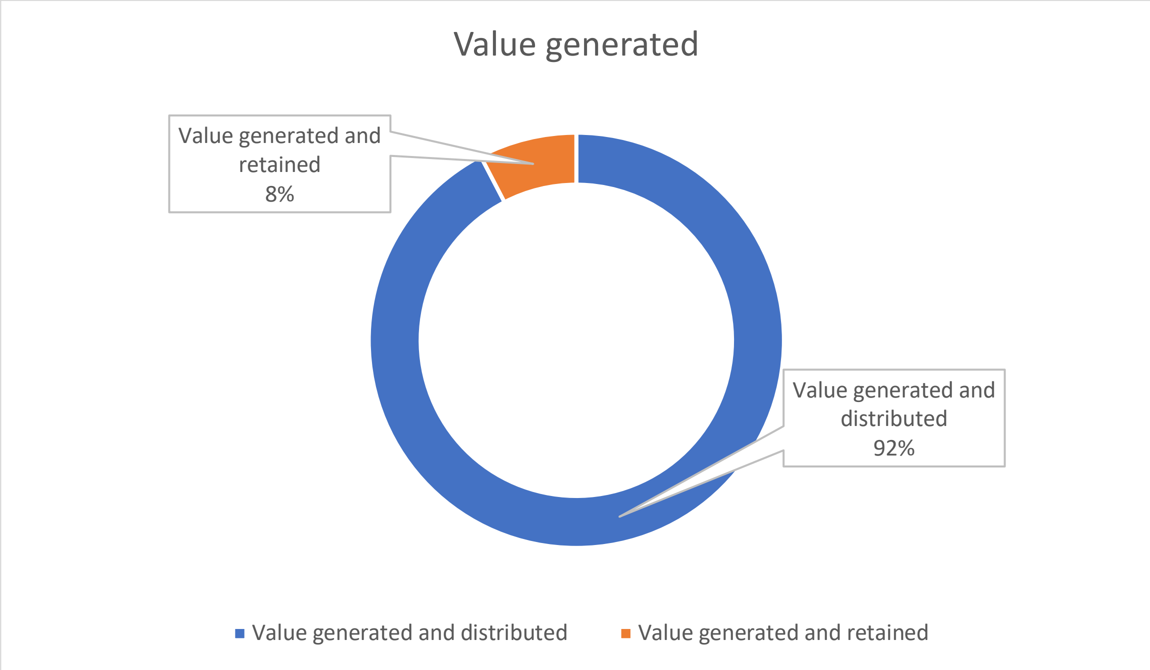



As shown in the chart, the vast majority of the value generated by the Company derives from revenues from sales and services (**90.4%**).




In terms of value distributed to stakeholders, the main items relate to **operating costs** (e.g. technology suppliers, partners and services) and **employee wages and benefits**, confirming the strategic role of the supply chain and the central role of human capital within the company's business model.

In **2024**, **92%** of the economic value generated by Eidosmedia was distributed to stakeholders and only **8%** retained within the company.




**INFO-BOX | THE GLOBAL AND EUROPEAN SCENARIO**

In the first quarter of 2025, the global economy showed mixed signals. Economic activity remained robust in the United States, while Europe and other advanced economies experienced a slowdown.

In China, the real estate market crisis continues to weigh on domestic demand, limiting the Asian giant's growth.
Inflation in the euro area stood at 2.4% in February 2025, confirming a gradual decline that may allow for more accommodative monetary policies by the European Central Bank (ECB).

However, uncertainties remain regarding the rise of trade protectionism and US economic policies under the new administration. Trump's return to the presidency has generated new tensions in trade relations between the United States, Europe and China, with the risk of a tariff escalation that could negatively impact global trade.

The tightening of trade barriers already saw a significant increase in the first quarter of 2025, with tariffs on key products such as semiconductors and industrial goods, causing concern in global markets.
On the geopolitical front, the war in Ukraine continues to be a source of instability. The conflict, now in its third year, saw an escalation of hostilities in the early months of 2025, with new Russian attacks in the east of the country and a stronger response from the West in terms of military support and economic sanctions.

This situation has fuelled new pressures on energy and commodity prices, as well as maintaining high uncertainty in financial markets. Despite sanctions, Russia has continued to find alternative channels for oil and gas trade, particularly with China and India, while Europe has accelerated its transition to alternative energy sources.
The global financial sector faced significant challenges in the first quarter of 2025. Increasing uncertainty about global growth and monetary policy negatively affected investor confidence and increased market

volatility.
In addition, the integration of artificial intelligence (AI) is transforming the sector, with financial institutions seeking to leverage AI to improve productivity and customer service. Trade tensions and protectionist policies in the United States pose further risks to global financial stability.
In the media sector, major international publishers have continued to adapt to digital transformations and new consumer habits. Despite the challenges posed by digitalisation, the publishing industry has shown resilience, with the introduction of new digital platforms and innovative business models to attract and retain audiences.

On the exchange rate front, the euro showed some stability against the US dollar, standing at around 1.09 in mid-March 2025. However, analysts predict a possible depreciation of the single currency in the coming months, with the exchange rate expected to be around 1.03 by the end of the quarter and 1.02 within the next 12 months.
This weakness is attributed to slower economic growth in the Eurozone compared to the United States, as well as renewed tensions over energy prices and geopolitical uncertainty.
The Eurozone economy showed flat growth in the first months of 2025, with the outlook for the rest of the year still uncertain. Geopolitical tensions, slowing international trade and tight financial conditions continue to pose significant headwinds.

However, contained inflation and stable exchange rates provide scope for economic policies aimed at supporting growth.

In summary, the first quarter of 2025 has been markes by a slowing global economy, with Europe facing significant challenges arising from the war in Ukraine, energy market instability and uncertainties related to US protectionist policies. The economic environment remains fragile, with the possibility of new shocks arising from geopolitical tensions and the monetary policies of major central banks.

# 3. THE PEOPLE AT EIDOSMEDIA

**HIGHLIGHTS**

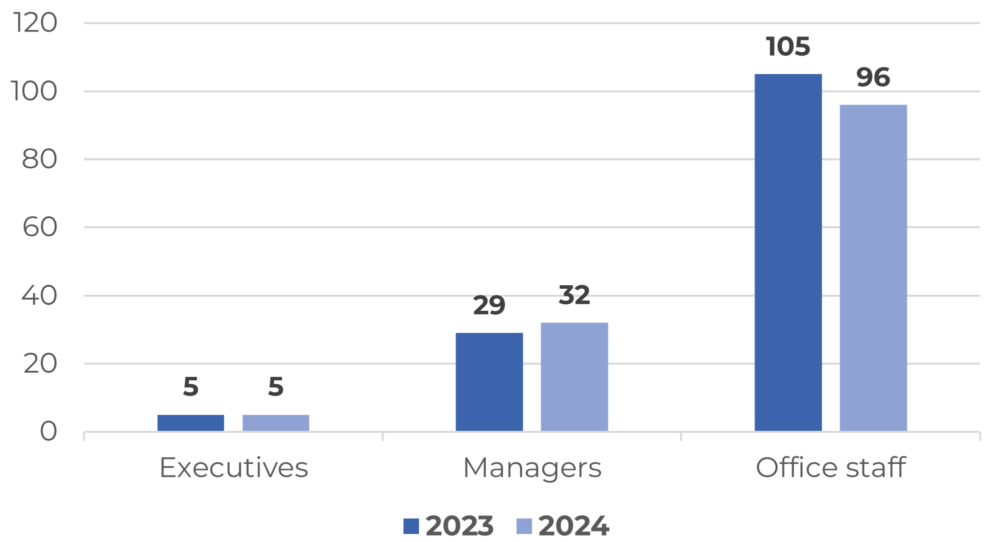
| | |
|---|---|
| ➔ **Number of employees** | 133 |
| ➔ **Number of new employees** | 4 |
| ➔ **Employee turnover rate** | 8% |
| ➔ **Percentage of female employees** | 26% |
| ➔ **Training hours provided** | 6,736 |

## Human resources management and turnover

Eidosmedia places people at the heart of its strategy, considering them to be the driving force behind innovation and business growth. The working environment is dynamic, inclusive and collaborative, where each individual is encouraged to express their full potential.

The corporate culture is based on core values such as trust, autonomy and responsibility, with the aim of building a professional community focused on well-being, work-life balance and continuous skills development. The company constantly invests in human capital through training programmes, initiatives to promote diversity and inclusion, and flexible organisational solutions that foster innovation and adaptability in a constantly evolving environment.

**Employees 2023-2024**




Considering the two-year period 2023-2024, the chart shows a substantial balance in the distribution of Eidosmedia's workforce. With the number of executives remaining unchanged, there is a slight increase in the number of managers (+10%) and a corresponding decrease in the number of office staff, from 105 in 2023 to 96 in 2024, representing an overall reduction of 9%. Overall, in the years considered, office staff represent the largest share of the company's workforce, followed by middle managers and executives. Given the nature of Eidosmedia's business, there are no blue-collar workers. Overall, the number of employees decreased from 139 in 2023 to 133 in 2024, representing a 4% reduction of the total workforce.

All Eidosmedia employees are hired under permanent contracts: there are no fixed-term contracts or forms of on-call or zero-hour work. In addition, 98% of the workforce is employed on full-time contracts, while only two individuals employed on part-time contracts. The data reported has been calculated using the headcount method.

| GRI 2-7A \| Employees | Female | Male | Total |
|---|---|---|---|
| **Total employees under contract in 2024** | **34** | **99** | **133** |
| **Permanent** | 34 | 99 | **133** |
| **Fixed-term** | - | - | **0** |
| **No guaranteed hours (e.g. on call, occasional)** | - | - | **0** |
| **Total full-time + part-time employees in 2024** | **34** | **99** | **133** |
| **Full-time** | 32 | 99 | **131** |
| **Part-time** | 2 | - | **2** |

As shown in the table, all Eidosmedia employees are covered by collective bargaining agreements, specifically the National Collective Labour Agreement for the Tertiary Sector and National Collective Labour Agreement for Executives in the Tertiary Sector.

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

In addition to its employees, Eidosmedia employs four non-employees. The total number of non-employees, whose activities are controlled by the organisation, consists entirely of contractors, whose external collaboration is regulated under consultancy or service agreements. The contractors perform various functions, including finance controlling, content writing, HR administration and product management support.

Finally, the table shows the data relating to the turnover rate of the company's workforce, calculated as the ratio between new hires and terminations in the two-year period 2023-2024. In 2024, there were four new hires, including three women and one man. As for employment terminations, there were a total of ten (eight men and two women).

| GRI 401-1 \|<br>New employee hires by age and gender | 2024 | 2023 |
|---|---|---|
| **Total new hires** | **4** | **7** |
| - female | 3 | 2 |
| - male | 1 | 5 |
| **Under 30** | **0** | **4** |
| - female | - | 1 |
| - male | - | 3 |
| **Between 30 and 50 years old** | **4** | **3** |
| - female | 3 | 1 |
| - male | 1 | 2 |
| **Over 50** | **0** | **0** |
| - female | - | - |
| - male | - | - |

| GRI 401-1 \|<br>Employees who left or ended their employment, by age and gender | 2024 | 2023 |
|---|---|---|
| **Total employees exit** | **10** | **13** |
| - female | 2 | 2 |
| - male | 8 | 11 |
| **Under 30** | **3** | **4** |
| - female | - | 1 |
| - male | 3 | 3 |
| **Between 30 and 50 years old** | **7** | **8** |
| - female | 2 | - |
| - male | 5 | 8 |
| **Over 50** | **0** | **1** |
| - female | - | 1 |
| - male | - | - |

| **GRI 401-1 \|** Overall turnover rate, by gender and age | **2024** | **2023** |
|---|---|---|
| **Overall turnover rate** | **11%** | **14%** |
| **Incoming turnover rate** | **3%** | **5%** |
| - female | 9% | 7% |
| - male | 1% | 5% |
| **Outgoing turnover rate** | **8%** | **9%** |
| - female | 6% | 7% |
| - male | 8% | 10% |

Analysing the two-year period, in 2024 there was a decrease in overall turnover of 3 percentage points, driven by a simultaneous reduction in both incoming and outgoing turnover. This confirms the progressive stability of the company's workforce.

## Diversity, Equity, Inclusion and Sense of Belonging

The concept of Diversity, Equity, Inclusion and Belonging (DEIB) represents a fundamental pillar for organisations committing to build fair, participatory work environments that value every individual. Promoting diversity means recognising and embracing differences between people; fostering inclusion means creating environments where everyone feels involved, respected and valued; cultivating a sense of belonging strengthens cohesion and identification with company values. Finally, equity ensures equal opportunities through fair and transparent processes. Eidosmedia operates within this framework.

The principles of diversity, equity, inclusion and sense of belonging are explicitly outlined in the Company's Code of Ethics, which constitutes the shared values of the entire organisation and guides behaviour, choices and decision-making processes.

**INFO-BOX | INITIATIVES in SUPPORT of DIVERSITY, EQUITY, INCLUSION and BELONGING**

Although there is currently no formal policy dedicated exclusively to DEIB, the company has implemented numerous operating practices in line with these values, including:

- Inclusion of principles of **fairness and non-discrimination in recruitment**, onboarding and evaluation **processes**;
- **Guaranteeing equal access to** training and professional development **opportunities**;
- **Diverse team composition**, with individuals of different ages, genders and backgrounds;
- Promoting a **corporate culture** based on collaboration, listening and flexibility;

- **Work-life balance and flexibility policies**, enhanced through the extension of remote working, the introduction of flexible working hours and the promotion of a culture based on trust and empowerment.
- **Training on unconscious bias** for all staff, including managers and the leadership team to promote greater awareness and more inclusive professional relationships;

In line with its commitment to continuous improvement, Eidosmedia is currently undergoing assessment to obtain the **UNI/PdR 125:2022** certification, a formal and measurable tool for promoting gender equality within the company.

DEIB actions are integrated into HR development plans and the activities of the ESG Committee, with the aim of:

- mitigating risks related to exclusion, turnover and internal dissatisfaction;
- strengthening the company's appeal, especially to talented individuals under 35 and female professionals in the tech sector;
- promoting a collaborative environment that stimulates innovation through different prospectives.

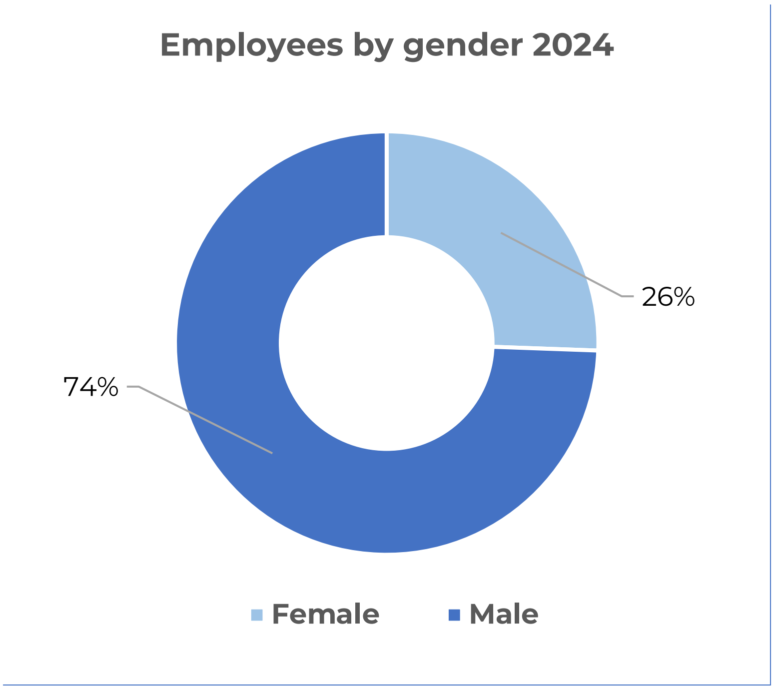
Inclusion is considered a key lever of the company's strategy, capable of generating positive impacts in terms of innovation, organisational well-being and the ability to attract new talent. DEIB practices support the achievement of strategic objectives such as the enhancement of human capital, the dissemination of a positive organisational culture and the strengthening of the company's reputation in the tech job market. For this reason, they apply to the entire workforce, regardless of role, function or hierarchical level.

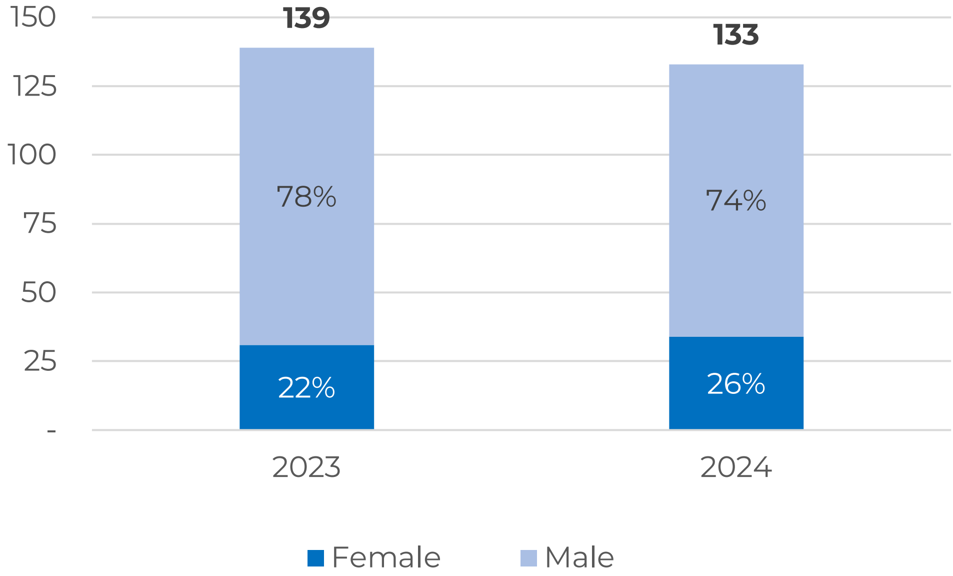
In terms of governance, some of the main corporate functions are directly involved in the implementation and evaluation of DEIB activities. In particular:

- The *People & Culture Manager* promotes DEIB initiatives and oversees their integration into HR processes.
- The *HR Team* ensures fairness in recruitment, development and evaluation processes.
- The *ESG Committee* and the HR department monitor consistency between the Code of Ethics, organisational behaviour and company initiatives.

The table and chart below show the breakdown by gender for executives, managers and office staff over the years 2023-2024:

| GRI 405-1 \| Employees by category and gender | 2024 | 2023 |
|---|---|---|
| **Total employees** | **133** | **139** |
| - female | 34 | 31 |
| - male | 99 | 108 |
| **Executives** | **5** | **5** |
| - female | 2 | 2 |
| - male | 3 | 3 |
| **Managers** | **32** | **29** |
| - female | 5 | 3 |
| - male | 27 | 26 |
| **Office staff** | **96** | **105** |
| - female | 27 | 26 |
| - male | 69 | 79 |

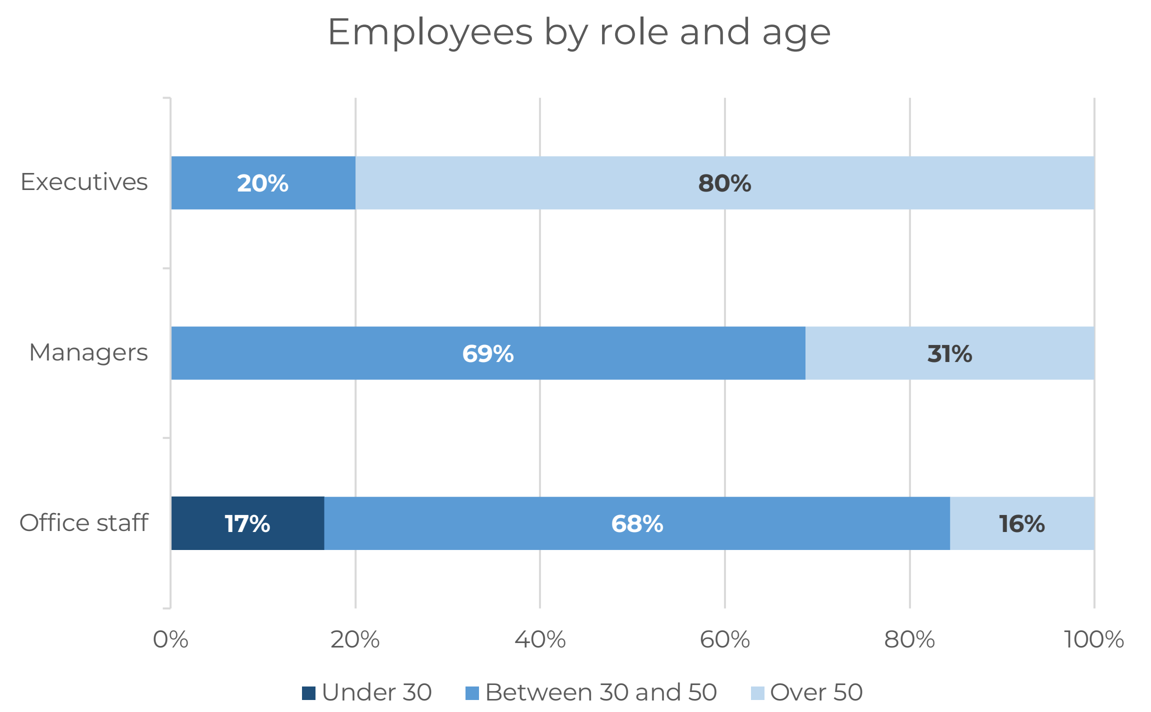





Although male staff represent 74% of the company's workforce, during 2024 there was an increase in the number of female employees in both the management category (+2) and the office staff (+1). Overall, in the two-year period under review, there was an increase in the number of female employees from 22% in 2023 to 26% in 2024.

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

| **GRI 405-1 \|** Employees by age group and gender | **2024** | **2023** |
|---|---|---|
| **Total employees** | **133** | **139** |
| - female | 34 | 31 |
| - men | 99 | 108 |
| **Under 30** | **16** | **19** |
| - female | 11 | 9 |
| - men | 5 | 10 |
| **Between 30 and 50 years old** | **88** | **97** |
| - female | 16 | 17 |
| - men | 72 | 80 |
| **Over 50** | **29** | **23** |
| - female | 7 | 5 |
| - men | 22 | 18 |




In these two years, most of the company's workforce was aged between 30 and 50. Furthermore, confirming Eidosmedia's focus on promoting younger workers, 17% of office staff are under the age of 30 in 2024.

In this Report Eidosmedia has chosen to include evidence relating to the salary ratio between male and female employees in the same role.

| Gender Pay Gap | u.m. | 2024 | 2023 |
|---|---|---|---|
| **Executives** | % | 2 | 2 |
| **Managers** | | 12 | 14 |
| **Office staff** | | 26 | 28 |
| **Total** | | **9** | **10** |

The table above shows the gender pay gap analysis for the period 2023-2024. For both years, the figures were calculated based on the average gross hourly wage and the percentages indicate the wage difference between men and women in these professional categories: Executives, Managers and Office staff.

In 2024, there was an overall improvement in the gender pay gap compared to the previous year. The data highlight a positive trend towards a reduction in the gender pay gap, particularly in the category of managers (from 14% to 12%) and among office staff (from 28% to 26%).

Despite the challenges related to the full comparability of equivalent positions within the three categories analysed, the persistence of a pay gap between men and women shows the need to continue with further actions aimed at promoting greater pay equity across the company.

## Health and safety at work

Eidosmedia has adopted a structured occupational health and safety management system (SGSSL) in line with Italian Legislative Decree 81/2008. The system covers the entire company workforce, consisting mainly of IT, sales, marketing, administrative, HR and general management. Their activities are mainly carried out at the Milan headquarters, in office environments with computer workstations, through working from home mode in accordance with defined company policies and, in some cases, at customer premises.

Health and safety protection is a key principle of company policy and is explicitly referenced in the Code of Ethics. The management of the health and safety system is entrusted to internal and external figures, each with specific tasks and responsibilities:

- the Human Resources Manager (RSU), formally delegated by the Employer;
- the Workers' Safety Representative (RLS), elected every three years and adequately trained, with an advisory role and responsible for collecting reports;
- the Prevention and Protection Service Manager (RSPP), an external qualified figure;
- a technical consultant to support the RSPP;
- the Occupational Health Physician, responsible for health surveillance;
- the Occupational Health Consultant, to support health risk assessment;
- two supervisors, who oversee the daily implementation of safety measures;
- two emergency teams (first aid and fire safety), composed of personnel trained to deal with critical situations.

In addition to ensuring regulatory compliance, the management system aims to promptly identify hazards, assess risks and promote a widespread culture of prevention.

Risk management is carried out on a regular basis and whenever significant changes may occur (new technologies, organisational restructuring, environmental changes). Risk assessments are formalised in the Risk Assessment Document (DVR) and supported by qualified professionals. Particular attention is paid to the prevention of occupational illnesses, including through health surveillance and specific guidelines provided by the Occupational Health Physician related to the tasks performed (e.g. prolonged use of screens).

An annual health and safety meeting is held every year, providing an opportunity for discussion among parties involved in the SGSSL. During the meeting, a series of topics are analysed, including: the updated risk assessment results; any changes in exposure conditions; the effectiveness of preventive measures; the improvement programme; the trend in accidents and occupational illnesses; the suitability of PPE; training and awareness initiatives and the results of health surveillance.

In 2024, for the first time, a work-related stress assessment was also carried out, involving the employer, the RLS, the external RSPP and the Occupational Health Physician. The activity concluded with a technical report that mapped organisational critical issues and identified potential corrective measures. Periodic fire risk assessments are also planned, with the results integrated into the DVR (Risk Assessment Document).

Finally, the Company guarantees mandatory training to all personnel, in accordance with current legislation:

- a general training course (4 hours) on the basic principles of prevention;
- a specific training course for low risk (4 hours), focusing on display screens, ergonomics, light handling and work-related stress.

The modules conclude with a recognised certification and are delivered by accredited bodies. The training is subject to five-yearly updates. For external collaborators or consultants working under the control of the organisation, previous training is verified or provided internally.

Eidosmedia actively promotes the employee engagement in health and safety practices, encouraging the reporting of hazardous conditions or anomalies. The RLS is the main channel for listening, also available for confidential reports. Reported critical concerns are discussed with the RSPP and, if necessary, with the Occupational Health Physician or other representatives of the management system.

**INFO-BOX | PROMOTING EMPLOYEE HEALTH AND WELL-BEING**

Since 2016, Eidosmedia has been a member of the **Workplace Health Promotion (WHP)** network, a regional and national initiative that promotes health and well-being in the workplace through collaboration between employers, workers and civil society.
The organisation has launched a series of voluntary services and initiatives including:

- Agreements for the administration of the flu vaccine offered at reduced rates;
- Awareness campaigns on topics related to health and mental and physical well-being;
- On site posturology sessions with the support of professionals, for the prevention of musculoskeletal disorders related to prolonged use of screen;
- Promotion of healthy lifestyles through information initiatives on balanced nutrition and physical activity;
- Health prevention activities directly involving employees, such as webinars organised with Italian League for the Fight Against Cancer

Confirming the constant monitoring of internal health and safety processes, there were no accidents at work, neither minor nor serious, during the two-year period under review.  As a result, the injury rate for 2023 and 2024 stands at zero.  Furthermore, there were no occupational illnesses during the same period.

| GRI 403-9 \| Work related injuries involving employees and non-employees | 2024 | 2023 |
|---|---|---|
| **Total number of recordable injuries** | **0** | **0** |
| of which involving employees | - | - |
| of which involving non-employees | - | - |
| **Number of injuries with serious consequences** | **0** | **0** |
| of which involving employees | - | - |
| of which involving non-employees | - | - |

| GRI 403-9 \| Hours worked (ordinary hours + overtime + hours in the time bank) | 2024 | 2023 |
|---|---|---|
| Total hours worked | **227,696** | **237,360** |
| Employees | 227,696 | 237,360 |
| non-employees | - | - |

The recordable work-related injury rate is calculated as follows: *(Number of recordable work-related injuries / Total number of hours worked) × 1,000,000*

## Professional growth, training and welfare tools

At Eidosmedia, the focus on skills development, well-being and motivation translates into concrete actions aimed at ensuring professional development, engagement and alignment of employees with the corporate culture.

At the heart of Eidosmedia's growth strategy is a performance management model that involves the entire organisation and aims to promote a culture of continuous improvement. The **Performance Management Cycle**, implemented on an annual basis, includes formalised moments for setting objectives, structured feedback and individual development plans. This process is supported by a training programme for managers, designed to ensure consistency, transparency and widespread listening skills.

Targets are set through consultation between key company stakeholders, HR, the leadership team and department heads, and are based on a detailed analysis of internal needs, identified through performance reviews, People Surveys and team feedback. Consistency with the company's strategic priorities is key: targets lead towards strengthening skills, innovation and talent retention, as well as promoting overall well-being.

Training plays a fundamental role within this model: a technical and cross-functional training plan is updated every year, focusing on digital skills, soft skills, project skills and leadership. The training offer includes upskilling and reskilling courses, voluntary foreign language courses, technical certification programmes with the support of the company and specific initiatives for leadership development within management teams.

From the moment they join the company, employees are supported by a structured onboarding programme, which includes training, operational support and 360° feedback. For some key figures, personalised development plans are also activated, including job rotation and mentoring programmes, with the aim of supporting professional growth throughout their career.

| GRI 404-1 \| Training hours as at 31 December 2024 by employee category (h) | Female | Male | Total |
|---|---|---|---|
| **Executives** | 35 | 105 | **140** |
| **Managers** | 255 | 1,351 | **1,606** |
| **Office staff** | 1,444 | 3,546 | **4,990** |
| **Total** | **1,734** | **5,002** | **6,736** |

During 2024, a total of 6,736 training hours were provided to the company's workforce, with a particular focus on office staff, who accounted for 74% of training activities.

**INFO-BOX | CORPORATE WELFARE**

Eidosmedia's welfare system is a key tool through which the company promotes the well-being of its people and the quality of working life, with a view to social sustainability and attention to individual needs. The approach adopted goes beyond the simple provision of benefits, offering a comprehensive set of measures designed to enhance human capital and strengthen a healthy work-life balance.

- **Welfare Plan** - Over the last year, Eidosmedia has further enhanced its welfare plan, increasing the individual budget available to each employee from €300 to €500 per year. The resources are accessible via a dedicated platform that allows for the personalised use of goods and services in response to diverse needs in areas such as health, mobility, culture, family care and leisure.
- **Meal vouchers** - The value of meal vouchers has been increased to €8 per day, a measure introduced to support workers' purchasing power in an economic context characterised by inflationary pressure.
- **Flexible working** – in addition to direct financial support, Eidosmedia has strengthened its work-life balance policies, extending access to remote working, introducing flexible working hours and promoting a culture based on trust and individual responsibility. These tools help to make the organisation more inclusive and attentive to the physical and mental well-being of its people, improving engagement and the overall quality of the working environment.
- **Workplace Health Promotion** - Confirming its ongoing commitment to health and prevention, since 2016 Eidosmedia has been a member of the WHP - Workplace Health Promotion network (as previously mentioned) with a series of initiatives aimed at promoting healthy lifestyles and healthy workplaces through the adoption of shared best practices.

The welfare system is monitored over time through structured listening tools, such as **People Surveys**, which allow us to identify emerging needs, evaluate the effectiveness of the initiatives and guide improvement actions. In this way, Eidosmedia consolidates an integrated well-being model capable of generating shared value, strengthening the sense of belonging and promoting a sustainable and people-oriented organisational culture.

The implementation of these initiatives is led by the People & Culture Manager and the HR team, in synergy with the Leadership Team, which is responsible for defining training needs and monitoring performance. The CEO ensures strategic oversight and alignment between people management and corporate management. These practices apply to the entire workforce, regardless of role, level or type of contract, with a particular focus on technical and managerial profiles, which constitute the core of Eidosmedia's distinctive skills.

Overall, this strategy enables the organisation to anticipate and mitigate significant internal risks, such as high turnover of critical profiles, misalignment between existing skills and technological needs, or demotivation linked to a lack of recognition and operational overload. At the same time, it creates the conditions for seizing important opportunities in terms of employer branding, attracting and retaining talent, strengthening corporate culture and the ability to adapt to change.

**INFO | BOX – THE COMPANY REMUNERATION SYSTEM**

Remuneration policies are defined through a centralised process that reflects the corporate governance structure. They are developed and finalised internally under the direct responsibility of the CEO and the Board of Directors, based on market knowledge and business performance and objectives. In specific cases, such as structural reviews of remuneration systems or complex market assessments, the ad hoc support of independent consultants may be considered, carefully selected to ensure impartiality and avoid of conflicts of interest.

Stakeholders are involved through formal governance channels: shareholders' views are considered at shareholders' meetings and Board of Directors' meetings, where general remuneration guidelines are discussed and approved. Although there are no formal consultation mechanisms in place, the organisation regularly monitors market trends and industry best practices to ensure competitiveness, financial balance and internal consistency.

Finally, the organisation recognises the growing importance of transparent and robust remuneration governance, in light of the evolution of best practices around sustainability and corporate responsibility. For this reason, while maintaining the current decision-making model, the organisation is considering strengthening the processes for defining and reviewing remuneration policies, including through more formalised performance evaluation criteria and the integration of ESG parameters into incentive schemes.

With the aim of strengthening transparency and accountability in the communication of its remuneration policies, Eidosmedia reported the ratio between the annual remuneration of the top executive and the median remuneration of employees (excluding the highest), which stands at 3.46:1. The ratio remained stable over the two-year period, accompanied by a slight increase in both remuneration components.

# 4. ENVIRONMENTAL PERFORMANCE

## HIGHLIGHTS

| | |
|---|---|
| ➔ **Total energy consumption** | 657 GJ |
| ➔ **Energy intensity** | 0.02 MJ/€ |
| ➔ **Scope 1 emissions** | 14 tCO2eq |
| ➔ **Scope 2 emissions (location based)** | 48 tCO2eq |
| ➔ **Emissions intensity (location based)** | 1.62 gCO2/€ |

## Energy and emissions

As a non-manufacturing company, Eidosmedia has a low energy profile compared to those with industrial production facilities. Nevertheless, the Company adopts a responsible and systematic approach to managing its energy consumption, recognising its importance in terms of environmental impact and sustainability. This approach allows the company to identify areas for improvement and promote efficiency measures, even in a low-energy operating environment.

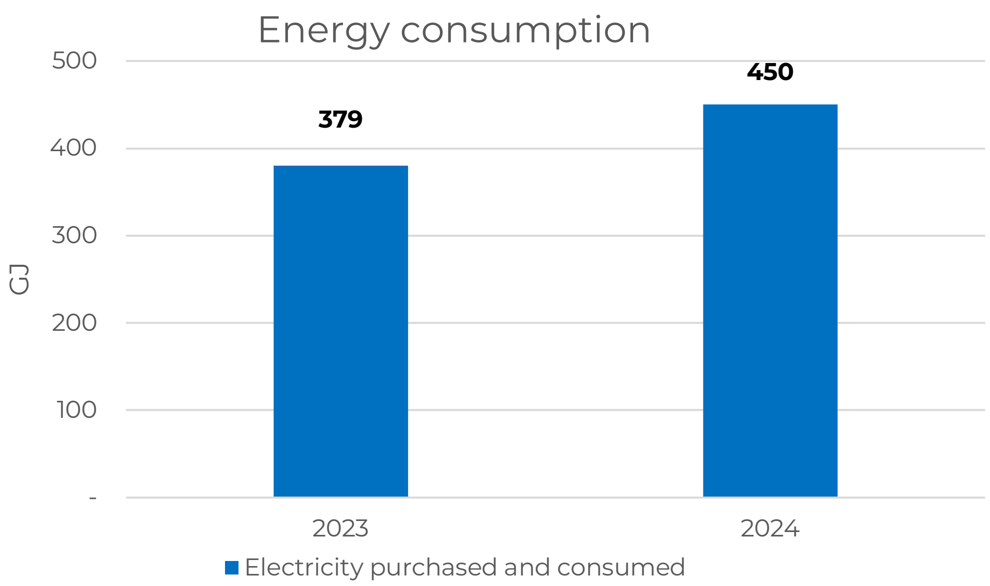
Given the nature of the company's business, energy consumption mainly derives from offices operations at the headquarters and the use of the company car fleet.

The following table shows energy consumption data for the two-year period 2023-2024, broken down by source: purchased electricity and fuel used by company vehicles. All consumption is expressed in Gigajoules (GJ), in accordance with GRI guidelines, to ensure consistency and comparability among different types of energy.

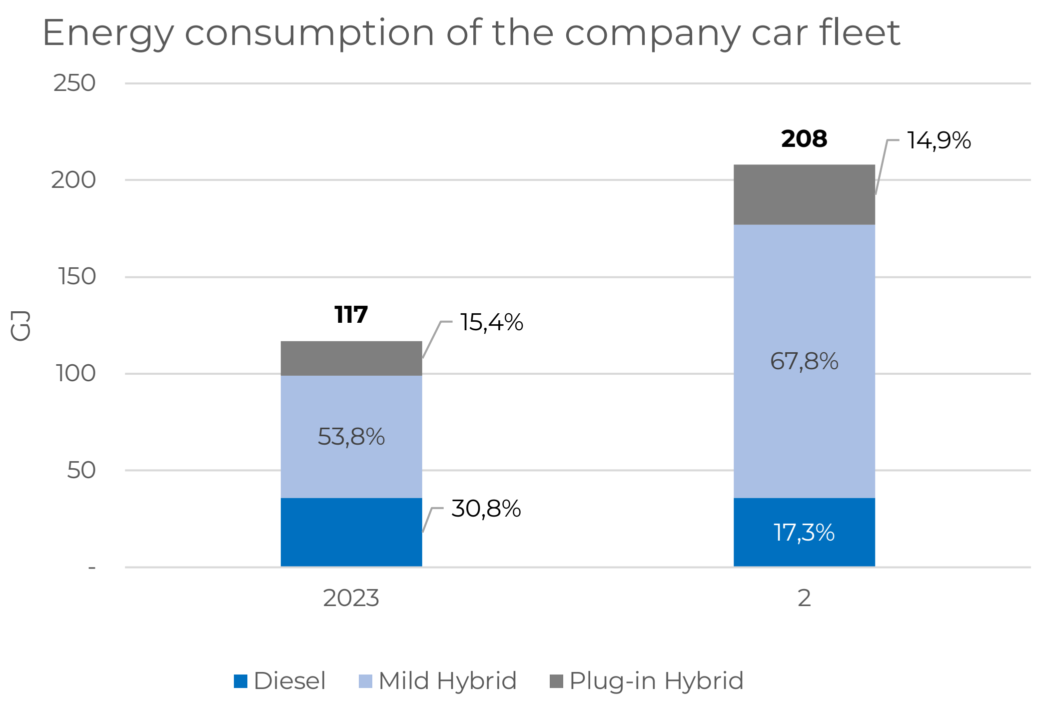
| GRI 302-1 \| Energy consumption within the organisation | | u.m. | 2024 | 2023 |
|---|---|---|---|---|
| **Electricity** | **Total purchased and consumed electricity** | **GJ** | **449.56** | **379.18** |
| | - of which purchased from renewable sources according to the supplier's energy mix | GJ | - | - |
| | **Total self-generated and consumed electricity** | **GJ** | **-** | **-** |
| | - of which self-produced from renewable sources (photovoltaic systems) | GJ | - | - |
| | **Total self-produced and sold electricity** | **GJ** | **-** | **-** |
| **Company car fleet** | **Diesel** | **GJ** | **36.22** | **36.22** |
| | **Mild Hybrid** | **GJ** | **140.73** | **63.33** |
| | **Plug-in hybrid** | **GJ** | **30.79** | **18.11** |
| **Total energy consumption** | | **GJ** | **657** | **497** |

| GRI 302-3 \| Energy intensity of internal consumption[1] | u.m. | 2024 | 2023 |
|---|---|---|---|
| **Total energy consumption** | **GJ** | **657** | **497** |
| Turnover | € | 29,886,355.00 | 25,827,037.00 |
| | **MJ/€** | **0.02** | **0.01** |

In 2024, the total energy consumption amounted to 657 GJ with a 32% increase compared to previous year. This is directly attributable to a 19% increase in purchased electricity and a simultaneous increase in consumption of the company fleet, with the addition of two vehicles: the first mild hybrid and the second plug-in hybrid.




[1] Energy intensity represents the total amount of energy consumed (fuel, electricity, heat, etc.) in relation to a specific output metric of the organisation, such as turnover. This KPI allows to understand whether, for the same amount of activity, the company is becoming more or less efficient in its energy consumption.




Starting in 2024, Eidosmedia began monitoring its direct emissions (Scope 1) and those related to energy procurement (Scope 2), with the aim of identifying areas for improvement and defining corrective actions aimed at reducing the company's carbon footprint. To perform this calculation, the company has chosen to adhere to the international guidelines of the GHG Protocol.

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

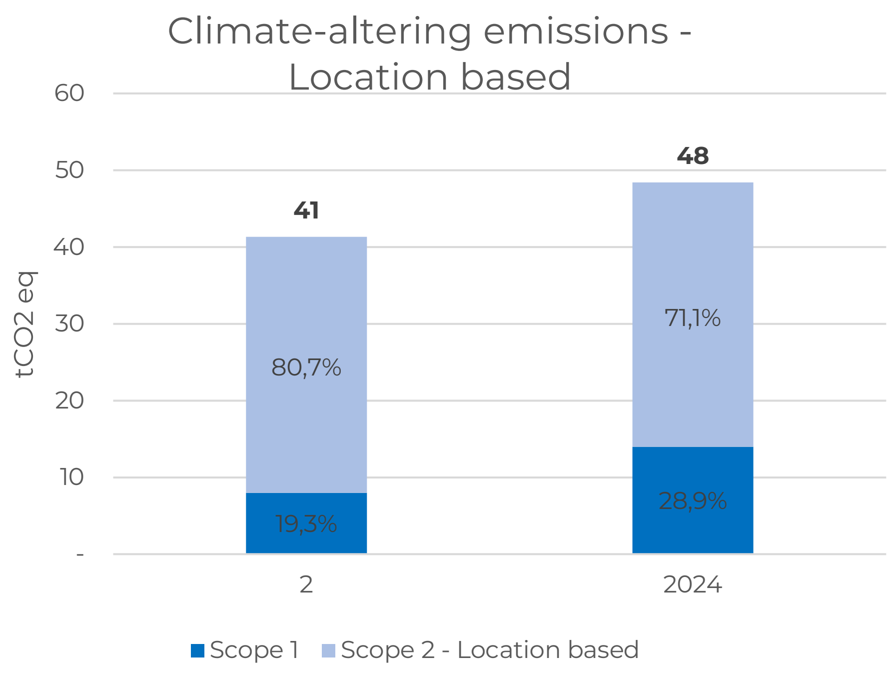
- **Scope 1**: includes emissions from activities carried out directly by the company or by entities controlled by it. The main sources of these emissions are combustion in stationary plants and emissions from mobile sources, such as the company fleet. This category also includes fugitive emissions of refrigerant gases from air conditioning systems.
- **Scope 2**: includes indirect emissions attributable to the company, originating from the production of electricity, steam or heat purchased from external suppliers. As the end user, Eidosmedia is considered responsible for these emissions. These emissions are calculated using two different approaches: the **market-based** method**,** based on the emission factors of the electricity supplied by selected providers (residual mix), and the **location-based** method**,** which refers to the emission factors of the national energy mix (production mix).

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

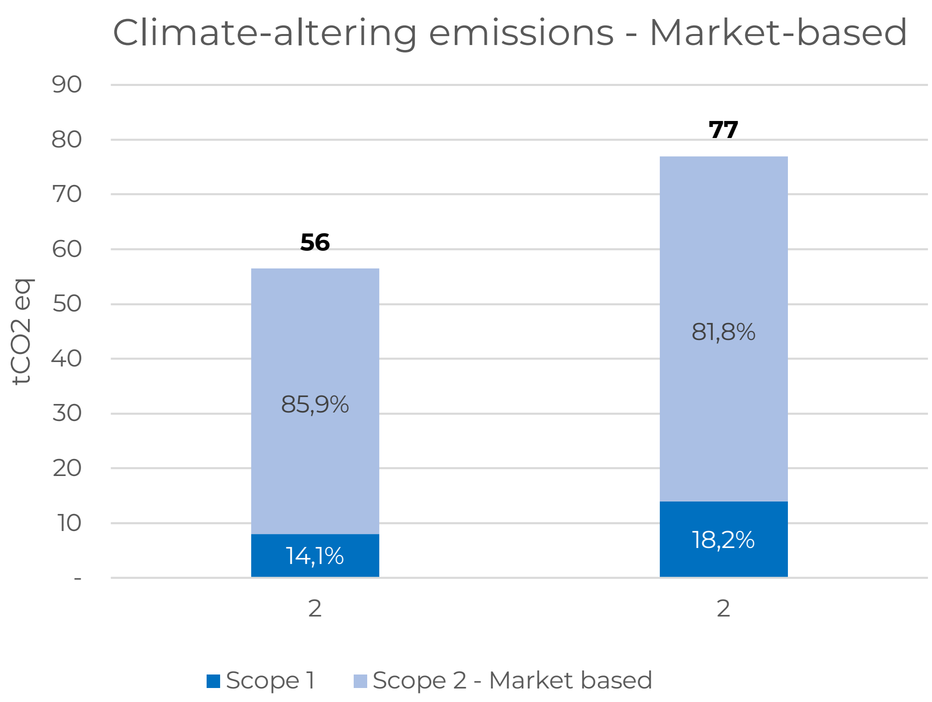
| GRI 305 \| Emissions | u.m. | 2024 | 2023 |
|---|---|---|---|
| **GRI 305-1 Direct Scope 1 emissions** | | | |
| Diesel | **tCO2 eq** | 2.55 | 2.55 |
| Mild Hybrid | **tCO2 eq** | 9.46 | 4.25 |
| Plug-in hybrid | **tCO2 eq** | 1.99 | 1.17 |
| **Total Scope 1** | **tCO2 eq** | **13.99** | **7.97** |
| **GRI 305-2 Indirect Scope 2 emissions** | | | |
| From purchased electricity – location based | **tCO2 eq** | 34.44 | 33.37 |
| From purchased electricity – market-based | **tCO2 eq** | 63.00 | 48.52 |
| **Total Scope 1 + Scope 2 - Location-based** | **tCO2 eq** | **48.43** | **41.34** |
| **Total Scope 1 + Scope 2 - Market-based** | **tCO2 eq** | **76.99** | **56.50** |
| **GRI 305-4 Emission intensity[2]** | | | |
| Turnover | € | 29,886,355.00 | 25,827,037.00 |
| **Location-based KPIs** | **$gCO_2$ eq/€** | **1.62** | **1.60** |
| **Market-based KPI** | **$gCO_2$ eq/€** | **2.58** | **2.19** |

During 2024, there was a significant increase (+76%) in Scope 1 emissions, mainly associated with the increase in energy used to power the company's vehicle fleet. As for Scope 2 emissions, there was an increase in both calculation approaches (+17% location-based; +36% market-based), mainly due to the increase in electricity purchased by the company. For the same amount of GJ, emissions calculated using the market-based approach increased more than those calculated using the location-based method. This is due to an increase in the amount of renewable energy in the national energy mix and, therefore, to an improvement in the associated emission factor: the production mix.

[2] Emissions intensity represents the total amount of greenhouse gas (GHG) emissions expressed in $CO_2$ equivalent, related to an organisational metric such as turnover. This KPI allows us to assess whether, for the same amount of activity, the company is becoming more or less efficient in generating climate-changing emissions.

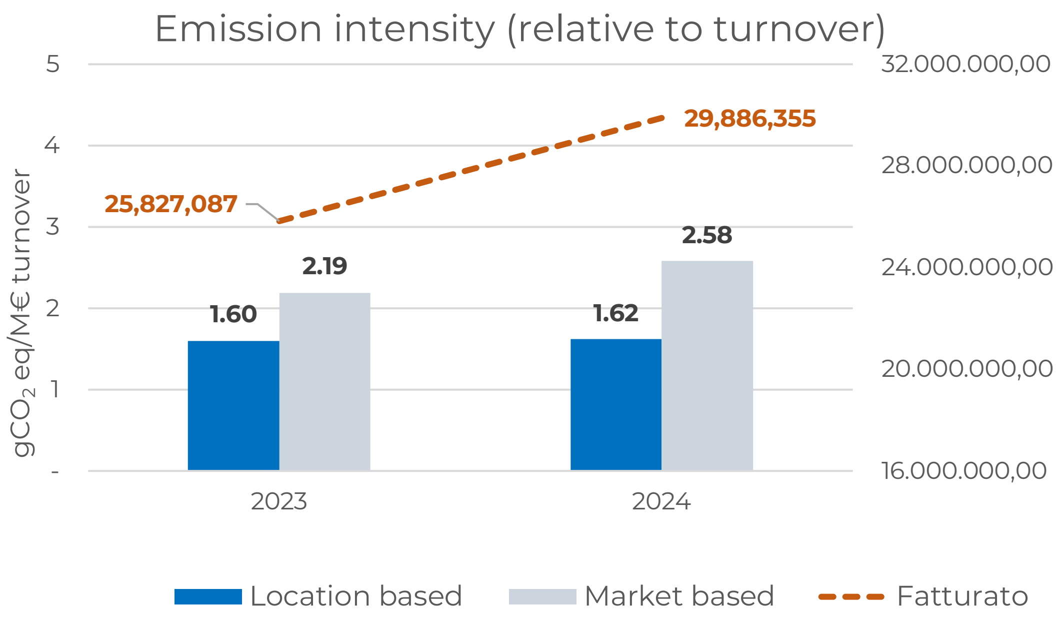


Climate-altering emissions - Location based
tCO2 eq
60
50
40
30
20
10
-
41
48
80,7%
19,3%
71,1%
28,9%
2
2024
Scope 1
Scope 2 - Location based

Climate-altering emissions - Market-based
tCO2 eq
90
80
70
60
50
40
30
20
10
-
56
77
85,9%
14,1%
81,8%
18,2%
2
2
Scope 1
Scope 2 - Market based

Considering the increase in company revenue and the emission trends analysed in the previous section, the emissions intensity calculated using the location-based approach remained stable, while the market-based emissions intensity rose by 18%.




## Waste management

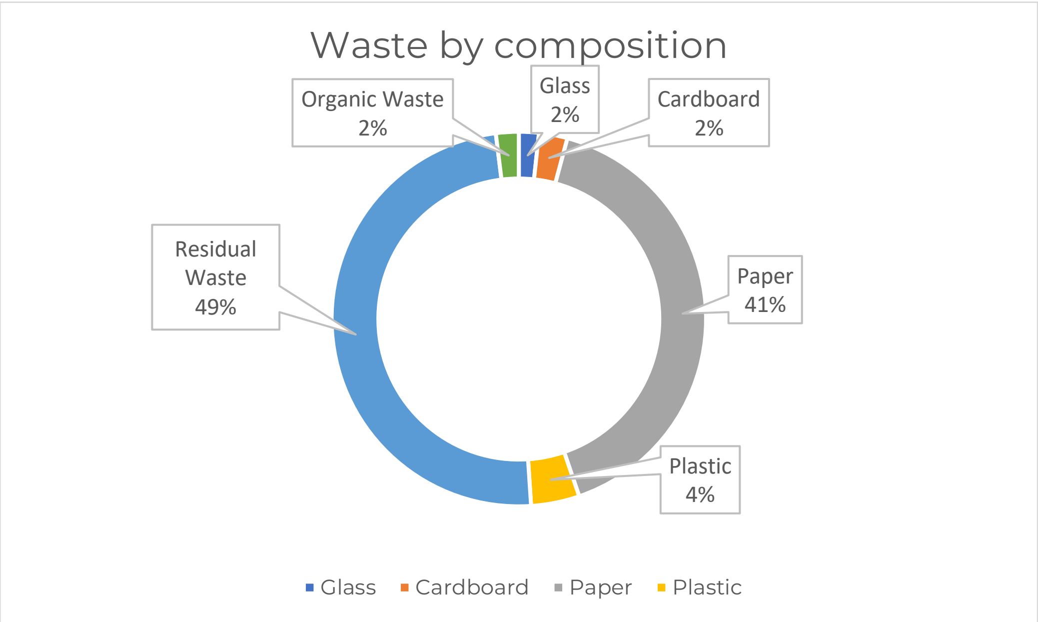
As part of its environmental initiatives, Eidosmedia has adopted a structured and mindful approach to waste management, with the aim of minimising the environmental impact of its operations. A solid and efficient waste separation system has been implemented within the company premises, allowing for the accurate sorting of waste materials and promoting their correct disposal and recycling.

At the same time, the company has developed policies aimed at reducing waste, promoting recycling and responsible management of materials. These policies are reflected in daily actions that actively involve staff, including internal awareness-raising activities on the correct separation of waste, the progressive reduction of single-use items and the distribution of reusable tableware (cups, glasses, cutlery) for drinking in common areas.

These actions demonstrate Eidosmedia's commitment to promoting a corporate culture focused on environmental sustainability, based on concrete and measurable behaviour.

The table shows the breakdown of waste in 2024. It should be noted that, as municipal waste, all waste produced in the company's offices is managed by the municipality through the local public service.

| **GRI 306-3 \|** Waste type | **u.m.** | **2024** |
|---|---|---|
| Glass | t | 0.14 |
| Cardboard | t | 0.20 |
| Paper | t | 3.30 |
| Plastic | t | 0.34 |
| Residual waste | t | 3.99 |
| Organic waste | t | 0.16 |
| **Total** | **t** | **8.12** |




*+ Residual waste and Organc Waste*

# 5. CREATING VALUE BEYOND COMPANY BOUNDARIES

## Privacy and information security

Given its core business, for Eidosmedia, the security of the products is closely linked to privacy protection and information security. For this reason, the Company has adopted an information security management system (ISMS) that complies with international standards ISO/IEC 27001:2022 and ISO/IEC 27017:2015. The system is designed to address security risks in a structured and methodical way, with the aim of ensuring data protection, guaranteeing confidentiality, integrity and availability of information, while preventing threats and vulnerabilities. The scope of the ISMS covers all company products and services, whether provided from company premises, data centres or via cloud platforms (SaaS), thus ensuring comprehensive security management in all operational areas.

Security responsibility is entrusted to the Security & Compliance team, which oversees all system-related activities, coordinates annual internal audits and risk analyses, with the support of an external consulting firm if necessary, and manages technical, physical and organisational controls. Each risk is assessed, addressed and monitored through the adoption of corrective actions implemented in the event of non-compliance, vulnerabilities or incidents. In addition, the company undergoes certification audits by third-party bodies to verify compliance with ISO standards and gather feedback for continuous improvement.

The security policies adopted cover specific and fundamental aspects, each with specific objectives:

- The **Security Policy** provides a framework for establishing appropriate levels of security for all company systems, including hardware and software infrastructure, mobile devices and data. It defines core principles such as confidentiality, integrity and availability, and establishes the actions to be taken in the event of an incident. It also promotes awareness and responsibility among users, in accordance with national and European regulations and standards.
- The **Password Policy** establishes guidelines for the creation, management and renewal of access credentials to reduce the risk of unauthorised access and protect access to company systems.
- The **Data Classification Standard** defines criteria and methods for classifying data based on sensitivity and risk level, providing guidance on how to protect, disclose and modify it in accordance with regulations.
- The **Personal Data Protection Policy** ensures compliance with personal data protection regulations, such as the GDPR, defining the lawful and correct methods of data collection, processing and storage.
- **The Acceptable Use Policy** regulates the use of company resources to prevent misuse, errors or unauthorised access and ensure responsible use of technologies.
- The **Cloud Security Policy** addresses the specificities of protecting data hosted on cloud platforms, defining security measures to ensure adequate protection even in external environments.

All policies are monitored, updated and approved annually by management, under the responsibility of the Security & Compliance team and the staff involved in the certification process, ensuring alignment with ISO standards, applicable regulations and emerging business needs. In this way, the company maintains high levels of protection and operational resilience, also thanks to collaboration with suppliers and the adoption of innovative technological solutions.

Eidosmedia has also integrated sustainability topics into its security management, particularly following the ISO/IEC 27001:2022/Amd 1:2024 update, which introduces considerations relating to climate change. The company assesses the impact of environmental conditions on data availability, including these aspects in its risk management to ensure business continuity even in adverse scenarios.

Specific initiatives include:

- Annual **Internal audits** conducted to monitor compliance with security policies and identify vulnerabilities and areas for improvement;
- Annual **risk analyses** to assess threats and vulnerabilities, defining priorities and response plans;
- External **certification audits** to ensure continued compliance with ISO standards.

At the end of the audits, the company updates its risk treatment plan annually, outlining corrective and preventive actions to mitigate vulnerabilities and continuously improve security. A key milestone was the transition to the updated version of ISO 27001:2022, completed during 2023-2024 with the involvement of all company departments and culminating in the renewal of the certification.

To achieve its information security objectives, Eidosmedia has also implemented:

- **Ongoing staff training** to ensure that everyone is up to date with emerging practices and technologies;
- **Continuous updating of security controls**, both technological and operational;
- **Adoption of advanced technologies** to strengthen data protection and automate security management processes.

During the 2023-2024 period, there were no incidents of non-compliance affecting the security of the services provided by Eidosmedia.

At the same time, to ensure personal data protection and compliance with the GDPR, Eidosmedia has adopted a Personal Data Protection Management System. In particular, the Company has formalised two policies: the Privacy Statement, available online, which informs users about their rights and how their personal data is processed; and the Data Protection Policy, intended for internal use, which describes roles, responsibilities and controls. Both are overseen by the Privacy Focal Point and the external Data Protection Officer (DPO).

The Privacy team, composed of members of Human Resources and the Compliance team, meets every two months to monitor privacy-related activities. The DPO performs annual audits on the policies and procedures adopted. All personal data processing is formally tracked in an updated register, which includes data controllers, purposes, data categories, recipients, transfers, security measures and retention periods. All employees involved in the processing of personal data participate in annual training on the principles and best practices of the GDPR.

During the year under review, there were no justified complaints concerning privacy violations or customer data breaches.

## Supply chain and local community

As part of its procurement activities, Eidosmedia has defined and implemented a structured procedure for managing the P2P (Procure-to-Pay) process, which is an essential pillar of the company's sourcing system. This procedure ensures that goods and services are acquired according to criteria of systematic approach, transparency and cost-effectiveness, with the aim of supporting the financial integrity of the organisation, optimising operational efficiency and building solid and reliable relationships with suppliers.

One of the main aspects of the process is the commitment to ensuring compliance with the principles of conformity and fair competition by requesting a defined number of bids for each order. This approach promotes fair market practices, allows the company to identify the most advantageous conditions and facilitates the monitoring of supplier quality and performance.

In 2024, the percentage of local suppliers (those based in the region where the Company's offices are located) rose to 39%, compared to 34% in 2023, with total spending on local suppliers accounting for 21% of total expenditure. This highlights the company's desire to source from local suppliers whenever possible, promoting the distribution of economic value to the local community.

# TOWARDS A SUSTAINABILE FUTURE

The publication of the first Sustainability Report represents for Eidosmedia both a significant milestone and the starting point of a journey of continuous improvement. The document illustrates the progressive integration of ESG principles into the Company’s strategy and operations, highlighting achievements in responsible governance, people development, environmental stewardship, and technological innovation.

The Company’s Sustainability Plan, structured around three strategic pillars and translated into specific objectives and initiatives, serves as a roadmap designed to deliver measurable and long-lasting impacts. Alongside its commitment to energy efficiency, emissions reduction, and waste management, Eidosmedia has placed people at the center, promoting diversity, equity and inclusion, ensuring health and safety at work, and strengthening its welfare system.

Social responsibility has also been reflected in trusted relationships with clients, partners, local communities and suppliers, supported by a governance model rooted in transparency, integrity and ethical conduct. Looking ahead, Eidosmedia is determined to consolidate its results and strengthen dialogue with stakeholders, convinced that sustainability is not only a responsibility but also an opportunity for innovation and growth. In a rapidly evolving global context, the company will continue to pursue resilience and create shared value, 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 mentioned in this GRI content index for the period from 01.01.2024 to 31.12.2024, with reference to the GRI 2021 Standards.

| GRI | INDICATOR SPECIFICATION | PARAGRAPH | NOTES |
|---|---|---|---|
| **GRI 2 - General Disclosure** | | | |
| 2 | Details of the organisation | Methodological note<br>1. Company identity and ESG commitment | |
| 2-2 | Entities included in the sustainability report | Methodological note | |
| 2-3 | Reporting period, frequency and contacts | Methodological note | |
| 2 | External assurance | | These reports are not subject to external assurance. |
| 2-6 | Activities, value chain and other business relationships | 1. Corporate identity and ESG commitment | |
| 2-7 | Employees | Human resources management and turnover | |
| 2-8 | Non-employees | Human resources management and turnover | |
| 2-9 | Governance structure and composition | Governance bodies | |
| 2-10 | Appointment and selection of the highest governance body | Governance bodies | |
| 2-11 | President of the highest governance body | Governance bodies | |
| 2-16 | Communication of critical concerns | Governance bodies | |
| 2-17 | Collective knowledge of the highest governance body | Governance bodies | |
| 2-19 | Remuneration policies | Governance bodies | |
| 2-20 | Process to determine Remuneration | Professional growth, training and welfare tools | |

| | | | |
|---|---|---|---|
| 2-21 | Annual total compensation ratio | Professional growth, training and welfare benefits | |
| 2-22 | Statement on sustainable development strategy | Letter to stakeholders | |
| 2-2 | Policy commitments | Responsible conduct policy | |
| 2-24 | Integrated policy commitments | Responsible conduct policy | |
| 2-25 | Processes to remedy negative impacts | Ethics and compliance controls | |
| 2-26 | Mechanisms for seeking advice and raising concerns about conduct | Ethics and compliance controls | |
| 2-27 | Compliance with laws and regulations | | No significant case of non-compliance with laws and regulations occurred |
| 2-29 | Approach to stakeholder engagement | Stakeholder Engagement | |
| 2-30 | Collective bargaining agreements | Human resource management and turnover | |
| **GRI 3 - Material Topics** | | | |
| 3-1 | Process for determining 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 material topics | Value generated and distributed to stakeholders | |
| GRI 201 - ECONOMIC PERFORMANCE (2016) | | | |
| 201-1 | Economic value directly generated and distributed | Value generated and distributed to stakeholders | |
| **PROCUREMENT PRACTICES** | | | |
| 3 | Management of material topic | Supply chain and local communities | |

| | | | |
|---|---|---|---|
| GRI 204 - PROCUREMENT PRACTICES (2016) | | | |
| 204 | Proportion of spending on local suppliers | Supply chain and local communities | |
| **ETHICS AND BUSINESS INTEGRITY** | | | |
| 3 | Management of material topic | Ethics and compliance controls | |
| GRI 205 - ANTI-CORRUPTION (2016) | | | |
| 205 | Communication and training on anti-corruption policies and procedures | Ethics and compliance controls | |
| 205-3 | Confirmed incidents of corruption and actions taken | | No confirmed incidents of corruption |
| **PREVENTION OF ANTI-COMPETITIVE BEHAVIOUR** | | | |
| 3 | Management of material topic | Ethics and compliance controls | |
| GRI 206 - ANTI-COMPETITIVE BEHAVIOUR (2016) | | | |
| 206-1 | Legal actions for anti-competitive behaviour, antitrust and monopoly practices | | No legal actions for anti-competitive behaviour, antitrust or monopolistic practices occurred. |
| **RESEARCH AND DEVELOPMENT** | | | |
| 3 | Management of material topic | Innovation at the heart of the business strategy | |
| **ENERGY** | | | |
| 3-3 | Management of material topic | Energy and emissions | |
| GRI 302 - ENERGY (2016) | | | |
| 302-1 | Energy consumption within the organisation | Energy and emissions | |
| 302-3 | Energy intensity | Energy and emissions | |
| **EMISSIONS** | | | |
| 3 | Management of material topic | Energy and emissions | |
| GRI 305 - EMISSIONS (2016) | | | |
| 305-1 | Direct greenhouse gas (GHG) emissions (Scope 1) | Energy and emissions | |

| | | | |
|---|---|---|---|
| 305-2 | Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2) | Energy and emissions | |
| 305-4 | Greenhouse gas (GHG) emissions intensity | Energy and emissions | |
| **WASTE** | | | |
| 3 | Management of material topic | Waste management | |
| GRI 306 - WASTE (2020) | | | |
| **HUMAN RESOURCE MANAGEMENT POLICIES** | | | |
| 3-3 | Management of material topic | Human resources management and turnover | |
| GRI 401 - EMPLOYMENT (2016) | | | |
| 401-1 | New employee hires and employee turnover | Human resource management and turnover | |
| **OCCUPATIONAL HEALTH AND SAFETY** | | | |
| 3-3 | Management of material topic | Occupational health and safety | |
| GRI 403 - Occupational health and safety (2018) | | | |
| 403-1 | Occupational health and safety management system | Occupational health and safety | |
| 403-2 | Hazard identification, risk assessment and incident investigation | Occupational health and safety | |
| 403-3 | Occupational health services | Occupational health and safety | |
| 403-4 | Worker participation, consultation on health and safety programmes and related communication | Occupational health and safety | |
| 403-5 | Training on occupational health and safety | Occupational health and safety | |
| 403-6 | Promotion of workers' health | Occupational health and safety | |
| 403-8 | Workers covered by an occupational health and safety management system | Occupational health and safety | |
| 403-9 | Work-related injuries | Occupational health and safety | |
| 403-10 | Work-related ill health | Occupational health and safety | |
| **STAFF TRAINING AND EDUCATION** | | | |

| | | | |
|---|---|---|---|
| 3 | Material management | Professional growth, training and welfare tools | |
| GRI 404 - TRAINING AND EDUCATION (2016) | | | |
| 404-1 | Average number of training hours per year per employee | Professional growth, training and welfare tools | |
| **INCLUSION, DIVERSITY AND NON-DISCRIMINATION** | | | |
| 3 | Management of the material topic | Diversity, Equity, Inclusion and Sense of Belonging | |
| GRI 405 - DIVERSITY AND EQUAL OPPORTUNITIES (2016) | | | |
| 405-1 | Diversity in governance bodies and among employees | Diversity, Equity, Inclusion and Sense of Belonging | |
| 405-2 | Ratio of basic salary and remuneration of women to men | Diversity, Equity, Inclusion and Sense of Belonging | |
| GRI 406 - NON-DISCRIMINATION (2016) | | | |
| 406-1 | Incidents of discrimination and corrective measures taken | | No incidents of discrimination occurred |
| **COSTUMER HEALTH ANS SAFETY** | | | |
| 3 | Management of material topic | Privacy and information security | |
| GRI 416 - CUSTOMER HEALTH AND SAFETY (2016) | | | |
| 416-2 | Incidents of non-compliance relating to the health and safety impacts of products and services | | no incidents of non-compliance relating to the health and safety impacts of products and services occurred |
| **CUSTOMER PRIVACY PROTECTION** | | | |
| 3 | Management of the material topic | Privacy and information security | |
| GRI 418 - CUSTOMER PRIVACY (2016) | | | |
| 418-1 | Substantiated complaints regarding breaches of customer privacy and losses of customer data | | No complaints concerning breaches of customer privacy and loss of customer data reported. |