

EIDOSMEDIA



Strategic Sustainability Plan



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Sustainability Strategy

In recent years, the world's attention to environmental issues has increased considerably, making it essential for companies to be fully aware of the impacts generated by their activities on the planet and to implement corrective actions of environmental prevention and protection. It is now evident what are the limits of the planet's systems, whose balance is based on natural cycles that are increasingly altered by human activities. For this reason, it is essential to promote an **ecological transition**, a process of technological innovation and environmental revolution, which will foster economies that take into account not only economic profits, but also respect for environmental sustainability.

Eidosmedia is aware of its role and responsibilities, demonstrating its commitment through the launch of a sustainability path that aims to lead the company to qualify as one of the benchmarks in its sector. For this reason, during the last part of 2023, the company decided to focus on the elaboration of a short ESG report in which Eidosmedia described the efforts undertaken to integrate and implement sustainable principles and global corporate governance objectives into its business model. This was done primarily with the aim of showing the importance of considering at the same level economic, social, and environmental aspects. Through this document, the company expressed its commitment to improve the approach towards **ESG management and sustainable performance**.

Moreover, recognizing the importance of embracing global environmental, social and corporate governance (ESG) principles in the context of its social and professional role, Eidosmedia has chosen to reinforce its commitment to sustainability issues through the approval of its **Strategic Sustainability Plan**, which defines operational milestones for the three-year period **2024 – 2026**.



With this document, Eidosmedia aims at aligning its strategy towards the objectives outlined in the UN's Agenda 2030 and in particular towards Sustainable Development Goals (SDGs). The development of a Strategic Sustainability Plan highlights the strategic vision of Eidosmedia in respect to the ESG issues and provide a guideline to ensure the improvement of its ESG performance and the monitoring of the proposed initiatives. In the end, this document represents a roadmap for the identification of time milestones for coordination between the core business and ESG aspects.

As a demonstration of Eidosmedia's commitment to continually improving the integration of sustainability principles inside its business model, the company carried out an ESG assessment with the support of Circularity, in order to evaluate its performance regarding environmental, social and economic aspects. The aim of the assessment carried out was to identify the most relevant issues for Eidosmedia and the degree of control that the company has over them.

The added value generated by the strategic plan, in addition to presenting the objectives outlined for the short, medium and long term, consists in representing a management tool to facilitate the functions of control, analysis of deviations and, above all, improvement and adaptability to the changing economic, social, regulatory and environmental conditions that influence the reference market.

The key representatives of the Top Management and the most important functions for the company, together with the main stakeholder categories for Eidosmedia, were involved in the analysis of the ESG issues of primary interest and their impacts, as well as in the definition of the main objectives and the development of the corresponding actions.



Materiality Analysis

The **Strategic Sustainability Plan** of Eidosmedia is based on the results and evaluations emerged during the materiality analysis, a preliminary phase necessary to identify the most relevant ESG aspects for the company. Once the ESG themes have been identified, the next step was to set specific objectives to improve the management of those topics and to consider possible actions and initiatives to reach the expected outcomes. The materiality analysis was carried on in accordance with the methodology indicated by AccountAbility 1000 and the Global Reporting Initiative (GRI), through the consultancy support of Circularity, which elaborated and formalized the reflections that emerged.

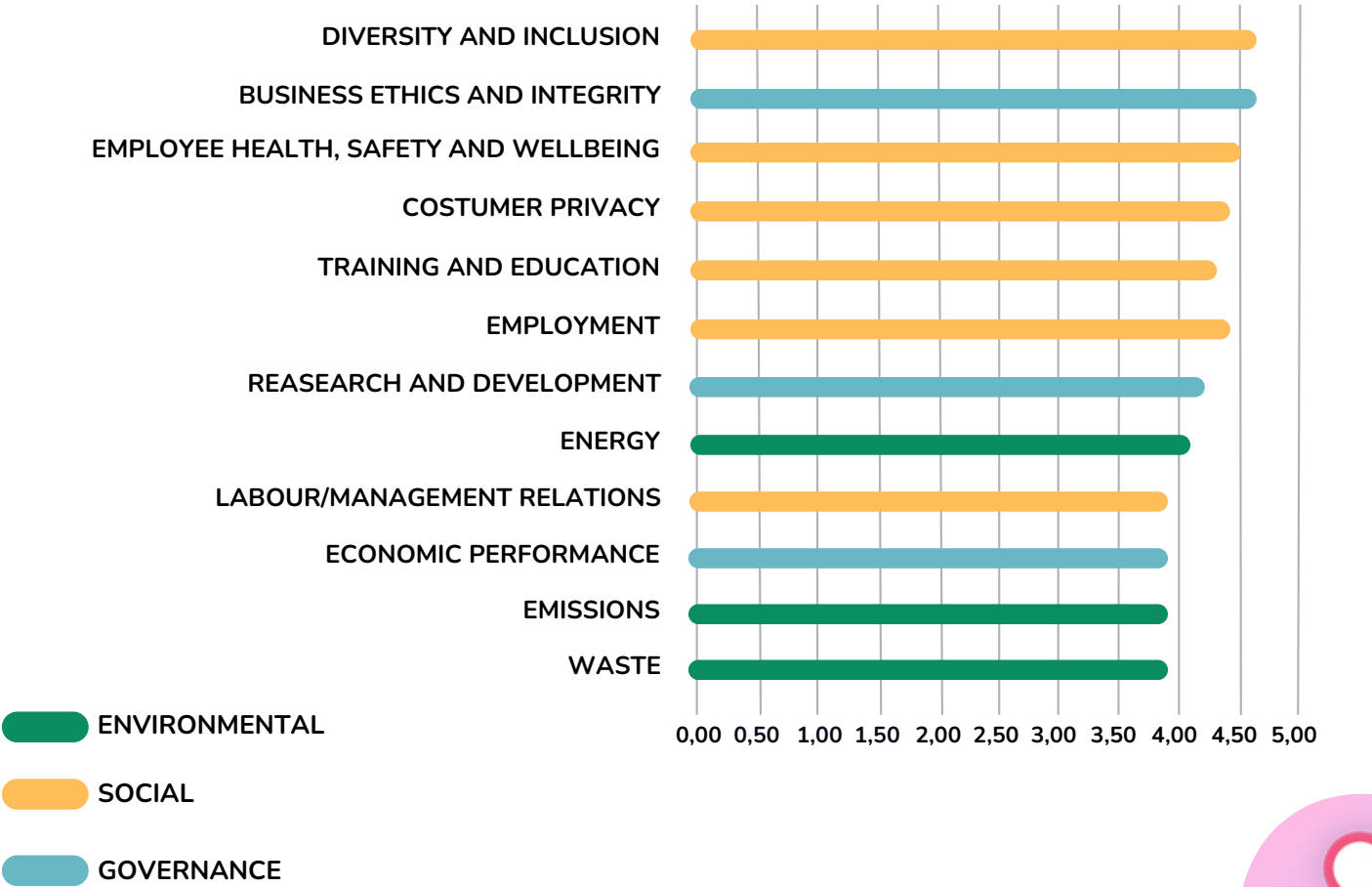
The importance of carrying out a detailed materiality analysis arises from the introduction of the "**Corporate Sustainability Reporting Directive**", also known as **CSRD**, which is a new European directive that came into effect on January 5 2023. With the CSRD, it will become necessary for a much greater number of companies to report on their environmental and social impacts and, in general, on their contribution towards sustainable development. In this context, Eidosmedia decided to align the processes followed in the materiality analysis towards the guidelines and requirements of the CSRD in order to prepare adequately for future reporting obligations.

Considering the requests of this new directive, the concept of **double materiality** was introduced into the analysis performed, identifying not only the impacts experienced by the organization due to external causes, but also the impacts caused externally able to influence the environment and the society as a whole.

Through the preparation of this document, Eidosmedia aims to communicate transparently and highlight the procedures and activities implemented to enhance its approach to ESG management and its sustainable performance. In addition, the Strategic Sustainability Plan aims at developing specific methodologies and actions to promote the transition towards a **sustainable and responsible business model** and to demonstrate the commitment to support the ambitious **targets** presented.

In the following graph the main **ESG themes** considered most relevant for the business of Eidosmedia are presented and are sorted according to the priority level assigned to them.

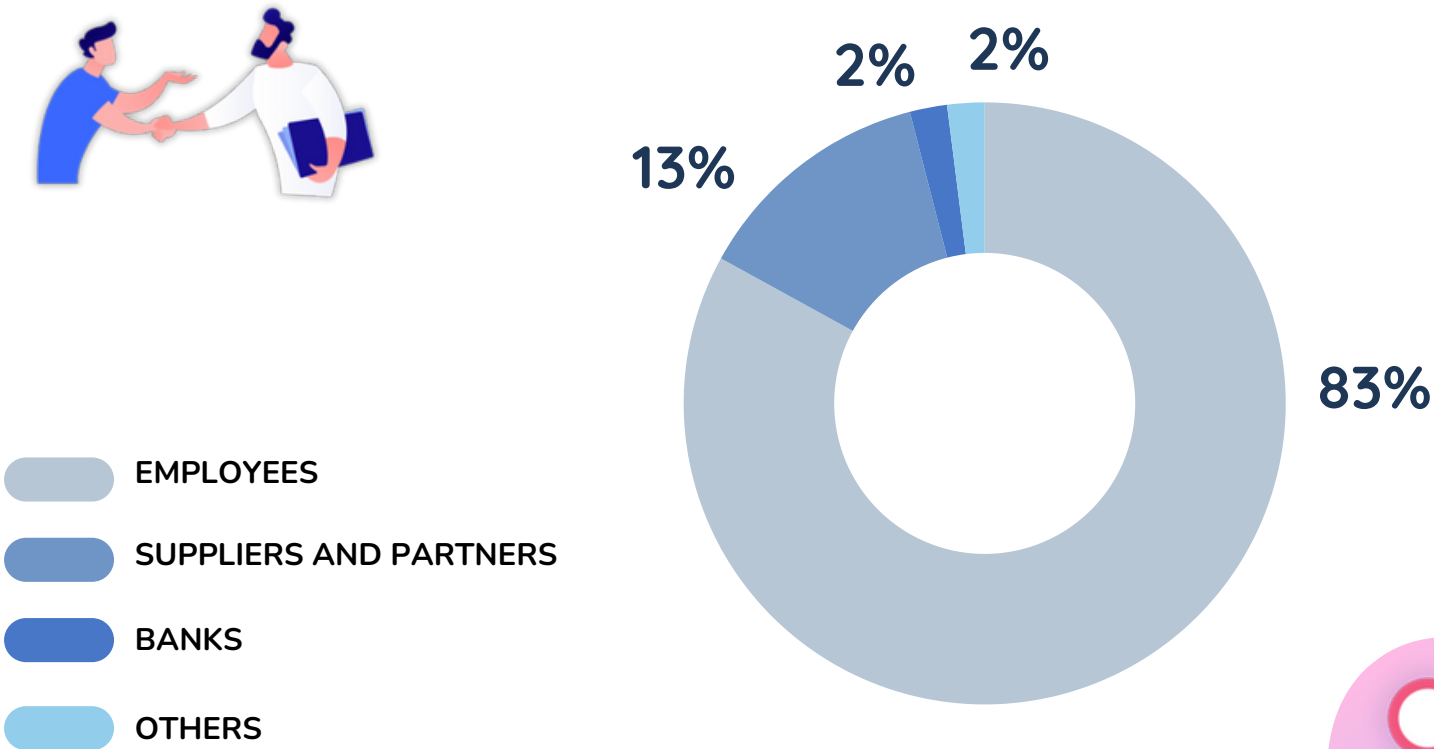
Prioritized Material Themes



Eidosmedia, in addition to consider the opinions of the members in the Top Management, chooses to engage its main stakeholders in the analysis for the identification of the most relevant ESG aspects for the company. This was also done in order to improve the communication approach inside the company and outside towards the public. The aim of Eidosmedia is to collect, analyze and disclose ESG information with much more detail, always ensuring maximum transparency.

The different categories of stakeholders considered by Eidosmedia represent the main subjects able to influence the development of the company or be influenced by its activities and decisions. For this reason, it is essential to include them in the evaluations and management processes performed by Eidosmedia, as well as in the elaborations of strategic business plans.

Category of external stakeholders

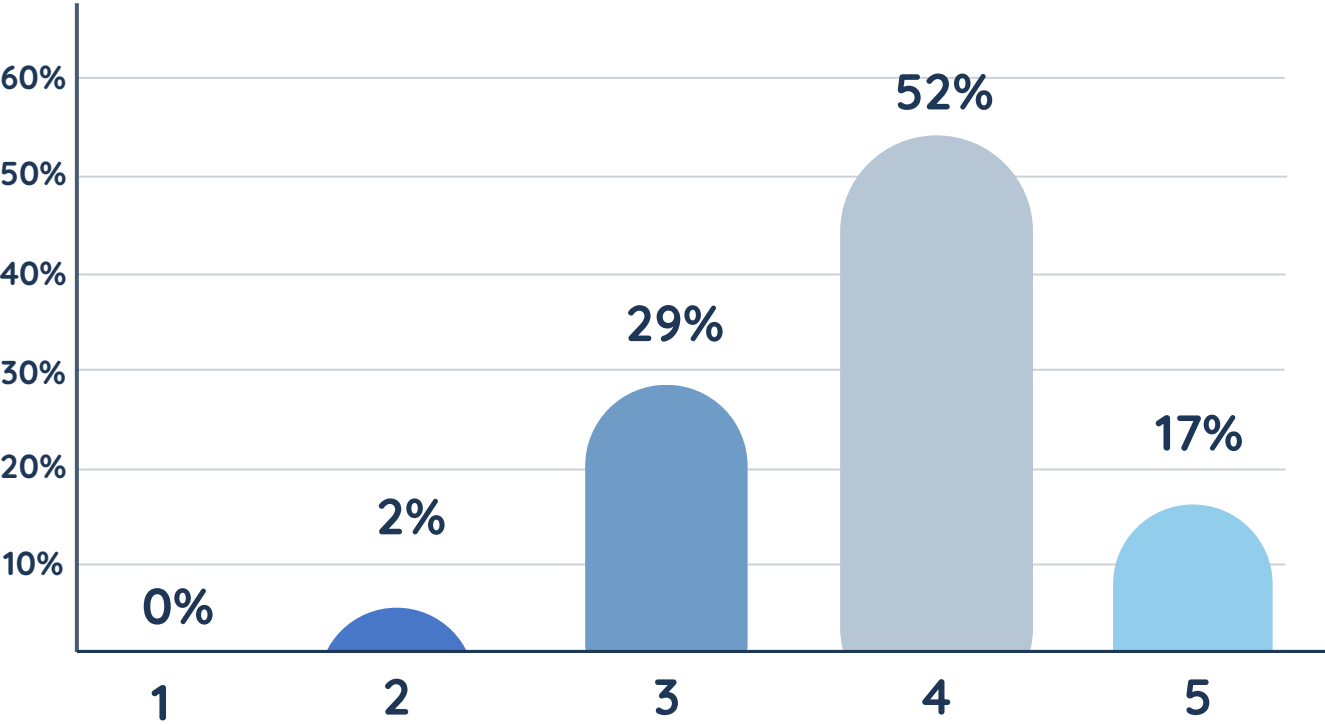


Moreover, the external opinion regarding the commitment of Eidosmedia towards the integration of sustainability principles in its business were also positive, highlighting that the majority of respondents believe that the company is concretely and actively engaged in sustainable development.



From 1 to 5, how committed is Eidosmedia to sustainability?

Sustainability Commitment





SUSTAINABILITY STRATEGIC PLAN

Following the precise will of Eidosmedia, the **Sustainability Strategic Plan** has been drawn up as a three-year pathway aimed at a greater and concrete integration of SDGs in the corporate core business. In order to reach this goal, each of the **36 initiatives** has been accurately deepen throughout a dedicate workshop and directly discussed with the project owner at the corporate level.

All activities are marked by a level of priority between **1** and **3** and a specific **KPI** linked to the expected result.

Regarding priority initiatives, thanks to the **strong commitment of Eidosmedia** to ESG topics, some of them have been already completed during the first quarter of 2024. Others are planned to be started within the year in accordance with the corporate goals and the stakeholders' expectations.

As already highlights, the Strategic Plan provide a corporate **three-year roadmap** towards sustainability, covering the years from **2024 to 2026***. As a consequence, the Plan includes also initiatives that will be set up in 2025 and 2026.

Due to the presence of a detailed KPI for each initiative, the sustainability plan leads the corporate towards a dynamic process of **constant monitoring and update of ESG projects** in line with the goals and pillars discussed above.

* With the exception of one initiative that will be implemented during the period 2027-2028.

Structure of Sustainability Strategic Plan

The Eidosmedia Sustainability Strategic Plan is based on:

3

Pillars



- Efficiency of energy consumption
- Creation of a positive and inclusive working climate
- Corporate Governance and Compliance

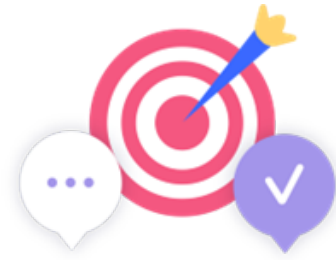


Strategic Areas

8

- ESG Strategic Governance
- Business Ethics and Compliance
- Sustainable Supply Chain
- Sustainable Communication
- Workers' Rights and Health Safety
- D&I, Welfare and Wellbeing, Professional Development
- Management of Environmental Impacts
- Sustainable Innovation



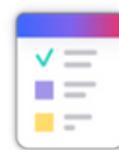


- 1** Increase stakeholder involvement in business decisions
- 2** Promote transparency in corporate communication
- 3** Increase the organization's commitment to sustainability
- 4** Align the company's sustainability strategy with the SDGs
- 5** Reduce the environmental impact linked to the emissions produced by the company
- 6** Promote and protect the well-being among workers
- 7** Promote the professional growth of workers
- 8** Ensure the protection of customer privacy
- 9** Increase operational efficiency through digitalization and automation
- 10** Improve waste management and reduce the quantities produced
- 11** Adoption of digital systems and software with reduced energy consumption
- 12** Integration of renewable sources into the company energy mix.
- 13** Increase D&I in the organization
- 14** Turnover growth and consolidation in the sector
- 15** Identify the financial implications and other risks and opportunities related to climate change



36

Initiatives



Described in-depth at the end of the document.

Initiatives by Pillar



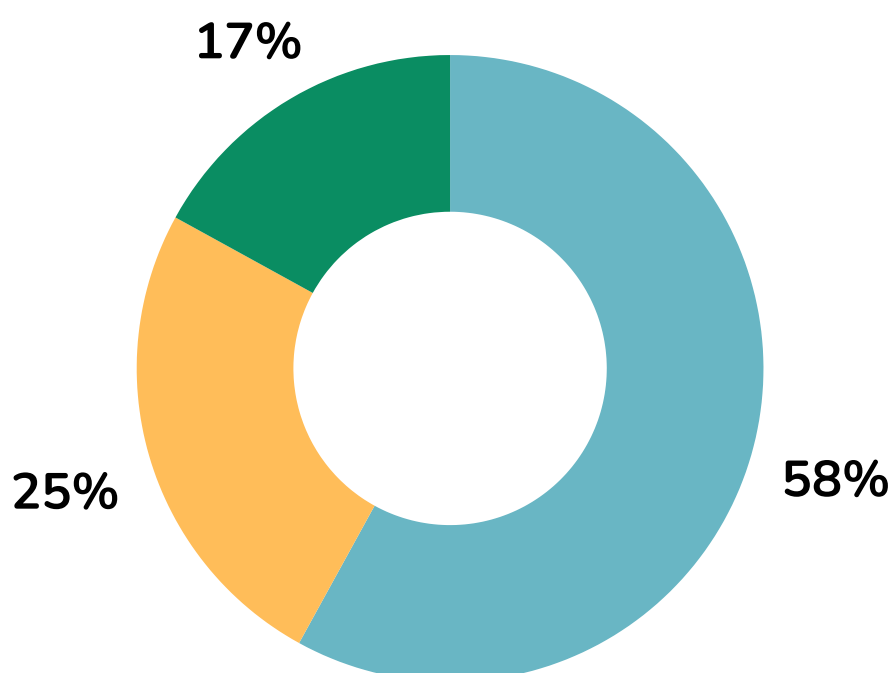
EFFICIENCY OF ENERGY
CONSUMPTION



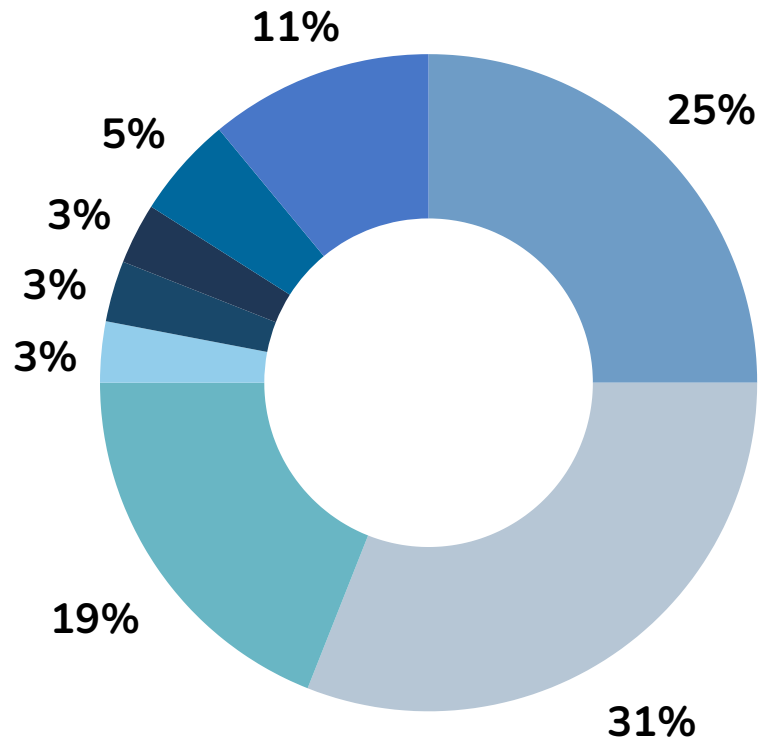
CORPORATE, GOVERNANCE
& COMPLIANCE



CREATION OF A FAVORABLE AND
INCLUSIVE WORKING CLIMATE



Initiatives by Strategic Areas



BUSINESS, ETHICS AND COMPLIANCE

D&I, WELFARE AND WELLBEING
(PROFESSIONAL DEVELOPMENT)

ESG STRATEGIC GOVERNANCE

MANAGEMENT OF ENVIRONMENTAL IMPACTS

SUSTAINABLE COMMUNICATION

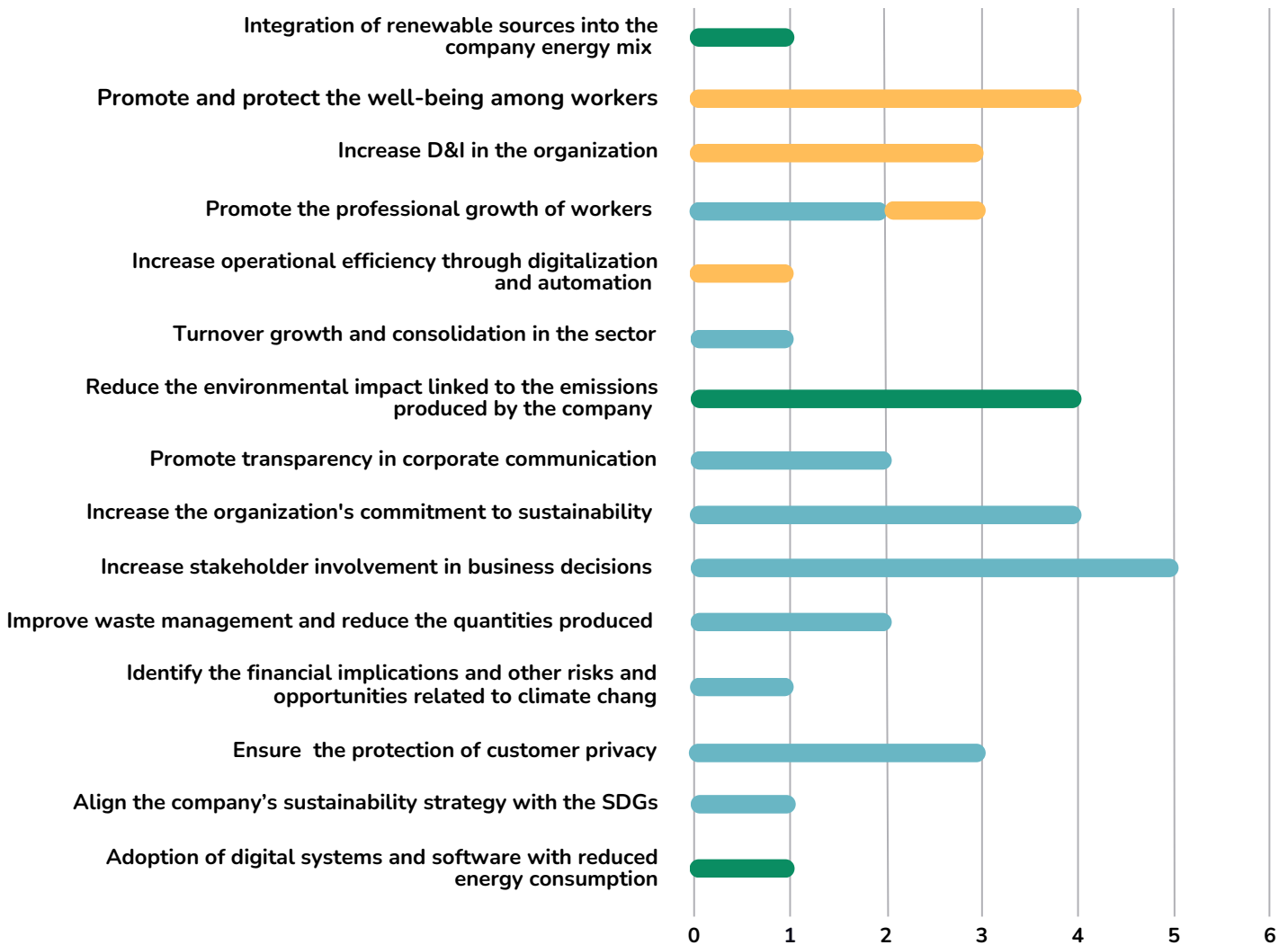
SUSTAINABLE INNOVATION

WORKERS' RIGHTS, HEALTH AND SAFETY

SUSTAINABLE SUPPLY CHAIN



Initiatives by Goals and Pillars



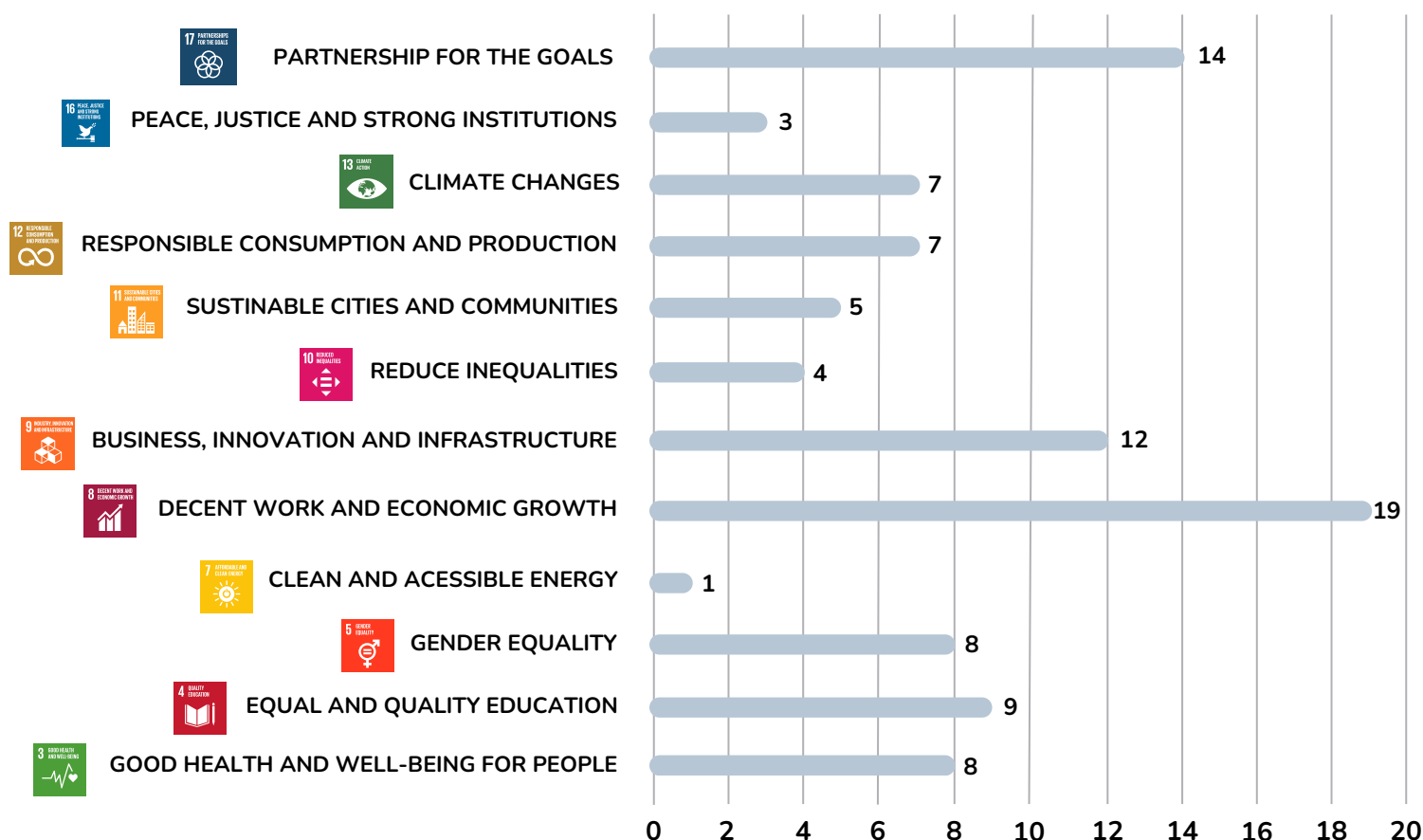
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Initiatives by SDGs



Regarding the timing of implementation, the **2024-2026 plan** outlines a scale of priorities for the implementation of individual activities in terms of consistency and feasibility. In the following pages, all the activities of Eidosmedia are presented and described, classifying them for pillars and corporate goals and identifying specific key performance indicators to monitor the status of achievement of the objectives defined.

Goals and Activities connected to



“Corporate, Governance and Compliance”

GOAL	INITIATIVE	START	END	KPI	EXPECTED RESULTS	PRIORITY
Increase stakeholder involvement in business decisions	Development and implementation of a Stakeholder Engagement plan	2023	2023	ON/OFF	Realization	1
Promote transparency in corporate communication	Materiality Analysis Process	2023	2023	ON/OFF	Realization	1
Promote transparency in corporate communication	Update of the materiality analysis and integrated risk management with focus on ESG aspects	2025	2025	ON/OFF	Realization	2
Increase the organization's commitment to sustainability	Development of a Strategic Sustainability Plan (including KPIs, objectives, specific actions)	2024	2024	ON/OFF	Realization	1
Increase the organization's commitment to sustainability	Activation of a Sustainability Committee at the Italian level	2024	2024	ON/OFF	Realization	1
Increase the organization's commitment to sustainability	Activation of a Sustainability Committee at international level (1 member for each legal entity)	2025	2025	ON/OFF	Realization	2



Align the company's sustainability strategy with the SDGs	Identification of SDGs to which the organization can contribute based on the relevance/significance of the impacts and integration into the Strategic Plan of programs and actions aimed at supporting the achievement of the SDGs	2023	2023	Number of SDGs identified and integrated into the strategic plan	Identification of SDGs (12) to focus on	1
Increase stakeholder involvement in business decisions	Planning of speeches dedicated to Eidosmedia's sustainability path in the next "Global Customer Meeting"	2024	2024	N° of speeches on ESG topics	N° 1 speech on ESG topics	2
Promote the professional growth of workers	Definition of MBO Objectives Linked to ESG Indicators	2027	2028	% variable remuneration	Realization	2
Promote the professional growth of workers	Implementation of (in)training programs to spread the culture of sustainability internally involving staff, including senior management	2024	2024	% of the company population involved	100%	1
Increase stakeholder involvement in business decisions	Promote the adoption of ESG ratings for some of the company's foreign legal entities (eg through the Circularity's Sustainability Assessment Tool)	2025	2026	N° of breaches that carried out the assessment	4/7 legal entities assessed on ESG issues (excluded UK, China, Australia)	2
Increase the organization's commitment to sustainability	Drafting of a Sustainability Report	2025	2026	ON/OFF	Realization	2
Ensure the protection of customer privacy	Internally evaluate the achievement of ISO 27018	2024	2024	ON/OFF	Cost benefit analysis of the ISO 27018 implementation	1

Ensure the protection of customer privacy	Internally evaluate the achievement of ISO 9001	2025	2025	ON/OFF	Cost benefit analysis of the ISO 9001 implementation	2
Ensure the protection of customer privacy	Creation of a customer satisfaction questionnaire on data management by Eidosmedia	2026	2026	ON/OFF	Realization	3
Increase stakeholder involvement in business decisions	ESG Assessment of key suppliers (e.g. through the Sustainability Assessment Tool)	2025	2025	% of suppliers involved	70	2
Turnover growth and consolidation in the sector	Better and greater external communication regarding sustainability initiatives and the results achieved to consolidate its positioning	2024	2024	N° of initiatives launched and/or planned communicated	Communicate at least 3 sustainability initiatives undertaken or under development	2
Identify the financial implications and other risks and opportunities of climate change	Description of the risks and/or opportunities related to climate change and identification of the related impacts and financial implications according to the TCFD	2026	2026	ON/OFF	Realization	3
Improve waste management and reduce the quantities produced	Introduction of a "Waste Management Policy" or a specific policy on waste management in the company and on the good practices to follow	2024	2025	ON/OFF	Realization	2
Improve waste management and reduce the quantities produced	Reduction in the use of office paper	2024	2024	% reduction in paper consumption	Reduce the use of paper in the company by more than 50%.	2
Increase stakeholder involvement in business decisions	Drafting of a Supplier Code of Conduct with reference to ESG constraints.	2024	2024	ON/OFF	Realization	1

Goals and Activities connected to



“Creation of a favorable and inclusive working climate”

GOAL	INITIATIVE	START	END	KPI	EXPECTED RESULTS	PRIORITY
Increase D&I in the organization	Achievement of performance on D&I issues through specific guidelines and standards (UNI PdR Gender Equality or ISO 30415)	2025	2026	ON/OFF	Obtaining certification	2
Increase D&I in the organization	Construction of a corporate Human Rights Policy in line with the principles of the ILO and UN Global Compact which regulates staff recruitment processes and the management of equal opportunities in the company	2024	2024	ON/OFF	Realization	2
Increase D&I in the organization	Collaboration with Foundations and NPO for female empowerment activities and development of inclusive cultures (eg Libellula Foundation)	2024	2024	N° of non-profits involved in partnership projects	1 partnership started	1
Promote and protect the well-being among workers	As a corollary to what has already been done as part of the WHP (Workplace Health Promotion) project, establish Partnerships with healthcare ENPs to provide screening packages to employees (eg Fondazione Umberto Veronesi already known for the corporate participation at the Pink Parade).	2025	2025	ON/OFF	Realization	2
Promote and protect the well-being among workers	Enhance the welfare packaging through new partnerships and activities	2025	2025	N° of activities added to the welfare packaging	3 activities added	1



Promote and protect the well-being among workers	Expand the welfare packaging to worldwide legal entities	2025	2025	ON/OFF	Realization	2
Promote and protect the well-being among workers	Partnership with entities that help to encourage the implementation of sustainable lifestyles among employees (e.g. Aworld)	2026	2026	ON/OFF	Realization	2
Promote the professional growth of workers	Establish partnerships with universities and recruiting agencies to intercept young talents	2024	2026	Number of partnerships activated	1 partnership started	1
Increase operational efficiency through digitalization and automation	Collaborations with entities active on AI issues to propose internally and externally activities and moments of awareness and education regarding the use of artificial intelligence	2024	2025	N° of initiatives launched and/or planned communicated	Communicate at least 3 sustainability initiatives undertaken or under development	2
Increase operational efficiency through digitalization and automation	Description of the risks and/or opportunities related to climate change and identification of the related impacts and financial implications according to the TCFD	2026	2026	N° of activities planned in the field of AI	Propose at least 1 AI awareness activity	2

Goals and Activities connected to



“Efficiency of energy consumption”

GOAL	INITIATIVE	START	END	KPI	EXPECTED RESULTS	PRIORITY
Adoption of digital systems and software with reduced energy consumption	Investments and development of R&D projects (adoption of new software with reduced consumption)	2024	2026	% increase in investment in research and development	Increase investments by (number to be defined after a specific analysis) compared to previous years	1
Integration of renewable sources into the company energy mix	Obtaining a % of energy coming from renewable sources and certified with Guarantees of Origin (GO)	2024	2025	% of energy purchased with GO	Achievement of 15% energy from renewable sources in your energy mix	1
Reduce the environmental impact linked to the emissions produced by the company	Calculation and monitoring of Scope 1, 2 company emissions	2024	2026	ON/OFF	Realization	1
Reduce the environmental impact linked to the emissions produced by the company	Calculation and monitoring of Scope 3 company emissions	2024	2026	ON/OFF	Realization	2
Reduce the environmental impact linked to the emissions produced by the company	Encourage travel from home to work and vice versa with sustainable means of transportation (e.g. providing a subscription to employees for the use of bicycles such as bikemi and promoting the use of means of transport instead of the car)	2024	2024	% of employees who use bicycles or public transportation	Reach 30% of employees who use more sustainable alternatives to the car for the home-work commute and vice versa	3
Reduce the environmental impact linked to the emissions produced by the company	Increase in the use of more sustainable means of transportation in the company fleet	2024	2025	% of vehicles with reduced environmental impact on the total	Company car fleet made up of 70% or more of vehicles with reduced environmental impact	2





In conclusion, through the **Sustainability Strategic Plan Eidosmedia** had the opportunity to decline at a more practical level its goals in terms of **ESG corporate strategy**.

The document, moreover, allowed the company not only to map the initiatives undertaken, but also to evaluate the **areas of intervention, identify commitments and objectives and build an efficient data collection system** in order to measure and monitor the Eidosmedia progress over time.

with the methodological support of



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Sustainability Strategy

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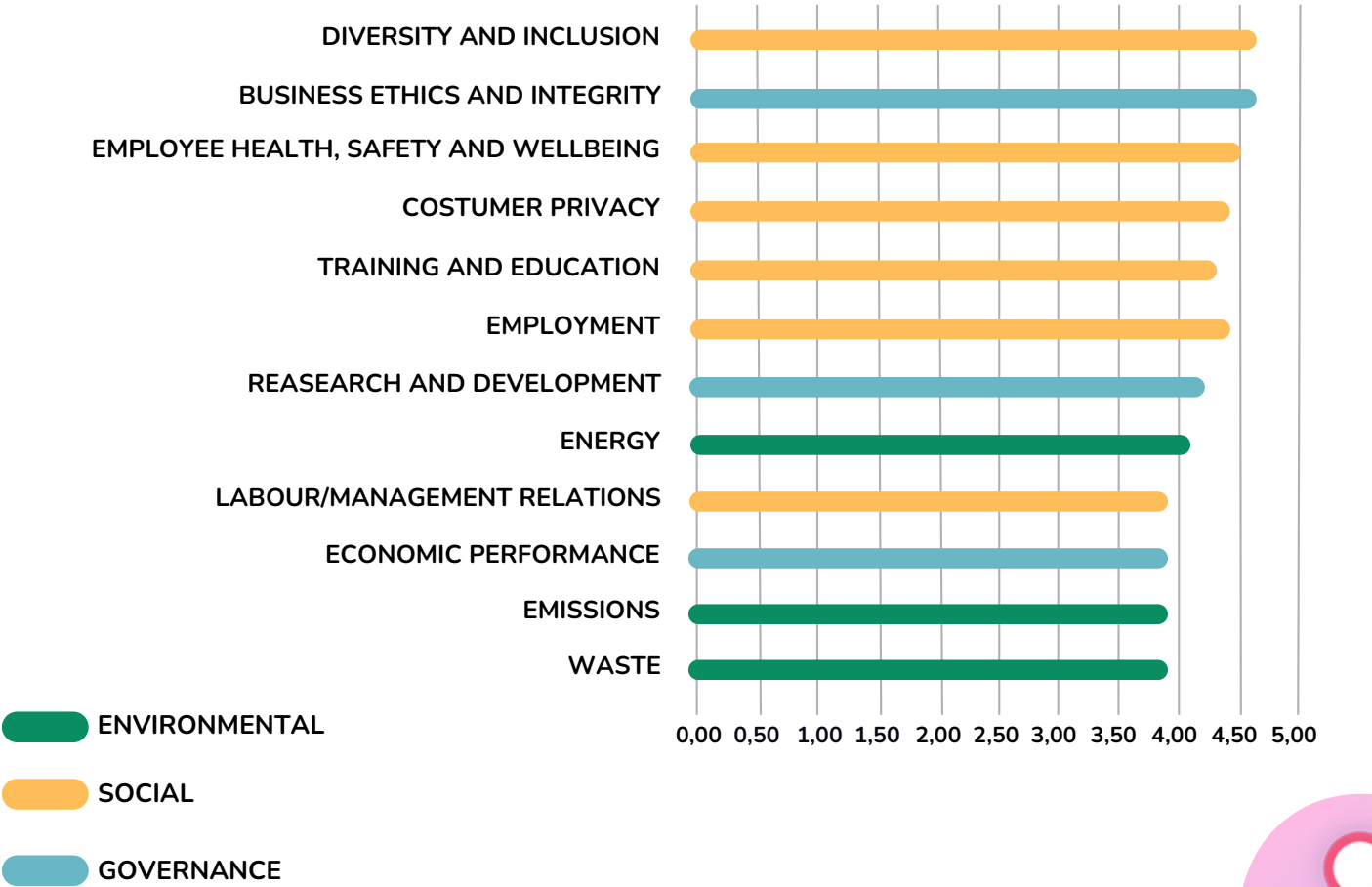
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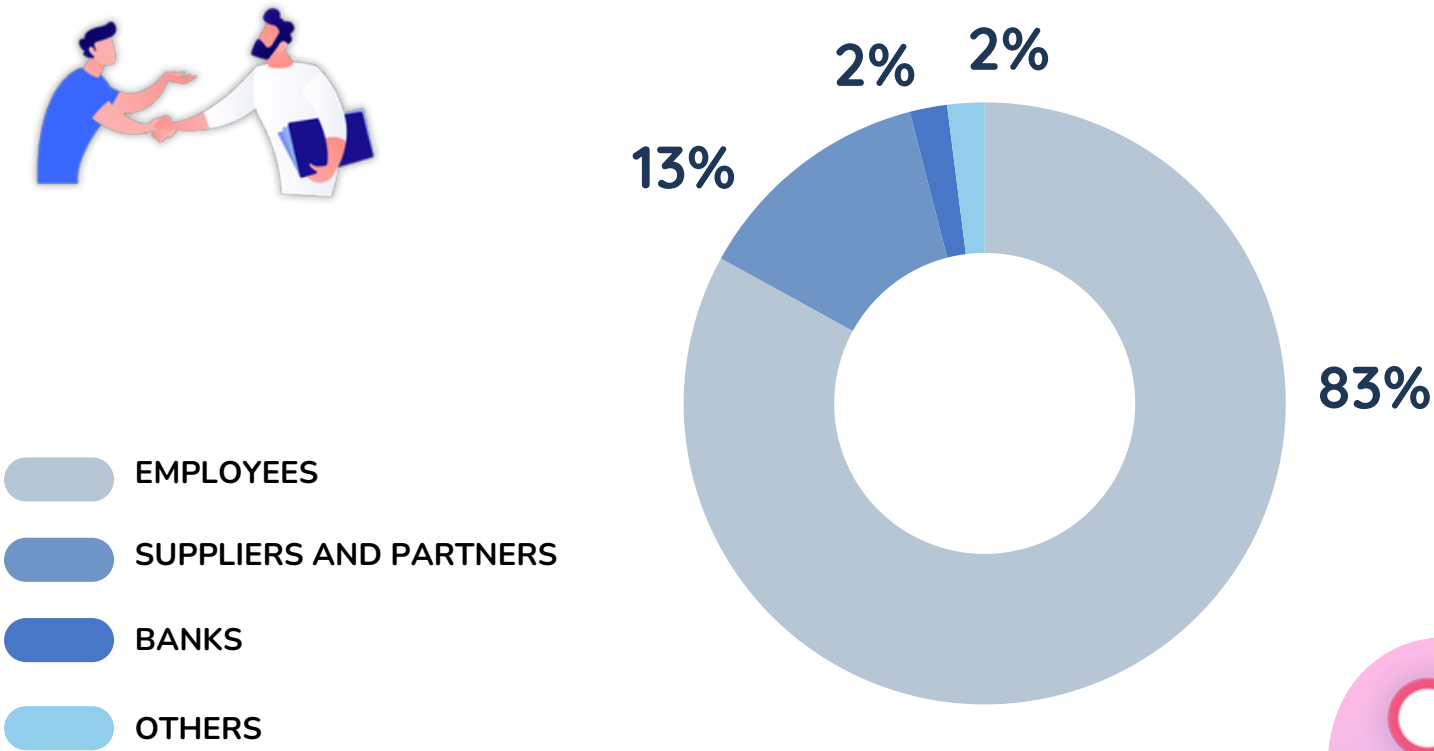
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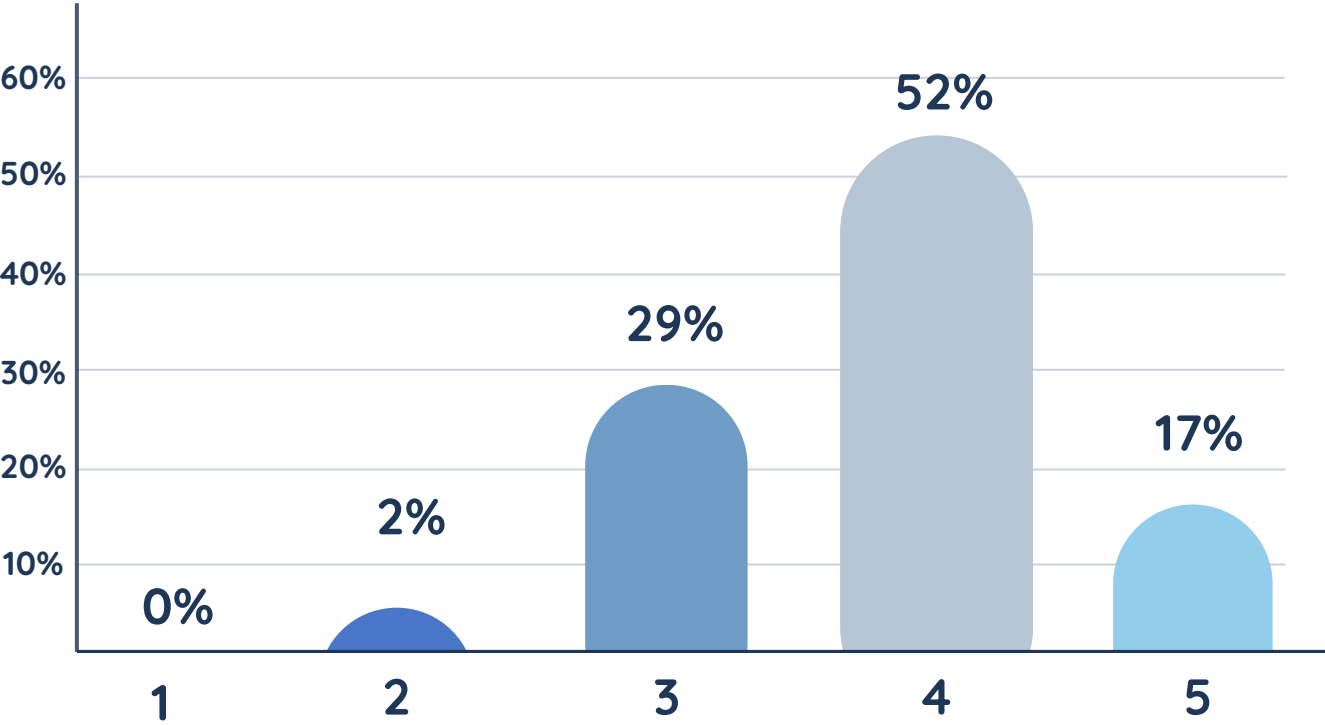


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Sustainability Commitment





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Structure of Sustainability Strategic Plan

The Eidosmedia Sustainability Strategic Plan is based on:

3

Pillars



- Efficiency of energy consumption
- Creation of a positive and inclusive working climate
- Corporate Governance and Compliance



Strategic Areas

8

- ESG Strategic Governance
- Business Ethics and Compliance
- Sustainable Supply Chain
- Sustainable Communication
- Workers' Rights and Health Safety
- D&I, Welfare and Wellbeing, Professional Development
- Management of Environmental Impacts
- Sustainable Innovation



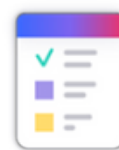


- 1** Increase stakeholder involvement in business decisions
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Initiatives



Described in-depth at the end of the document.

Initiatives by Pillar



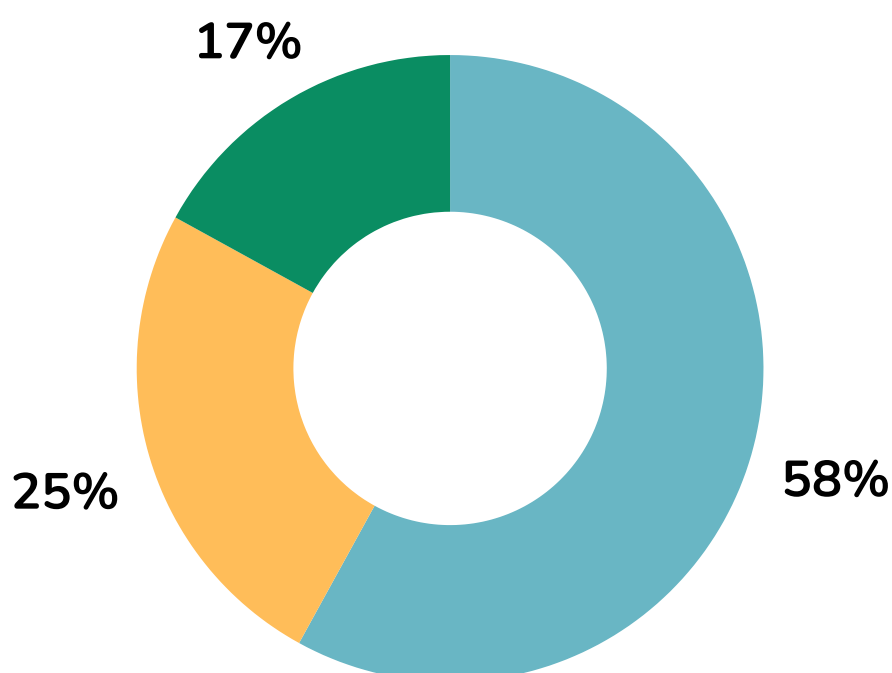
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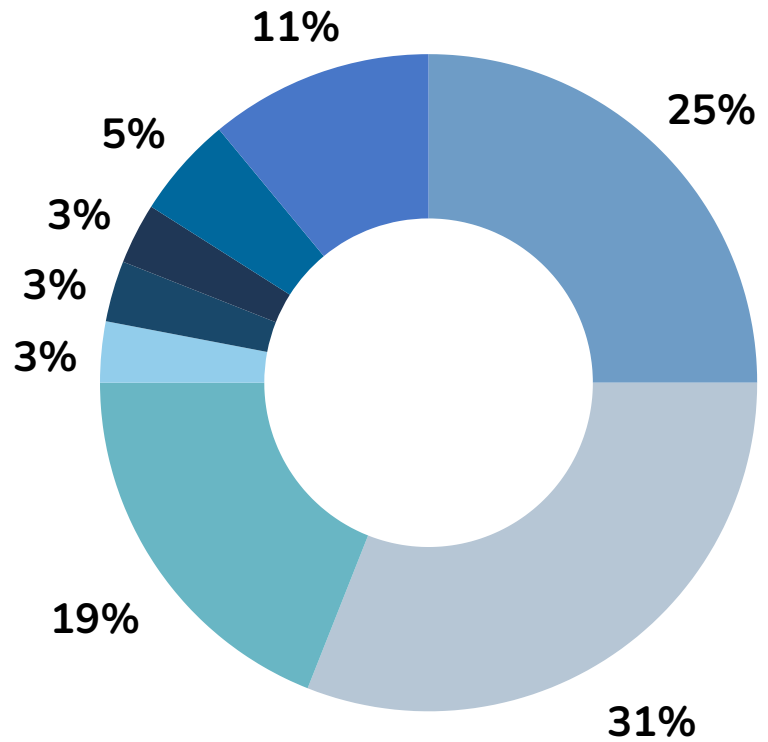
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INCLUSIVE WORKING CLIMATE



Initiatives by Strategic Areas



BUSINESS, ETHICS AND COMPLIANCE

D&I, WELFARE AND WELLBEING
(PROFESSIONAL DEVELOPMENT)

ESG STRATEGIC GOVERNANCE

MANAGEMENT OF ENVIRONMENTAL IMPACTS

SUSTAINABLE COMMUNICATION

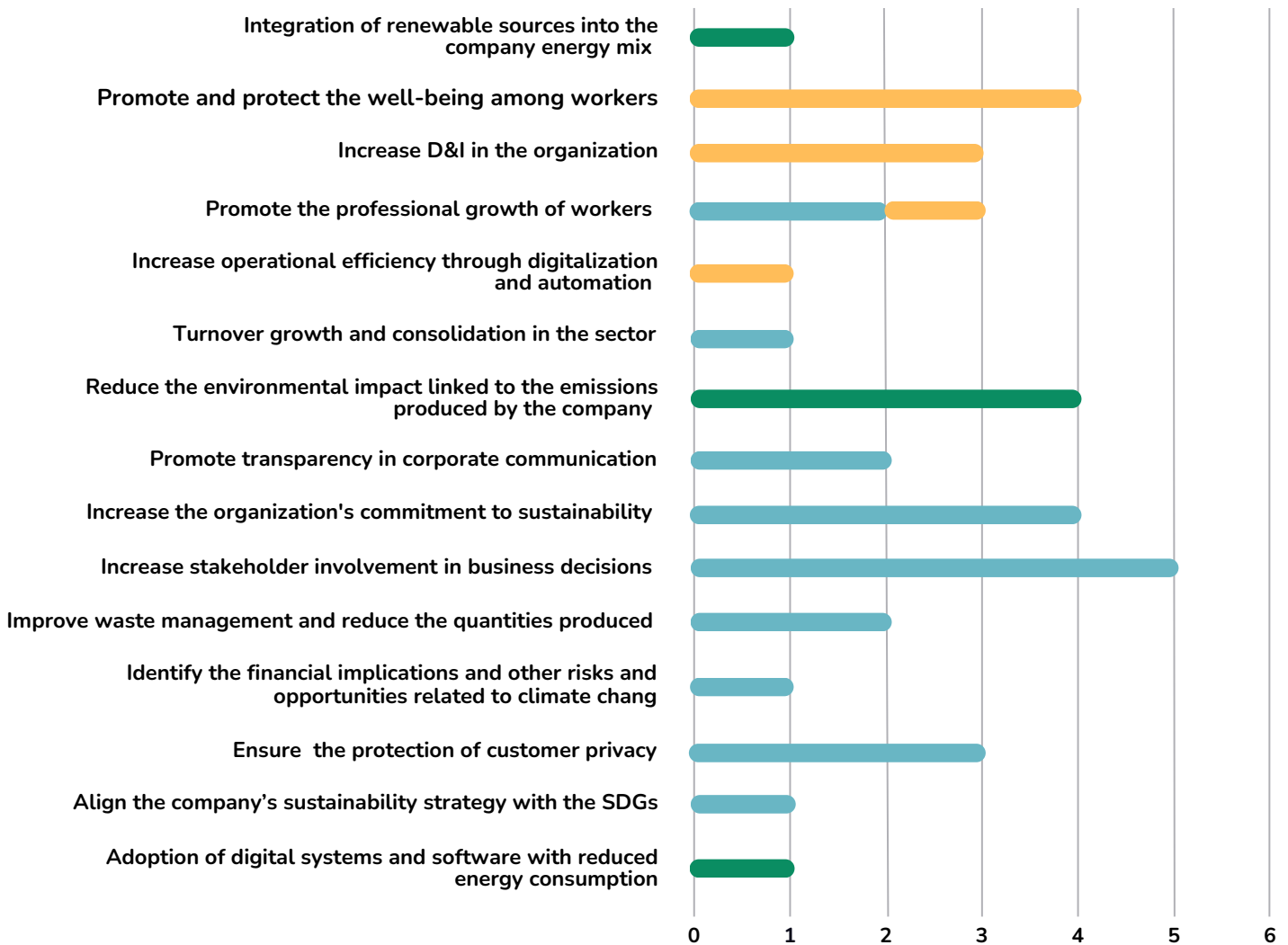
SUSTAINABLE INNOVATION

WORKERS' RIGHTS, HEALTH AND SAFETY

SUSTAINABLE SUPPLY CHAIN



Initiatives by Goals and Pillars



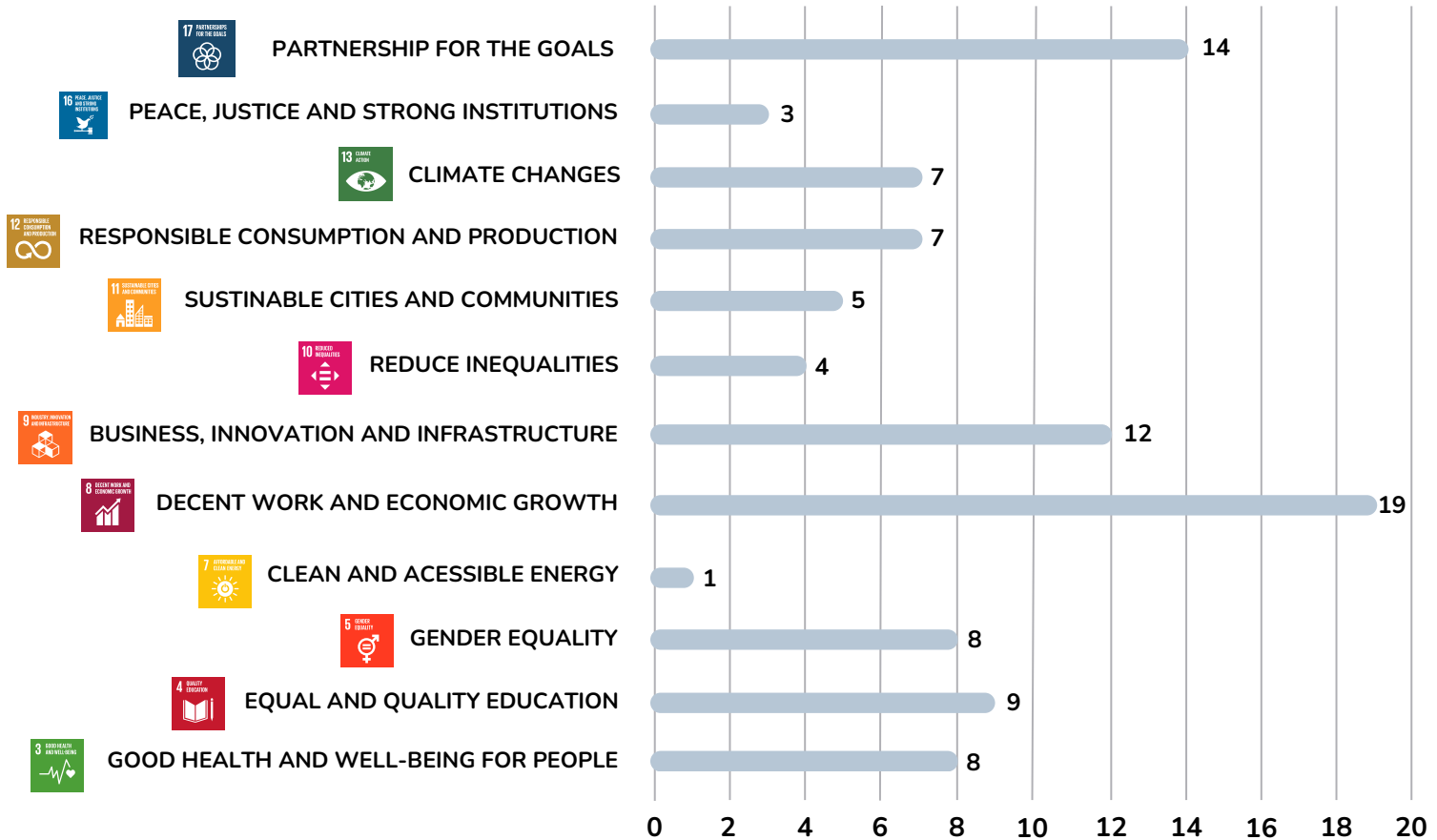
 EFFICIENCY OF ENERGY CONSUMPTION

 CORPORATE, GOVERNANCE & COMPLIANCE

 CREATION OF A FAVORABLE AND INCLUSIVE WORKING CLIMATE



Initiatives by SDGs



Regarding the timing of implementation, the **2024-2026 plan** outlines a scale of priorities for the implementation of individual activities in terms of consistency and feasibility. In the following pages, all the activities of Eidosmedia are presented and described, classifying them for pillars and corporate goals and identifying specific key performance indicators to monitor the status of achievement of the objectives defined.

Goals and Activities connected to



“Corporate, Governance and Compliance”

GOAL	INITIATIVE	START	END	KPI	EXPECTED RESULTS	PRIORITY
Increase stakeholder involvement in business decisions	Development and implementation of a Stakeholder Engagement plan	2023	2023	ON/OFF	Realization	1
Promote transparency in corporate communication	Materiality Analysis Process	2023	2023	ON/OFF	Realization	1
Promote transparency in corporate communication	Update of the materiality analysis and integrated risk management with focus on ESG aspects	2025	2025	ON/OFF	Realization	2
Increase the organization's commitment to sustainability	Development of a Strategic Sustainability Plan (including KPIs, objectives, specific actions)	2024	2024	ON/OFF	Realization	1
Increase the organization's commitment to sustainability	Activation of a Sustainability Committee at the Italian level	2024	2024	ON/OFF	Realization	1
Increase the organization's commitment to sustainability	Activation of a Sustainability Committee at international level (1 member for each legal entity)	2025	2025	ON/OFF	Realization	2



Align the company's sustainability strategy with the SDGs	Identification of SDGs to which the organization can contribute based on the relevance/significance of the impacts and integration into the Strategic Plan of programs and actions aimed at supporting the achievement of the SDGs	2023	2023	Number of SDGs identified and integrated into the strategic plan	Identification of SDGs (12) to focus on	1
Increase stakeholder involvement in business decisions	Planning of speeches dedicated to Eidosmedia's sustainability path in the next "Global Customer Meeting"	2024	2024	N° of speeches on ESG topics	N° 1 speech on ESG topics	2
Promote the professional growth of workers	Definition of MBO Objectives Linked to ESG Indicators	2027	2028	% variable remuneration	Realization	2
Promote the professional growth of workers	Implementation of (in)training programs to spread the culture of sustainability internally involving staff, including senior management	2024	2024	% of the company population involved	100%	1
Increase stakeholder involvement in business decisions	Promote the adoption of ESG ratings for some of the company's foreign legal entities (eg through the Circularity's Sustainability Assessment Tool)	2025	2026	N° of breaches that carried out the assessment	4/7 legal entities assessed on ESG issues (excluded UK, China, Australia)	2
Increase the organization's commitment to sustainability	Drafting of a Sustainability Report	2025	2026	ON/OFF	Realization	2
Ensure the protection of customer privacy	Internally evaluate the achievement of ISO 27018	2024	2024	ON/OFF	Cost benefit analysis of the ISO 27018 implementation	1

Ensure the protection of customer privacy	Internally evaluate the achievement of ISO 9001	2025	2025	ON/OFF	Cost benefit analysis of the ISO 9001 implementation	2
Ensure the protection of customer privacy	Creation of a customer satisfaction questionnaire on data management by Eidosmedia	2026	2026	ON/OFF	Realization	3
Increase stakeholder involvement in business decisions	ESG Assessment of key suppliers (e.g. through the Sustainability Assessment Tool)	2025	2025	% of suppliers involved	70	2
Turnover growth and consolidation in the sector	Better and greater external communication regarding sustainability initiatives and the results achieved to consolidate its positioning	2024	2024	N° of initiatives launched and/or planned communicated	Communicate at least 3 sustainability initiatives undertaken or under development	2
Identify the financial implications and other risks and opportunities of climate change	Description of the risks and/or opportunities related to climate change and identification of the related impacts and financial implications according to the TCFD	2026	2026	ON/OFF	Realization	3
Improve waste management and reduce the quantities produced	Introduction of a "Waste Management Policy" or a specific policy on waste management in the company and on the good practices to follow	2024	2025	ON/OFF	Realization	2
Improve waste management and reduce the quantities produced	Reduction in the use of office paper	2024	2024	% reduction in paper consumption	Reduce the use of paper in the company by more than 50%.	2
Increase stakeholder involvement in business decisions	Drafting of a Supplier Code of Conduct with reference to ESG constraints.	2024	2024	ON/OFF	Realization	1

Goals and Activities connected to



“Creation of a favorable and inclusive working climate”

GOAL	INITIATIVE	START	END	KPI	EXPECTED RESULTS	PRIORITY
Increase D&I in the organization	Achievement of performance on D&I issues through specific guidelines and standards (UNI PdR Gender Equality or ISO 30415)	2025	2026	ON/OFF	Obtaining certification	2
Increase D&I in the organization	Construction of a corporate Human Rights Policy in line with the principles of the ILO and UN Global Compact which regulates staff recruitment processes and the management of equal opportunities in the company	2024	2024	ON/OFF	Realization	2
Increase D&I in the organization	Collaboration with Foundations and NPO for female empowerment activities and development of inclusive cultures (eg Libellula Foundation)	2024	2024	N° of non-profits involved in partnership projects	1 partnership started	1
Promote and protect the well-being among workers	As a corollary to what has already been done as part of the WHP (Workplace Health Promotion) project, establish Partnerships with healthcare ENPs to provide screening packages to employees (eg Fondazione Umberto Veronesi already known for the corporate participation at the Pink Parade).	2025	2025	ON/OFF	Realization	2
Promote and protect the well-being among workers	Enhance the welfare packaging through new partnerships and activities	2025	2025	N° of activities added to the welfare packaging	3 activities added	1



Promote and protect the well-being among workers	Expand the welfare packaging to worldwide legal entities	2025	2025	ON/OFF	Realization	2
Promote and protect the well-being among workers	Partnership with entities that help to encourage the implementation of sustainable lifestyles among employees (e.g. Aworld)	2026	2026	ON/OFF	Realization	2
Promote the professional growth of workers	Establish partnerships with universities and recruiting agencies to intercept young talents	2024	2026	Number of partnerships activated	1 partnership started	1
Increase operational efficiency through digitalization and automation	Collaborations with entities active on AI issues to propose internally and externally activities and moments of awareness and education regarding the use of artificial intelligence	2024	2025	N° of initiatives launched and/or planned communicated	Communicate at least 3 sustainability initiatives undertaken or under development	2
Increase operational efficiency through digitalization and automation	Description of the risks and/or opportunities related to climate change and identification of the related impacts and financial implications according to the TCFD	2026	2026	N° of activities planned in the field of AI	Propose at least 1 AI awareness activity	2

Goals and Activities connected to



“Efficiency of energy consumption”

GOAL	INITIATIVE	START	END	KPI	EXPECTED RESULTS	PRIORITY
Adoption of digital systems and software with reduced energy consumption	Investments and development of R&D projects (adoption of new software with reduced consumption)	2024	2026	% increase in investment in research and development	Increase investments by (number to be defined after a specific analysis) compared to previous years	1
Integration of renewable sources into the company energy mix	Obtaining a % of energy coming from renewable sources and certified with Guarantees of Origin (GO)	2024	2025	% of energy purchased with GO	Achievement of 15% energy from renewable sources in your energy mix	1
Reduce the environmental impact linked to the emissions produced by the company	Calculation and monitoring of Scope 1, 2 company emissions	2024	2026	ON/OFF	Realization	1
Reduce the environmental impact linked to the emissions produced by the company	Calculation and monitoring of Scope 3 company emissions	2024	2026	ON/OFF	Realization	2
Reduce the environmental impact linked to the emissions produced by the company	Encourage travel from home to work and vice versa with sustainable means of transportation (e.g. providing a subscription to employees for the use of bicycles such as bikemi and promoting the use of means of transport instead of the car)	2024	2024	% of employees who use bicycles or public transportation	Reach 30% of employees who use more sustainable alternatives to the car for the home-work commute and vice versa	3
Reduce the environmental impact linked to the emissions produced by the company	Increase in the use of more sustainable means of transportation in the company fleet	2024	2025	% of vehicles with reduced environmental impact on the total	Company car fleet made up of 70% or more of vehicles with reduced environmental impact	2





In conclusion, through the **Sustainability Strategic Plan Eidosmedia** had the opportunity to decline at a more practical level its goals in terms of **ESG corporate strategy**.

The document, moreover, allowed the company not only to map the initiatives undertaken, but also to evaluate the **areas of intervention, identify commitments and objectives and build an efficient data collection system** in order to measure and monitor the Eidosmedia progress over time.

with the methodological support of

