Innovery Group
Sustainability Report 2024

Summary

1. LETTER TO STAKEHOLDERS

Dear Stakeholders,

it is with great pleasure that we present the *2024 Sustainability Report* of the Innovery Group, a document that gathers and highlights both qualitative and quantitative information regarding the environmental, social, and economic impacts generated by our activities, as well as the sustainability practices we have adopted to address current challenges and build a more responsible future.

The year 2024 was one of transformation and growth for the Innovery Group. In a global context marked by significant geopolitical tensions, restrictive monetary policies and an ever-evolving energy transition, our sector—ICT—continued to show signs of expansion. Despite economic uncertainties, we recorded a significant increase in revenue, workforce and customer base, confirming the strength of our business model and the resilience of our strategy.

Global economic growth stood at around 2.9%, while the Eurozone showed a more modest dynamic (0.8%), highlighting the need for more inclusive and sustainability-oriented economic policies. In this scenario, the Innovery Group was able to seize new opportunities, strengthening its commitment to responsible innovation and the creation of shared value.

A key moment in 2024 was Innovery's entry into the French group Neverhack, a European leader in the cybersecurity sector. This acquisition, which took place on September 26th, marks the beginning of a new phase for our Group: a phase of international expansion, portfolio enrichment and skills enhancement, always in line with our core values.

As stated by Gianvittorio Abate, CEO of Innovery:

"The acquisition by Neverhack represents the beginning of a new era for Innovery and opens a new phase of growth that will allow us to remain true to our founding values. This operation will enable the company to grow further in terms of people and revenue, to seize new business development opportunities both in countries where we are already present and in new markets, and to enrich our portfolio of products and services with an increasingly comprehensive offering of IT and security solutions capable of meeting any type of customer need."

This strategic operation has allowed Neverhack to consolidate its leadership in the cybersecurity market, expanding its presence in Southern Europe and the Americas, and strengthening its "one-stop-shop" offering.

The results achieved in 2024 demonstrate that the passion, talent and commitment of people across the Innovery Group, combined with our focus on the ecosystem in which we operate, are the pillars on which we build our sustainability. We continue to invest in innovation, inclusion, training and environmental responsibility, aware that only through an integrated and forward-looking approach can we generate lasting value for all our stakeholders.

We thank you for the trust and support you continue to show us. We are ready to face future challenges with determination, guided by our vision: to be protagonists of a positive, sustainable and "secure" change.

Gianvittorio Abate

CEO of Innovery S.p.A.

Rome, 17th April 2025

INNOVERY SPA
Centro Direzionale Milanofiori
Strada Quattro Palazzina A6 – I piano
20057 Assago (MI)
Partita IVA 02556430987

2. METHODOLOGICAL NOTE

This document represents the **fourth Sustainability Report** of the Innovery Group and refers to the 2024 fiscal year (January 1st – December 31st). The report has been prepared with the aim of providing a clear, transparent and comprehensive overview of the company's activities, the results achieved and the environmental, social and economic impacts generated, in continuity with previous years.

The reporting scope includes the following legal entities (Figure 1):

Figure 1 – Innovery Group companies

The definition of material topics was carried out through a materiality analysis process, described in Chapter 4, "*The Innovery Group's sustainability journey*". This process made it possible to identify strategic priorities for the Group and its stakeholders, in line with the principles of responsibility, transparency and inclusiveness.

The report was prepared in accordance with the **GRI Standards (Global Reporting Initiative)**, 2016 version, following the "in accordance" option. The "GRI Content Index" section highlights the coverage of GRI indicators associated with the identified material topics. The report is published **annually**.

The data presented refer to the year 2024 (January 1st – December 31st). Data from the 2022 and 2023 fiscal years are included for comparative purposes, to facilitate performance analysis. Any restatements of previously published data are clearly indicated. The use of estimates has been kept to a minimum and, where present, is duly noted to ensure the highest reliability of the information.

In September 2024 the Innovery Group became part of Neverhack, an international leader in the cybersecurity sector. This strategic operation aimed to create an integrated and synergistic ecosystem, strengthen global presence and accelerate the achievement of sustainable growth targets. Details of the acquisition are provided in the following chapters.

Following the integration into the Neverhack Group, significant changes were recorded in terms of size and ownership structure. However, no substantial changes have been observed in the supply chain to date. For further information, please refer to the corporate documentation available on the official website: www.neverhack.com.

This document is not subject to external assurance. For comments, feedback or clarification requests, please contact the ESG team at: esg@neverhack.com. The report is available on the official website: www.neverhack.com.

Throughout 2024, the Innovery Group reaffirmed its commitment to quality, security and sustainability, achieving the renewal of all existing ISO certifications, including (Figure 2):

Figure 2 – ISO certifications Innovery Group

Additionally, following the acquisition by Neverhack, the policies and procedures of the Integrated management system were updated and approved and shared with all company personnel via the intranet platform.

However, as the Group is currently undergoing a global reorganization process, some objectives related to social and governance areas have been postponed to 2025. In particular, the SA 8000 certification process could not be completed in 2024 and is now expected to be achieved in 2025. Similarly, the adoption of an ISO 37001-certified anti-bribery management system across all Italian offices has been deferred to 2025.

Despite this, the Group achieved most of the ESG goals set for the year, reaffirming its commitment within the new corporate structure. It also formalized the **new targets of its ESG Action Plan**, demonstrating its ongoing commitment to environmental and social responsibility and transparent governance.

Among the main priorities defined are (Figure 3):

- obtaining **UNI/PdR 125:2022 certification** by 2025;
- introducing a **Group-wide Diversity and Inclusion training program** by 2025;
- designing and implementing a **structured Coaching Path** for all Group personnel by 2025;
- launching a global project to define and implement a **new common platform for internal IT systems** (ERP, CRM, and e-mail), to be completed by 2026, following the corporate reorganization initiated by Neverhack.

Figure 3 – New ESG Action Plan 2025 targets

The Innovery Group therefore continues to place the utmost attention on the material topics addressed in this Report, with the ultimate goal of (Figure 4):

Figure 4 – Innovery Group sustainability targets

3. INNOVERY GROUP PROFILE

Founded in Italy in 2001, the Innovery Group is a multinational company with offices in Italy, Spain, Mexico and the United States. Specializing in ICT services for medium and large enterprises, it operates in the fields of **cybersecurity, cloud, big data and artificial intelligence**, serving strategic sectors such as finance, industry, energy, telecommunications, retail and public administration.

Over the years, the Group has expanded its cybersecurity solutions portfolio, strengthened its international presence and offered customized services across the entire value chain.

Since 2019, with the entry of **Wise Equity** into its capital, Innovery has accelerated its growth through a combined strategy of organic development and targeted acquisitions of highly specialized and innovative companies, as shown in Figure 5.

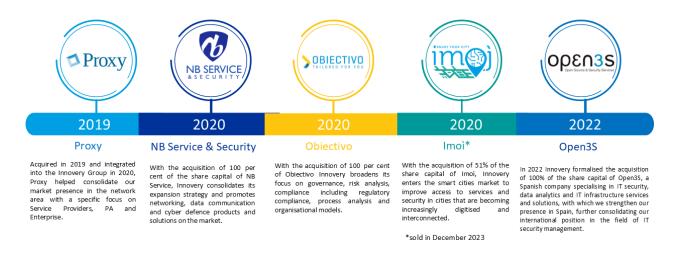| 2019	2020	2020	2020	2022
Proxy	**NB Service & Security**	**Obiectivo**	**Imoì***	**Open3S**
Acquired in 2019 and integrated into the Innovery Group in 2020, Proxy helped consolidate our market presence in the network area with a specific focus on Service Providers, PA and Enterprise.	With the acquisition of 100 per cent of the share capital of NB Service, Innovery consolidates its expansion strategy and promotes networking, data communication and cyber defence products and solutions on the market.	With the acquisition of 100 per cent of Obiectivo Innovery broadens its focus on governance, risk analysis, compliance including regulatory compliance, process analysis and organisational models.	With the acquisition of 51% of the share capital of Imoi, Innovery enters the smart cities market to improve access to services and security in cities that are becoming increasingly digitised and interconnected. *sold in December 2023	In 2022 Innovery formalised the acquisition of 100% of the share capital of Open3S, a Spanish company specialising in IT security, data analytics and IT infrastructure services and solutions, with which we strengthen our presence in Spain, further consolidating our international position in the field of IT security management.

Figure 5 – Innovery Group subsidiaries

In 2024 the **New York** office was inaugurated, marking the Group's entry into the U.S. market. Overall, the Group has **11 offices and 429 employees** across Europe and the Americas (Figure 6).

Figure 6 – Innovery Group sites in 2024

Innovery is accredited as a **CERT** and is recognized for its ability to design and manage complex ICT infrastructures, effectively meeting clients' needs for security and operational continuity.

Over 200 companies rely on the Group's services, including major players in the financial, industrial and utilities sectors

The Group is also founded on values of **innovation and research**, continuously investing in employee training and collaborating with academic institutions on R&D projects, including those funded by European programs.

Overall, the objectives outlined in Figure 7 were achieved during the 2022–2024 period:

Figure 7 – Objectives achieved by the Innovery Group in the three-year period 2022-2024

ESG | Innovery Group Sustainability Report 2024

In 2024, the integration into the **Neverhack Group** — following the acquisitions of **Expert Line** and **Cybers** — further strengthened Innovery's position in the European cybersecurity landscape. Neverhack now has **1.200 employees across 10 countries** and aims to become a global leader in the sector.

As stated in 2024 by CEO **Gianvittorio Abate**:

> *"The expansion into the United States represents a key step in the Group's global development. The opening of the New York office reflects our confidence in the market and our desire to be closer to strategic clients and partners".*

The growth in personnel required an internal reorganization focused on development and employee retention, with investments in communication tools (such as the **corporate intranet**) and in new, transparent and structured compensation and incentive policies.

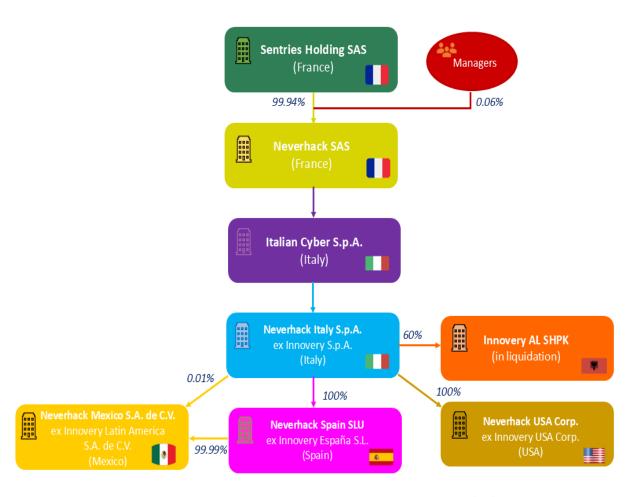The corporate control chain as of December 31st 2024 is shown in Figure 8.

Figure 8 – Chain of corporate control of the Innovery Group as at 31/12/2024

3.1 History and evolution of the Innovery Group

Founded in Italy in 2001, the Innovery Group has embarked on a path of continuous growth and transformation. The most recent milestone occurred in September 2024, when the Group joined the French-based Neverhack ecosystem. The goal? To offer increasingly innovative and enhanced technological solutions, promoting excellence in the ICT sector and beyond.

The first major corporate change took place in 2019, following the entry of **Wise Equity SGR S.p.A.** into the Group's share capital (which exited in 2024), marking the beginning of a new phase characterized by managerial continuity and strong evolutionary momentum. Wise Equity, active since 2000, is a private equity fund manager that invests in Italian SMEs, with the aim of fostering their growth, competitiveness and international development, including through leveraged buyouts or growth capital operations.

Wise Equity's involvement accelerated Innovery's growth both organically — by enhancing existing client relationships and building new ones — and through a targeted acquisition strategy aimed at developing products and services on an international scale.

The Group's development extended not only across the Italian market — with the operational integration of companies acquired since 2019 (Proxy, Imoì, Obiectivo, NB Service & Security) —, but also internationally, particularly in Spain, with the acquisition of Open3S in July 2022.

In 2024 the Innovery Group reported a total workforce of 429 employees, distributed across offices in Italy, Spain, Mexico and the United States. In September of the same year, the integration with Neverhack marked a strategic turning point, giving rise to a significantly larger corporate group: **an international organization with 1.200 employees across 10 countries**. This expansion enhances the Group's ability to operate on a global scale, while also promoting talent development and knowledge sharing within an increasingly integrated ecosystem (Figure 9).
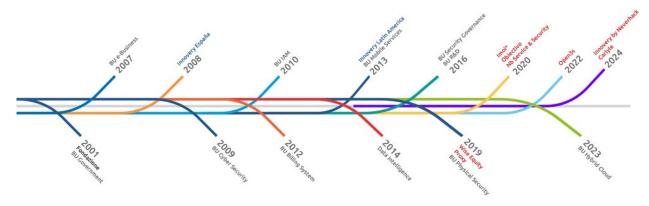

Figure 9 – Development of the Innovery Group from its foundation to 31/12/2024

Neverhack, a French group founded in 2021, stands out for its cutting-edge cybersecurity solutions. It positions itself as a *one-stop-shop* for its clients, integrating expertise in cybersecurity, embedded and application software, training, pen-testing, identity and privileged account management, as well as IT risk management and governance. In 2023, Neverhack accelerated its growth by becoming an MSSP (Managed Security Service Provider), thanks to its SOC (Security Operations Center) based in France.

In May 2025 the Innovery Group changed its legal name to **Neverhack Italy S.p.A.** Following this change, a process is underway to unify and reorganize corporate communication and management tools (domain and e-mail, website, ERP and CRM systems, etc.).

3.2 Target market and Business Divisions

Throughout 2024, the Innovery Group continued to expand its offering, presenting a highly diversified portfolio of services structured into six *Business Divisions* (Figure 10): **Cyber Security**, **B2B & Sustainability**, **Critical Services**, **Hybrid Cloud**, **Advisory** and, since September 2024, **Services**.

Figure 10 – The six "Business Divisions" of the Innovery Group

Di seguito è riportata una panoramica dei focus specifici che caratterizzano ciascuna divisione.

Each division is composed of qualified professionals holding internationally recognized certifications. The Group is establishing itself as one of the most comprehensive and reliable players in the ICT solutions and services landscape.

Below is an overview of the specific focus areas that characterize each division.

CYBER SECURTY

This division specializes in the design, customization and delivery of cybersecurity solutions and services tailored to client needs and sector-specific risks. It operates through the following Business Units (BUs):

➢ **Managed Detection & Response – CERT**

Provides ICT infrastructure security monitoring services, incident and malfunction detection and technical support for both on-premise and cloud environments. Activities are structured across multiple levels:

- Security Operation Center (SOC)
- Incident Response Team (IRT)
- Network Operation Center (NOC)

The SOC and IRT form the **CERT-INN** (Innovery's Computer Emergency Response Team), which delivers proactive and reactive defense services, also in collaboration with technology partners and other national and international CERTs.

➢ **Defensive Security**

Focuses on the prevention, detection and timely response to cyberattacks, supporting clients in technology selection, architectural design, integration and deployment of security solutions, ensuring protection of critical infrastructure and corporate data.

➢ **Offensive Security**

Provides **vulnerability assessment and penetration testing services** to evaluate system exposure and define the most effective countermeasures.

➢ **Physical Security**

Concentrates on the physical protection of work environments and corporate assets.

B2B & SUSTAINABILITY

This division is structured into three centers of expertise:

➢ Managed File Tranfer (MFT)
➢ Business to Business (B2B)
➢ Order Management System (OMS)

It operates internationally, delivering solutions to major players in telecommunications, finance, automotive, pharmaceutical, commercial, retail, manufacturing and logistics sectors.

CRITICAL SERVICES

Specialized in **Mobile services**, this division supports telecom operators in the complete management of **charging and billing processes**, offering tailored tools and solutions.

HYBRID CLOUD

Supports companies in their transition to the cloud, offering infrastructure solutions for **public and private environments**, network services, communication, monitoring, machine learning, implementation, deployment and IT consulting.

The division is also responsible for **Data Intelligence activities** and the provision of data-driven solutions.

ADVISORY

Focused on strategic consulting, this division addresses information governance and cybersecurity issues across multiple levels: organizational, procedural, technological and regulatory.

SERVICES

Active since September 2025, this division provides **flexible and scalable cybersecurity services** designed to meet specific needs through a **pay-as-you-go model**. This approach is ideal for projects with variable or uncertain requirements, allowing dynamic resource allocation.

Technical support focuses on delivering specialized expertise to address specific needs, such as:

- security system design;
- incident management;
- policy implementation;
- technical audits.

3.3 Quality and customer satisfaction

In a constantly evolving technological landscape, marked by increasing complexity and ever-higher expectations, customers expect not only technical expertise from an ICT partner, but also responsiveness, reliability and the ability to deliver value quickly. For the Innovery Group, **service quality and customer satisfaction are fundamental pillars of our corporate strategy and sustainability vision** (Figure 11).

Figure 11 – Innovery Group's corporate strategy: service quality and customer satisfaction

As evidence of our ongoing commitment to operational excellence, the Group holds an **integrated system of ISO certifications**, ensuring the adoption of internationally recognized standards and the application of best practices in management, environmental, IT and security domains (Figure 12).

- ISO 9001:2015 (Innovery S.p.A – Cagliari, Milano, Napoli, Roma and Torino sites; Innovery Espana S.L.U. – Madrid and Barcelona sites; Innovery Latin America - Mexico City site)
- ISO 14001:2015 (Innovery S.p.A. – Roma and Cagliari sites; Innovery S.L.U. - Madrid and Barcelona sites)
- ISO 45001:2018 (Innovery S.p.A. - Roma site)
- ISO 27001:2013 (Innovery S.p.A. – Roma, Milano and Torino sites; Innovery S.L.U. - Madrid and Barcelona sites)
- ISO 20000-1:2011 (Innovery S.p.A. - Roma Site)
- Integrated policy in compliance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, ISO 27001:2013, ISO 20000-1:2011

Figure 12 – Innovery Group ISO certifications

Throughout 2024, all existing certifications were successfully renewed. Additionally, a **process of harmonization and standardization of management and control systems was initiated across all Group companies**, with the aim of ensuring consistency, efficiency and transparency at a global level.

The main certifications currently held include:

ISO 9001 – Quality
Defines the requirements for a quality-oriented management system, aimed at ensuring customer satisfaction and continuous improvement of business performance. It is a key tool for delivering consistency, reliability and value in the products and services offered.

ISO 20000-1 – IT Service management
The international standard for IT Service Management. It promotes efficiency and effectiveness in the delivery of IT services, helping to improve perceived quality and optimize operational costs.

ISO 27001 – Information security
Provides a structured framework for data protection and cyber risk management. It is essential for ensuring the confidentiality, integrity and availability of information, promoting trust and accountability with customers and stakeholders.

ISO 14001 –Environmental management
Establishes the requirements for an effective environmental management system, aimed at reducing the environmental impact of business activities and promoting the sustainable use of natural resources.

ISO 45001 –Occupational health and safety
Aims to prevent workplace injuries and illnesses by promoting safe and healthy working environments. It is a central element of our corporate social responsibility and our commitment to employee well-being.

3.4 Innovation, research and development

Since its foundation, the Innovery Group has placed innovation and research at the heart of its sustainable growth strategy. These values translate into a concrete commitment to discovering cutting-edge ICT solutions, enhancing human capital and promoting an open, collaborative and responsible technological ecosystem.

For Innovery, innovation is not only a driver of competitiveness, but also a tool for generating positive and lasting impacts on the territory, the environment and society. In this context, the Group continuously invests in **Research & Development (R&D) projects**, collaborating with universities, research centers and industrial partners, and actively participating in programs funded by European and national funds.

Thanks to its expertise in key Information Technology sectors and in managing complex projects, Innovery has gained significant experience in handling initiatives funded by both the European Regional Development Fund (**FESR**) and the National Recovery and Resilience Plan (**PNRR**), which have enabled the Group to develop its human capital and contribute to the economic and employment growth of local areas by:

- opening new operational offices;
- launching skills development programs;
- hiring young graduates and highly specialized personnel.

Key Funded Projects in 2024

➢ BORGO 4.0: "C-MOBILITY - Technologies for connected vehicle"

As part of the *Borgo 4.0* technology platform, Innovery participated in the R&D project "*C-MOBILITY – Technologies for Connected Vehicles*," focused on developing "V2X" (Vehicle-to-Everything) technologies for connected and autonomous mobility. Promoted by the National Association of the Automotive Industry (ANFIA) and carried out with the support of universities in Campania, research centers and industry players, the project led to the **creation of Italy's first urban and extra-urban smart road in the town of Lioni** (Avellino).

Innovery contributed innovative solutions for cybersecurity, data protection and privacy management in the V2X context, analyzing cyberattack risks and developing effective countermeasures. Specifically, the Innovery team developed advanced cybersecurity technologies such as digital signatures for secure vehicle communication, privacy-by-design mechanisms through an intermediate certification authority, blockchain and data storage to ensure the integrity of field-collected data.

The project, funded by the Campania Region with €73 million (of which €46 million came from POR Campania FESR 2014–2020), was successfully completed in September 2024 (Figure 13).

Figure 13 - Event "The Village becomes the future: here are the technologies" | Lioni, 28th November 2024

➢ **"LAP INNOVERY" - Accredited Cybersecurity Testing Laboratory**

The "LAP INNOVERY" project involves the creation of an accredited laboratory to support the National Cybersecurity Agency (ACN) in evaluating — through testing — software and hardware systems used to deliver critical services by entities within the National Cybersecurity Perimeter (e.g., banks, hospitals, etc.).

 Located at the company's headquarters in Assago (MI), the lab has passed initial inspections by the ACN and is undergoing accreditation by the National Evaluation and Certification Center (CVCN). Once operational (by the end of 2025), the lab — based on technical guidelines and methodologies defined by the Agency — will conduct advanced testing on products intended for strategic infrastructures, contributing to national security.

The "LAP INNOVERY" project was funded through PNRR resources under the European Next Generation EU program, specifically Mission 1 Component 1 Investment 1.5 "Cybersecurity," with a gross amount of €200,000.

➢ **"TALENT ACADEMY" – Training and development of young talents**

At the end of 2024 the Group launched the second edition of the "Talent Academy," following the success of the previous year. The initiative, in collaboration with the Basilicata Region, aims to establish a local *Digital HUB* in partnership with other major IT sector players. It seeks to promote youth employment and retain talent in the region by offering training programs for roles such as "cybersecurity specialist" and "full stack developer".

Selections concluded in December 2024 and training activities began in February 2025. The project was funded through the **GOL Program** (Worker Employability Guarantee). More details are available in section 3.7 "Relations and Impacts on Local Communities".

In conclusion, Innovery Group's commitment to Research & Development will continue in the coming years, with the goal of expanding its technological offering, contributing to the country's digital transition and generating shared value in line with ESG principles. New initiatives will also focus on environmental sustainability, digital security and inclusive skills development.

3.5 Sustainable supply chain management

Responsible supply chain management is a strategic element for the Innovery Group, as it directly impacts the quality of services offered, operational resilience and the environmental and social footprint of the entire organization. From an ESG perspective, the Group has initiated a **process to review and strengthen its supplier selection, monitoring and evaluation criteria**, with the aim of promoting sustainable, ethical and transparent practices throughout the supply chain.

Types of suppliers

The Innovery Group works with various categories of suppliers, as shown in Figure 14:
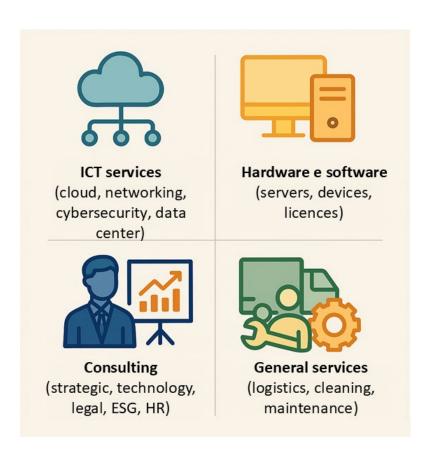
Figure 14 – Main types of Innovery Group suppliers

Selection and qualification criteria

Supplier selection is based on objective and multi-level criteria, including:

- **technical and quality requirements**: compliance with ISO standards, innovation capacity, operational reliability;
- **ESG requirements**: active environmental policies, respect for human rights, gender equality, social inclusion, tax transparency;
- **reputation and compliance**: absence of significant legal disputes, compliance with national and EU regulations, adherence to ethical codes;
- **certifications**: including but not limited to ISO 14001 (environment), ISO 45001 (health and safety), ISO 27001 (information security).

For independent professionals not subject to regulation, favorable consideration is given to registration with professional associations or, alternatively, adherence to sector-specific codes of ethics.

The qualification process includes completing self-assessment questionnaires, collecting supporting documentation and, where necessary, conducting on-site or remote audits.

Monitoring and evaluation

To ensure continuous oversight, the Group plans to introduce a **periodic supplier evaluation system** based on performance KPIs, some of which are illustrated in Figure 15.

Figure 15 – Performance KPIs for periodic supplier evaluation

Evaluation results will be shared with suppliers to foster a collaborative approach to continuous improvement.

Future outlook

The Group is evaluating the adoption of **digital tools** for sustainable supply chain management, with the goal of increasing transparency, reducing reputational risks and strengthening supply chain resilience over the next three years through:

- integrating ESG criteria into supply contracts;
- creating a **Supplier Code of Conduct**;
- promoting partnerships with local and sustainable suppliers;
- implementing management and certification systems in areas such as anti-corruption (ISO 37001), inclusion & diversity and gender equality.

Through these actions, Innovery reaffirms its commitment to a responsible and innovative supply chain, aligned with sustainable development goals.

3.6 Marketing and communication

The Innovery Group recognizes the strategic value of transparent, timely and consistent communication aligned with its corporate values. In a context where stakeholder trust is a fundamental asset, marketing and communication play a key role in strengthening the Group's reputation, promoting corporate culture and enhancing its commitment to sustainability.

In 2024, the Marketing team worked in close synergy with other business functions to ensure the continuous updating of digital content, the dissemination of relevant information and the promotion of high-value initiatives. The corporate website and social media channels (LinkedIn) were central tools for showcasing the Group's evolution, its technological solutions and ESG-related activities.

The year was marked by **the Group's active participation in major events in Italy, Spain, and Mexico**, both as organizer and sponsor. Below are the most significant initiatives.

ITALY

Events with clients and partners

- **Grand Prix Innovery 2024 (April–October):** a traveling kart competition across various Italian cities, involving clients directly and sponsored by technology partners such as *Cy4Gate*, *Veeam*, *Infoblox*, *Nutanix*, *TrendMicro* (Figure 16).
- **Dinner and visit to Villa Franciacorta Wineries (May 23rd):** a cultural and gastronomic experience for clients, sponsored by SOL S.p.A.
- **"In the heart of Milan" (September 25th):** exclusive visit to the Milan Cathedral and networking dinner, supported by *Infoblox* and *Fortinet*.
- **Webinars sponsored by IBM (October 11th and November 15th):** two educational sessions on cybersecurity and third-party governance, featuring *Autostrade per l'Italia* and *Mooney S.p.A.*

Figure 16 – Grand Prix Innovery final stage | Roma, 3rd October 2024

Participation in industry events

- ➢ **LetExpo** (Verona, 12th – 15th March)
- ➢ **Open Meeting "Grandi Ospedali"** (Napoli, 29th – 30th May)
- ➢ **IT Day 2024** (Torino, 12th June)
- ➢ **Brainbow CISO Edition** (Città del Vaticano, 17th September): Innovery presented on communication and cybersecurity, showcasing the immersive Jumanji platform for crisis management and behavioral training.
- ➢ **ComoLake 2024** (Cernobbio, 15th – 18th ottobre): as "Official Partner," the Group contributed to discussions on AI, mobility, digital healthcare and infrastructure.
- ➢ **IDC Data & AI Forum** (Milano, 17th October): focused on AI governance and control, in collaboration with *Forcepoint* (Figure 17).

Figure 17 – IDC Data & AI Forum 2024 | Milano, 17th October 2024

Sponsorships and institutional relations

- ➢ **Hearing at the IV Commission of the Chamber of Deputies (July 10th):** CEO Gianvittorio Abate spoke during a fact-finding investigation on cyber defense, focusing on integrated solutions, training and certifications.
- ➢ **Graduation Ceremony – University of Rome "Tor Vergata" (July 12th):** support for the "Global Governance" degree program, in line with the Group's commitment to nurturing young talent.

SPAIN

Webinar

- ➢ January 20th, Revista Byte TI
- ➢ March 13th, "Cloud Your Way"
- ➢ April 4th, "Transforming E-commerce," sponsored by *IBM*
- ➢ May 23rd, "PTaaS – Penetration Testing as a Service," sponsored by *Synack*
- ➢ May 30th, "Observability and AI"
- ➢ June 11th, "Data Loss Prevention," sponsored by *Netskope*
- ➢ November 12, "Comply or benefit. Practical adoption of NIS2"

Client and partner events

- ➢ Madrid, January 31st: business lunch, sponsored by *Nutanix*
- ➢ March 7th, "Prospecting Day", sponsored by *Cloud* and *Nutanix* (online event)
- ➢ Barcelona, June 5: Nutanix event
- ➢ Madrid, July 10th: IBM Summit 2024
- ➢ Madrid, October 16th – 17th: Madrid Tech Show, sponsored by *Synack*
- ➢ November 14th, "IBM Sales Training – MFT" (online event)
- ➢ Barcelona, November 20th: business lunch, sponsored by *Synack*

Sponsorizzazioni

- ➢ Madrid and Barcelona, April 18th – 22th: "Logistics Week"
- ➢ Madrid, November 28th: "The Game Changers Spain"

Eventi come relatori

- ➢ Madrid, June 13th: OpenExpo Europe 2024

MÉXICO

Webinar

➤ June 18th, "SWIFT Standards Transformation," sponsored by *IBM*
➤ July 16th, "E-commerce Transformation", sponsored by *IBM*

Speaking engagements

➤ Las Vegas, October 20th and 21st: IBM TechXchange

Participation in industry events

➤ Mexico City, April 24th and 25th: Conecta México 2024 – Telecom Forum
➤ Mexico City, June 19th: American Digital
➤ Mexico City, October 8th and 9th: IT Solutions Day 2024

In 2025, the Innovery Group aims to further strengthen the integration between communication and sustainability, promoting an ethical and inclusive narrative and expanding opportunities for dialogue with stakeholders, including investors, clients, employees and local communities.

3.7 Relations and impacts on local communities

"TALENT ACADEMY" – Training and empowerment of young talents

As part of its commitment to social sustainability and regional development, the Innovery Group promotes concrete initiatives aimed at generating shared value, with a particular focus on education, youth employment and reducing inequalities. Among these, the "Talent Academy" stands out as a virtuous example of investment in human capital, aligned with ESG principles.

The initiative was launched with the goal of:

▪ reducing the mismatch between labor supply and demand by helping close the skills gap in the cybersecurity sector;
▪ enhancing local development by promoting employment and promoting technological innovation;
▪ offering young people concrete training and employment opportunities in their home regions, countering the phenomenon of brain drain.

The first edition of the Talent Academy took place in 2023, in collaboration with the **Basilicata Region**, to establish a *Digital HUB* to training new cybersecurity professionals. The initiative enabled the Group to train and hire local young talents: out of a class of 19 participants, 17 were hired on permanent contracts, with an average age of 24–25.

Following its success, the **second edition of the Academy** was launched in 2024, again in partnership with the Basilicata Region and funded under the **GOL Program** (Worker Employability Guarantee), part of Mission 5 of the National Recovery and Resilience Plan (PNRR). The initiative offered recent graduates and diploma holders — preferably with a STEM background — a free, professional training program aimed at immediate job placement.

Selections began for 40 participants in September 2024: 20 to be trained as c**ybersecurity experts** and 20 as **full stack developers** (Figure 18). The program, which began in February 2025, includes approximately **380 hours of classroom training** and **240 hours of internship**, with the possibility of employment at Innovery's Potenza office for the most qualified candidates.

Figure 18 – Innovery 2024 Talent Academy in Basilicata

The Academy represents a high-impact social intervention model, capable of generating tangible benefits for young people, the local economy and the company itself, which gains access to new skills aligned with market needs. In the long term, the Group plans to **replicate the initiative in other Italian regions**, contributing to spread an inclusive and sustainable innovation culture.

Solidarity initiatives

In 2024, the Innovery Group strengthened its commitment to social responsibility by supporting projects focused on inclusion, collective well-being and the sustainable development of local communities. These initiatives are fully aligned with the Group's ESG strategy, which considers the creation of shared value a fundamental pillar of its corporate identity.

💰 Donation to ELIS Center – ELIS YoungLab project

During the year, Innovery donated **€ 6,750 to the ELIS Center**, a non-governmental organization committed to promoting sustainable and inclusive development, with a focus on the most vulnerable segments of society.

The contribution supported the **ELIS YoungLab project**, aimed at training young talents and creating personal and professional growth pathways. ELIS activities focus on strategic areas such as: human and child rights protection, women's empowerment, youth entrepreneurship, sustainable agriculture, healthcare and addressing the root causes of irregular migration.

🌳 "Healing Garden" project – Inclusion and urban well-being

With the support of *Right Hub Company* and in collaboration with the *Cooperativa Cascina Biblioteca*, the Group contributed to the design and creation of a *Healing Garden*, an inclusive green space located within the San Faustino Biodiversity Garden, in the Ortica district of Milan.

Thanks to the involvement of agronomists, garden designers and researchers from the University of Milan, the area was transformed into a space dedicated to people's physical, mental and emotional well-being.

The initiative was developed under the framework of the Agreement pursuant to Article 14 of Legislative Decree 276/2003 and included the employment, in accordance with Law 68/99, of a person with a disability, selected and hired by the Cooperative for a one-year period.

With the support of this new team member, Innovery committed to managing and maintaining the healing garden throughout the duration of the agreement, as well as organizing free educational visits for local schools and promoting both environmental education and social inclusion.

Participation in the "Race Against Cancer 2024"

On April 14th 2024, Innovery Spain took part in the **11th edition of the "Race Against Cancer"** held in Madrid. Taking part in this event was an opportunity to raise awareness about cancer prevention and to strengthen the sense of community and solidarity among the Group's employees.

3.8 Economic and financial results

The year 2024 marked a significant milestone for the Group, with a **30.66% increase in production value** compared to 2023 (Table 1). This result reflects:

- the expansion of the client portfolio;
- the integration of new business lines;
- the positive impact of the acquisition by Neverhack.

From an ESG perspective, such growth is sustainable when accompanied by investments in innovation, human capital and responsible digitalization.

Main economic indicator (values in euros)			
	FY 2024	FY 2023	FY 2022
Production value	86,939,608	66,536,681	52,328,662
EBITDA	11,253,592	9,555,489	5,878,445
EBIT	4,446,575	4,393,063	326,295
Pre-tax result	2,851,990	3,064,988	(711,479)
Net result	1,716,699	2,137,491	(1.123,499)

Table 1 – Economic indicators years 2024, 2023 and 2022

EBITDA (Earnings before interest, taxes, depreciation and amortization) **grew by 17.76%**, indicating improved operating profitability. From an ESG standpoint, a solid operating margin confirms the Group's ability to **generate economic value efficiently**.

EBIT remained essentially stable (+1.22%), suggesting that revenue growth was partially offset by amortization and non-recurring costs. However, the comparison with 2022 shows an **extraordinary improvement (+1,262%)**, signaling a structural transformation in business management.

Despite a slight 6.95% decrease compared to 2023, **pre-tax profit remained positive** and significantly higher than the negative result in 2022, confirming the robustness of the business model.

Finally, net profit stood at € 1.7 million, down 19.7% from 2023. While this figure shows a decline, it should be viewed in the context of **a transitional year of post-acquisition consolidation** (Figure 19).
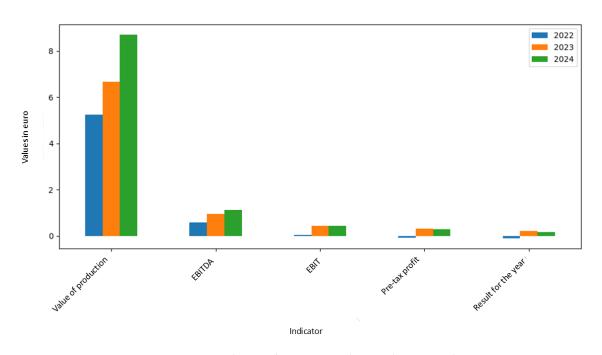
Figure 19 – Evolution of economic indicators (2022-2024)

From an ESG perspective (Figure 20):

- under **"Environment"**, the Group demonstrated strong growth and resilience despite a complex macroeconomic context;
- in terms of **"Social"**, the increase in production value and EBITDA suggests investments in human capital and innovation, consistent with the training and inclusion initiatives described in the report.
- regarding **"Governance"**, the stability of EBIT and the prudent management of net profit indicate a governance model focused on long-term financial sustainability.

Figure 20 – Economic and financial results from an ESG perspective

4. THE INNOVERY GROUP'S CORPORATE SUSTAINABILITY PATH

The Innovery Group acknowledges that the role of consulting has profoundly evolved: today, companies are no longer expected to generate only economic value, but also to contribute positively to society and the environment. With this in mind, Innovery is committed to promoting a sustainable development model capable of generating lasting benefits for all stakeholders and for the ecosystem in which it operates.

Sustainability is an integral part of the corporate strategy and is reflected in ethical, responsible and transparent business management. The Group adopts virtuous practices and governance systems aimed at creating shared value, going beyond regulatory obligations to proactively address environmental, social and governance (ESG) challenges.

With the support of Wise and the consultancy of Deloitte, Innovery has launched a **structured ESG journey** aimed at strengthening sustainability governance and integrating these principles into decision-making processes. Clear responsibilities have been defined for monitoring and reporting ESG impacts, ensuring constant monitoring of targets and progress.

The Group has conducted an in-depth analysis of the main ESG aspects, identifying a **set of key indicators** with the goal of initiating annual reporting on environmental, social and governance performance. Relevant topics were identified through:

- sector benchmark analysis to pinpoint the most significant ESG issues in the reference context;
- alignment with the company's mission and values;
- an initial materiality assessment to identify the economic, social and environmental aspects on which Innovery has a significant impact and which may influence stakeholder decisions.

Figure 21 shows the stakeholders considered a priority for the Innovery Group.

Figure 21 – Priority stakeholders for the Innovery Group

L'analisi dei dati raccolti tramite interviste, survey interni e benchmark di settore ha permesso di costruire una prima matrice di materialità, da cui emergono i temi considerati più rilevanti per la strategia di sostenibilità del Gruppo.

Figure 22 presents the material ESG topics subject to reporting:

Environmental
➤ Environmental management systems
➤ Emissions
➤ Energy consumption
➤ Efficient use of materials

Social
➤ Occupational health and safety
➤ Employee management, development and well-being
➤ Diversity and equal opportunities
➤ Service quality, innovation, and reliability
➤ Privacy and security of customer data and information

Governance
➤ Business ethics and integrity
➤ Anti-corruption and anti-money laundering

Figure 22 – ESG material topics of the Innovery Group

The following paragraphs explore each of these topics in detail, illustrating the actions taken, the results achieved and the future objectives of the Innovery Group in its journey toward increasingly integrated and strategic sustainability.

5. ENVIRONMENTAL PERFORMANCE OF THE INNOVERY GROUP

The core and support activities of the Innovery Group do not include industrial or manufacturing processes; therefore, the environmental impacts generated by its offices—both in Italy and abroad—are limited and comparable to those typical of urban settings, mainly related to waste management, electricity consumption and water use.

In the environmental sphere, Figure 23 illustrates the two main factors influencing the Group's performance:
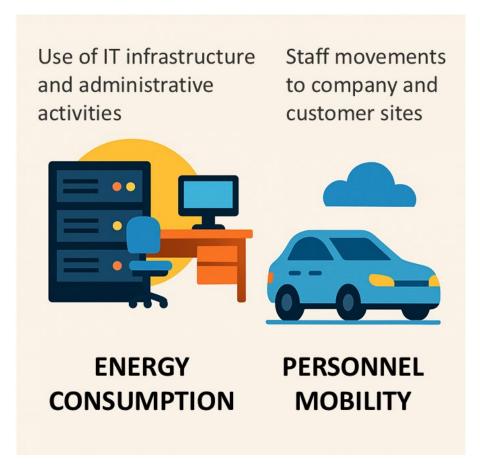
Figure 23 – Main factors influencing the Innovery Group's environmental performance

Although the Group is not exposed to significant environmental risks, it adopts responsible behaviors aimed at minimizing its impact, in line with environmental sustainability principles.

Since 2023, all Italian offices of the Group have used only 100% renewable electricity, certified by *LifeGate Energy*. In March 2024, the Madrid office also signed a contract for the supply of 100% renewable energy, certified with a Guarantee of Origin (GOE). The offices in Mexico and the United States, being located in coworking spaces (with a predominance of remote work or work at client sites, especially in Mexico), did not record direct energy consumption in 2024.

These conditions, combined with the optimization of the Data Center (CED) cooling temperature — set at 23°C — contributed to an overall 6.4% reduction in electricity consumption compared to 2023, with a 7.2% decrease in Italy and a 2.4% decrease in Spain (Figure 24).
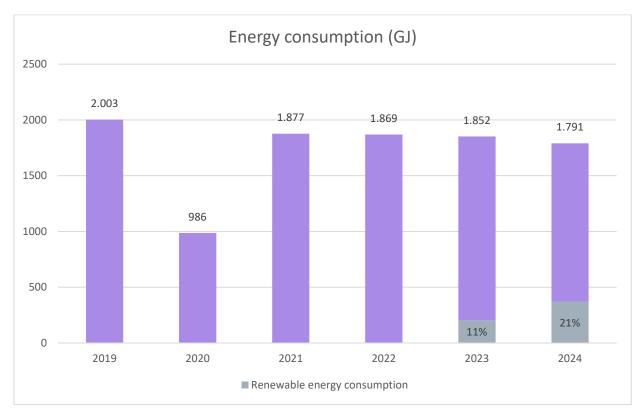
Figure 24 – Energy consumption from 2019 to 2024

In 2024, the document digitalization process continued in compliance with current regulations, allowing for the removal of printers and a significant reduction in paper use in offices.

The maintenance of smart working policies has also led to a reduction of space in the offices, many of which have been reorganised into "open space".

From a sustainable mobility perspective, the Group confirmed its existing travel policies, favoring the use of videoconferencing, trains and public transportation, and limiting air travel to the bare minimum. This approach helped consolidate the trend of reducing emissions and travel-related costs (Figure 25).

Figure 25 – GHG emissions Scope 1 and Scope 2 from 2019 to 2024

Regarding the company fleet in Italy — where almost all vehicles are located — thanks to the agreement signed with *Arval* in 2023, the number of low environmental impact vehicles has further increased: as of December 31, 2024, 46% of the company fleet consists of electric or full hybrid vehicles (24 hybrid cars and 3 electric cars out of a total of 59).

For further quantitative details, please refer to the environmental performance indicators in Chapter 8.

5.1 Energy consumption

The Innovery Group promotes a corporate culture oriented toward environmental responsibility, also through conscious energy consumption management. Over the past three years several initiatives have been implemented to improve energy efficiency and reduce the environmental impact of business activities (Figure 26).

Below are the actions carried out over the last three years.

2022

- Climate management of the Data Center (CED) rooms in the Rome and Madrid offices was optimized by raising the cooling temperature to 23°C, in line with best practices for energy efficiency.
- The IT team initiated a process of updating and rationalizing virtual and physical machines, ensuring continuous monitoring. Although the reduction in virtual machines is not easily quantifiable due to the constant growth of the business, a tracking system was introduced that records each activation and decommissioning, with automatic notifications for the removal of unnecessary resources.

2023

- Following the merger of the subsidiary Open3S into Innovery España, one office in Madrid was closed, contributing to the rationalization of energy consumption.
- The optimized temperature setting in the Data Centers of Rome and Barcelona (23°C) was maintained, continuing the path toward energy efficiency.

2024

- **Spain**: since March 2024, the Madrid office has activated a contract with *Nexus* for the supply of 100% renewable electricity, certified with a Guarantee of Origin (GOE). This contributed to a 2.4% reduction in electricity consumption in Spain compared to the previous year.
- **Mexico and the United States**: the offices, located in coworking spaces and characterized by a high incidence of remote work or work at client sites, did not record direct energy consumption in 2024.
- **Italy**: a 7.2% reduction in electricity consumption was recorded compared to 2023, thanks to the consolidation of previously implemented efficiency measures.
- **Overall**, the Innovery Group's **electricity consumption decreased by 6.4%** compared to the previous year.
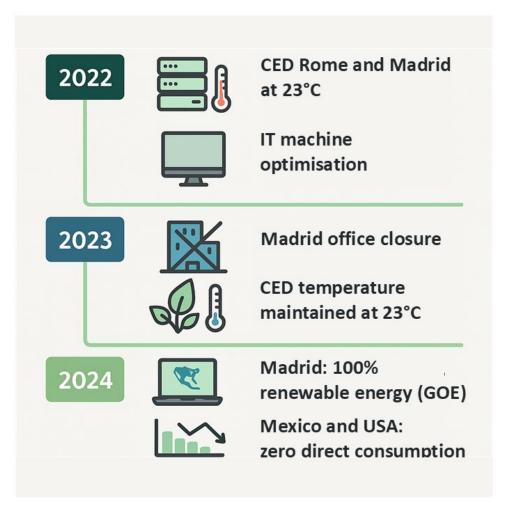
Figure 26 – Actions taken to reduce electricity consumption in the three-year period 2022-2024

For further quantitative details, please refer to the environmental performance indicators in Chapter 8.

5.2 Environmental emissions and waste

Given the nature of the services provided, the CO_2 emissions generated by the Innovery Group mainly stem from the use of IT and networking infrastructure, administrative activities and employee travel.

Fuel consumption for heating is not recorded separately, as the buildings housing the company's offices are leased and the related consumption is included in the rental fees.

Material consumption is extremely limited, as shown in Figure 27.

Figure 27 – Environmental emissions and waste

For further quantitative details, please refer to the environmental performance indicators in Chapter 8.

5.3 Sustainable mobility

Mobility is one of the areas in which the Innovery Group focuses its efforts to reduce environmental impact, particularly regarding employee travel. In this context, the Group's Travel Policy promotes low-impact transportation solutions, encouraging:

- the use of public transportation for urban travel, especially in areas with efficient metro systems;
- the replacement of internal meeting trips with remote communication tools, such as videoconferencing;
- the preference for trains over planes, where possible, to reduce transport-related emissions.

In 2024, the Innovery Group took a significant step toward more sustainable corporate mobility. Thanks to an agreement with *Arval*, the share of low-emission vehicles was increased, raising the percentage of hybrid cars from 26% in 2023 to 46% in 2024. Out of a total of 59 company vehicles, 24 are hybrids and 3 are electric, demonstrating a concrete commitment to reducing CO_2 emissions (Figure 28).
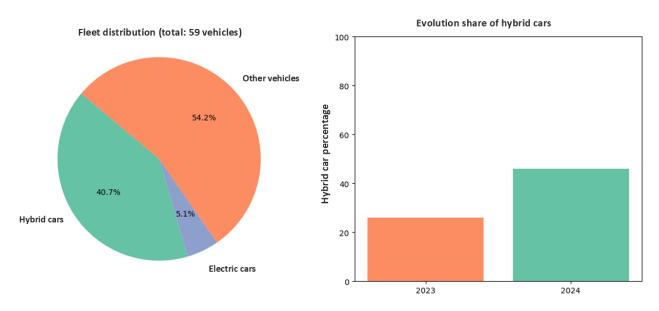
Figure 28 – Innovery Group corporate fleet - 2024

For further quantitative details, please refer to the environmental performance indicators in Chapter 8.

5.4 Efficient use of material resources

The Innovery Group adopts a responsible approach to the management of material resources, with particular attention to reducing paper usage, the main material employed in daily activities.

The promotion of a corporate culture oriented toward sustainability has led to the adoption of practices aimed at process dematerialization and raising employee awareness about the conscious use of resources.

Among the main initiatives implemented are (Figure 29):

- the digitalization of internal processes, with the gradual elimination of paper documentation in favor of digital tools;
- the adoption of legally compliant digital archiving for administrative documents, in line with current legislation;
- the re-use of cardboard packaging received for outgoing shipments, thereby reducing packaging waste;
- the use of recycled paper in company restrooms.

Figure 29 – Sustainable document management

SOCIAL

6. SOCIAL ASPECTS OF THE INNOVERY GROUP

At Innovery Group, the value of people represents a fundamental pillar of the corporate strategy. The professional development of employees is based on the principle of equal opportunity, promoting an inclusive environment where merit, skills and individual potential are recognized and valued.

The company is committed to ensuring fair, safe and respectful working conditions for every individual, promoting organizational well-being and a balance between professional and personal life. In line with ESG criteria, Innovery promotes active policies for diversity and inclusion, constructive dialogue with employees and continuous training, with the aim of strengthening human capital and contributing to the sustainable development of the corporate community.

Through a transparent and growth-oriented evaluation system, the Group supports fair and motivating career paths, encouraging active participation and a sense of belonging. Listening to people's needs and respecting human rights are central elements of the corporate culture, in accordance with international standards and best sustainability practices.

6.1 Human capital and employment

The Innovery Group considers human capital as the main resource behind its success and business continuity, as well as a distinctive element in creating innovative services and solutions for its clients. In line with ESG principles, valuing people is one of the fundamental pillars of the company's strategy, particularly in the social dimension.

As of December 31st 2024, the Group employs 429 people, an increase compared to 414 in 2023 and 411 in 2022, representing an overall growth of 4.38% over the three-year period. This figure reflects steady and sustainable growth, aligned with the challenges of the global economic context and the Group's commitment to responsible human resource management (Figure 30 and Figure 31).
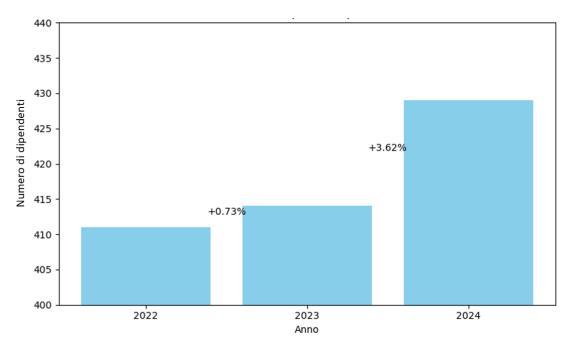
Figure 30 – Number of Innovery Group employees in the three-year period 2022-2024
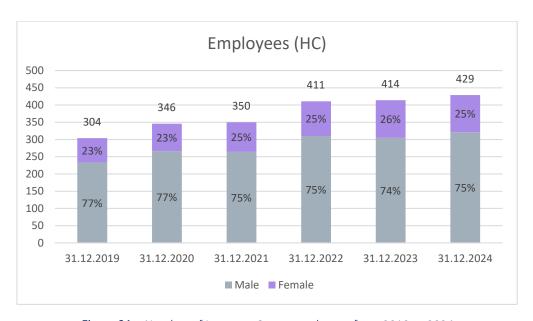
Figure 31 – Number of Innovery Group employees from 2019 to 2024

As shown in Table 2, in 2024 the Innovery Group strengthened its international presence, expanding to four countries with a direct presence, compared to three in previous years. This reflects a concrete commitment to internationalization and the creation of professional opportunities in multicultural contexts, contributing to diversity and inclusion — key elements of the Social dimension of ESG.

Although the increase in personnel compared to 2023 is modest (+3.6%), it represents a responsible development strategy that balances growth and consolidation, while ensuring employment stability.

Summary indicators				
		2024	**2023**	**2022**
Number of countries with direct presence of the Group		4	3	3
Total number of employees		429	414	411
Employee distribution by age group (%)	Under 30 years	32	37	31
	30-50 years	53	49	57
	Over 50 years	15	14	12
Employee distribution by gender (absolute numbers)	Women	108	109	101
	Men	321	305	310
Employee distribution by gender (%)	Women	25	26	25
	Men	75	74	75

Table 2 – Summary indicators in the three-year period 2022-2024: distribution of employees

Generational inclusion and gender equality

The generational composition of the workforce highlights an inclusive and intergenerational environment: 32% of employees are under the age of 30, while the over-50 age group has grown from 12% in 2022 to 15% in 2024. This balance between young talent and experience fosters the exchange of skills and internal innovation, in line with sustainable development goals.

Gender equality remains a constant objective: women represent 25% of the total workforce, a figure that has remained stable over the three-year period. In a sector still predominantly male, this result provides a solid foundation for future actions aimed at female empowerment and the promotion of inclusive leadership (Figure 32).
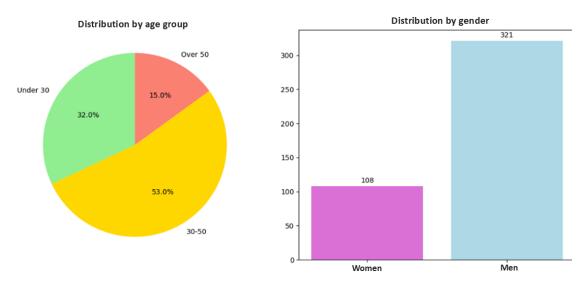
Figure 32 – Social indicators Innovery Group: distribution of employees by age group and gender

Turnover and talent attraction

In 2024 the Innovery Group reaffirmed its commitment to responsible and inclusive human resource management, maintaining a stable hiring rate of 21%, in line with 2023. The number of new hires rose to 91, compared to 87 in 2023, confirming a selective growth strategy focused on skill quality and the effective integration of new employees (Table 3).

Although there was a decrease in new hires under the age of 30 (from 60 in 2023 to 39 in 2024), this figure should be interpreted within the context of an evolving labor market, where increasing attention is being placed on the value of soft skills and the targeted placement of young professionals in strategic roles.

Turnover is monitored through an "exit questionnaire", a useful tool for understanding the reasons behind resignations and implementing continuous improvement actions, thereby maintaining a healthy organizational balance and a positive workplace climate.

Summary indicators		2024	2023	2022
Total number of new hires		91	87	140
Total number of new hires (%)		21	21	34
Total number of new hires under the age of 30		39	60	73
Employee distribution per country (%)	Italy	69	67	65
	Spain	23	24	25
	Mexico	8	9	10
	Usa	0,2	0	0

Table 3 – Summary indicators in the three-year period 2022-2024: employee turnover

Geographic expansion and cultural diversity

The geographic distribution of employees shows a strengthened presence in Italy (from 67% to 69%) and entry into the U.S. market, albeit with a still marginal share. This evolution signals a gradual international expansion and increasing cultural diversity — key elements for the Group's resilience and innovative capacity (Table 3).

Work-Life balance and commitment

Since 2022, Innovery's HR Team has been implementing a new dynamic work model — Dynamic Working —, which became fully operational in 2023. This model is based on goal-oriented management, mutual trust and individual accountability, promoting a more flexible, inclusive and well-being-focused corporate culture.

Dynamic Working allows employees to organize their time independently and mindfully, promoting a better balance between private and professional life. In a continuously evolving post-pandemic context, Innovery recognizes the growing importance of agile work models that respond to individual and family needs without compromising productivity or organizational effectiveness.

Through the adoption of advanced digital tools for remote work, the revision of internal processes and the introduction of flexible contractual arrangements, the Group has enabled a more personalized approach to work, contributing to improved quality of life for its employees.

From an ESG perspective, this approach reflects a concrete commitment to social sustainability by promoting employees' physical and mental well-being, reducing work-related stress and including professionals with specific needs (such as parents, caregivers, or people with disabilities). Moreover, Dynamic Working also contributes indirectly to environmental sustainability by reducing commuting and related CO_2 emissions.

The model is continuously monitored through internal surveys and structured feedback sessions, with the aim of improving its effectiveness and ensuring a lasting positive impact on corporate culture and employee satisfaction.

In 2024, the Innovery Group also adopted a Diversity and Inclusion Policy, structured around specific guidelines and operational procedures, with the goal of promoting a fair, respectful and inclusive work environment. The document was made available to all staff via the company intranet, demonstrating the Group's commitment to an organizational culture increasingly focused on equity, plurality and respect for differences.

Transparency and meritocracy

The Innovery Group promotes an organizational culture based on transparency, fairness and merit recognition. All employees are guaranteed full visibility into compensation policies and incentive systems, which are closely linked to the achievement of individual and collective goals.

In 2024, two key tools were finalized and implemented: the new Total Rewards Policy, which integrates salary, benefits and welfare initiatives, and the Performance Management Process (PMP), designed to enhance skills, monitor results and support professional development.

This approach enables more effective and market-oriented performance management, contributing to continuous improvement and the achievement of the Group's strategic goals.

The PMP was designed to strengthen employees' sense of belonging, motivation and accountability, and will be progressively extended to all organizational levels, including staff, executives, supervisors and managers. In line with ESG principles, the system promotes equal growth opportunities and objective, transparent performance evaluation.

In 2024 the "ESCUCHAR" project was also launched in Spain and Mexico, an initiative linked to the PMP that provides for individual meetings between managers and team members. These active listening sessions address both professional and personal aspects, promoting open and constructive dialogue to identify specific needs and activate targeted support and development actions.

Teamwork and communication

In 2024, the Innovery Group continued to invest in strengthening teamwork and internal communication, recognizing their central role in organizational well-being and corporate cohesion.

Among the initiatives promoted by the HR team were team-building activities aimed at improving collaboration, trust and a sense of belonging. In addition to informal social events, an unconventional team-building day was organized, featuring a paintball session led by the Security Operations Center (SOC). The activity provided an opportunity to develop soft skills such as cooperation, effective communication, stress management and leadership — essential elements in the daily work of cyber analysts (Figure 33).

Figure 33 – Team building of the Security Operations Center (SOC) Innovery Group

In terms of communication, 2024 saw the enhancement of the Group intranet — an intuitive and accessible digital platform that serves as a reference point for the entire company. The intranet hosts official communications, organizational charts, policies, procedures and company updates, and it is designed as a two-way tool that fosters dialogue between management and employees.

To further support transparency and information sharing, the company newsletter was also strengthened. Sent periodically via email, it keeps employees informed about news, ongoing projects and sustainability initiatives.

All these actions contribute to creating a more participatory, informed and cohesive work environment, in line with ESG goals and the Group's commitment to responsible, people-centered governance.

For further quantitative details, please refer to the social performance indicators in Chapter 8.

6.2 Diversity and equal opportunities

The Innovery Group is actively committed to fostering an inclusive, fair and respectful work environment, recognizing that a diversity of experiences, cultures and perspectives represents a strategic asset for innovation and sustainable growth.

In 2024, the Group adopted and published a Diversity and Inclusion Policy on the company intranet, accompanied by specific operational procedures. This document guides the entire organization in promoting inclusive behaviors and preventing all forms of discrimination, with particular attention to issues such as gender diversity, disability, generational differences, sexual orientation, gender identity and multiculturalism.

Innovery's approach views diversity not only as an ethical value, but also as a driver for improving business performance, attracting talent and strengthening internal cohesion. In this context, the Group promotes (Figure 34):

- equal career opportunities and fair access to leadership positions;
- inclusive recruitment policies, free from bias and merit-based;
- flexible work initiatives (such as *Dynamic Working*) to support work-life balance;
- accessible and inclusive environments for people with disabilities (see paragraph 3.7 "Relations and Impacts on Local Communities", "Healing Garden" Project);
- support for the LGBTIQ+ community through the promotion of a respectful and safe workplace climate;
- intercultural dialogue, fostered by the Group's international presence in Italy, Spain, Mexico, and the United States.

Figure 34 – Innovery Group Diversity and Inclusion Policy

In 2024, the HR and Marketing teams also began designing a training program focused on linguistic and behavioral awareness, aimed at raising employee sensitivity to the importance of inclusive and respectful language, in line with corporate values and international standards on human rights and inclusion.

Finally, the Group is actively pursuing UNI/PdR 125:2022 gender equality certification, with the goal of achieving this important recognition by 2025, as a testament to its concrete commitment to equity, inclusion and the enhancement of diversity.

For further quantitative details, please refer to the social performance indicators presented in Chapter 8.

6.3 Employee well-being

Employee well-being is a central element of Innovery Group's sustainability strategy. In line with ESG principles, the Group promotes an integrated approach to corporate welfare aimed at improving employees' quality of life and supporting their physical and mental well-being.

Welfare management is entrusted to the individual companies within the Group, in compliance with local regulations, but with a shared vision focused on the progressive harmonization of benefits at the international level. The main initiatives implemented are shown in Figure 35.

Supplementary pension fund
(voluntary)

Supplementary health care
(Italy, Spain, Mexico, USA)

Time flexibility and remote working

Company car for operational facilities

Welfare vouchers
(Italy)

Figure 35 – Corporate welfare Innovery Group

In 2024, Innovery strengthened its commitment by introducing customized healthcare coverage for each country, with the goal of progressively extending these benefits to the entire workforce, ensuring equity and access to healthcare services.

These initiatives are part of a broader vision of organizational well-being, which considers health, safety, motivation and employee satisfaction as key factors for the Group's resilience and competitiveness.

6.4 Training and employee development

One of Innovery Group's core values is the growth of its people, considered a strategic lever for the development of the entire organization. For this reason, the company continuously invests in ongoing training, with the aim of enhancing both technical and soft skills among its employees.

The recruitment of highly qualified professionals and the focus on training new generations have enabled the Group to build a solid team capable of delivering technologically advanced solutions and innovative services across all sectors in which it operates.

In 2024, Innovery achieved several key milestones:

- the maintenance and renewal of technical certifications for employees, both at the individual and corporate level;
- the launch of cybersecurity awareness training, particularly on phishing attacks, through the "*Smartfence*" platform, currently active for all employees in Italy and set to expand to Spain, Mexico and the United States in 2025.

During onboarding, each new employee is required to complete a mandatory training program that includes:

- workplace health and safety;
- use of company equipment;
- Legislative Decree 231/2001;
- Code of ethical conduct.

Depending on the role, additional specific courses may be provided to ensure effective integration and compliance with company standards.

Between 2022 and 2024, the average training hours per employee increased by 34%, rising from 10.6 hours in 2022 to 14.2 hours in 2024 (see Table 4, Figure 36). In particular:

- employees: steady growth (from 11.4 to 15.4 hours), reflecting a widespread and inclusive investment;
- managers: slight decline in 2024 compared to 2023, but still above 2022 levels;
- executives: variable trend, but the 2024 figure (5.8 hours) more than doubled compared to 2022.
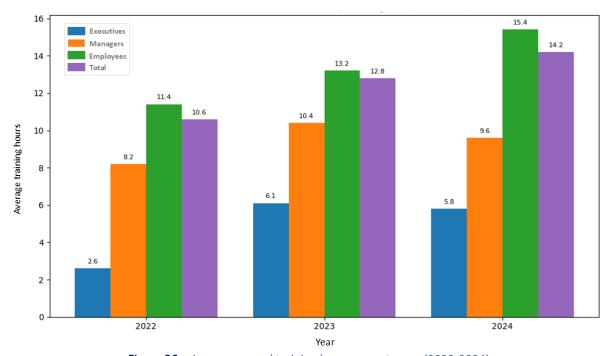
Figure 36 – Average annual training hours per category (2022-2024)

Summary indicators		2024	2023	2022
Average training hours/year	Executives	5,8	26,1	2,4
	Managers	9,9	11,3	7,9
	Employees	15,4	12	11,4
	Total	14,2	12,6	10,6

Table 4 – Summary indicators in the three-year period 2022-2024: average hours of training per year

These results reflect Innovery Group's concrete commitment to (Figure 37):

- **social sustainability** (S): promoting professional growth, internal employability and organizational well-being;
- **good governance** (G): adopting structured and transparent policies to enhance human capital.

Figure 37 – Training and performance evaluation from 2019 to 2024

The approach ensures **equal access to training opportunities**, involving all professional categories across the board. The higher figure among employees confirms the Group's intention to extend development opportunities to the entire workforce, reducing the risk of skill polarization and promoting generational diversity and internal mobility.

In 2025, the Group will introduce a unified platform for language training ("*Preply*"), which will be adopted in Italy, Spain and Mexico for English courses, with the goal of strengthening language skills in an increasingly international context.

For further quantitative details, please refer to the social performance indicators in Chapter 8.

6.5 Employee health and safety

Given the nature of the activities carried out by the Innovery Group, the level of occupational health and safety risk is classified as medium-low.

The Group adopts a responsible and proactive approach to protecting the health and safety of its employees, in full compliance with applicable national and regional regulations. In particular, the following actions are ensured:

- periodic updates of risk and hazard assessments related to business activities;
- continuous review of internal policies and procedures for accident prevention;
- targeted training, delivered both online and in person, based on the risk profile and role of employees and consultants;
- constant monitoring of the effective implementation of prevention and protection measures;
- adoption of technical and organizational measures to eliminate or, where not possible, minimize risks, in line with technological advancements;
- integration of ergonomic principles in the design of workplaces and work methods;
- implementation of health surveillance where required;
- active involvement of workers' safety representatives in decision-making processes;
- definition and implementation of emergency plans for first aid, fire management, evacuation and response to serious and immediate danger;
- regular maintenance of workplaces, systems and equipment, with particular attention to safety devices, in accordance with manufacturers' instructions.

In the foreign countries where the Group operates, health and safety management is entrusted to the individual companies, in compliance with local regulations.

No accidents involving internal or external personnel were recorded during the 2022–2024 three-year period.

For further quantitative details, please refer to the social performance indicators in Chapter 8.

6.6 Customer data privacy and Information Security

The nature of the services offered by the Innovery Group involves the processing of sensitive and confidential customer information, making data protection a strategic and top priority.

In a context where cybersecurity risks can have significant economic and reputational impacts, Innovery adopts a rigorous and proactive approach to information security management. The Group ensures high protection standards in the collection, storage and processing of data, in compliance with the General Data Protection Regulation (GDPR) and applicable local laws.

In 2022 a program was launched to update infrastructures, systems and security procedures, aimed at strengthening cyber resilience and mitigating risks for both clients and the Group itself. As part of this initiative, the Privacy Organizational Model (MOP) and related documentation were updated to ensure full alignment with the GDPR.

All employees participated in an online training program focused on the principles of personal data protection and their respective roles and responsibilities.

In addition, the Group's internal "Risk & Compliance" function is responsible for defining guidelines, policies and operational instructions for managing digital information security. The main measures adopted are illustrated in Figure 38:

Figure 38 – Activities of the Innovery Group "Risk & Compliance" Team

Since 2018, the Group has introduced – and continues to update – operational documents such as the *Security handbook*, *Employee equipment guidelines* and the *Data classification procedure*, with the aim of promoting responsible behavior in the use of company tools and the protection of sensitive information.

No complaints were recorded from external parties or supervisory authorities regarding privacy or cybersecurity during the 2022–2024 three-year period.

As already highlighted in paragraph 3.3 "Quality and Customer Satisfaction," Innovery is certified under the ISO/IEC 27001:2013 standard, confirming the adoption of an information security management system aligned with international standards. This system is designed to prevent, detect and manage cybersecurity risks, ensuring the protection of both customer and employee data.

7. GOVERNANCE, ETHICS AND BUSINESS INTEGRITY

In 2024, the Innovery Group continued to strengthen its governance system, based on principles of transparency, accountability and integrity, in line with ESG values and with the goal of ensuring sustainable and resilient business management.

A new system of internal delegations and powers of attorney was developed, in accordance with current regulations, enabling clear attribution of responsibilities and effective management of decision-making processes, including the assignment of operational powers to senior figures.

All employees in Italy were informed of the adoption of the Organizational, management and control model pursuant to Legislative Decree 231/2001, and participated in specific online training courses aimed at promoting a corporate culture grounded in legality, ethics and risk prevention.

The Code of ethical conduct, which applies to all Group companies, both in Italy and abroad, is publicly available on the official website www.neverhack.com, and serves as a key reference for guiding behavior aligned with corporate values, in compliance with human rights, applicable laws and international standards.

With a view to continuous improvement, the Group promotes a culture of compliance and integrity, progressively integrating ESG criteria into governance processes and internal control systems, with the aim of generating sustainable value for all stakeholders.

7.1 Anti-Corruption policies and organizational model pursuant to Legislative Decree 231/2001

In compliance with Legislative Decree 231/2001, the Innovery Group has adopted, for its operations in Italy, an Organizational, management and control model aimed at preventing the commission of crimes and promoting a corporate culture based on ethics, legality and transparency.

The Model defines a structured set of conduct rules, control measures and operational responsibilities, with the goal of mitigating risks related to unlawful behavior and ensuring integrity in business management. In line with ESG principles, the Group considers corruption prevention a key element in creating sustainable value and safeguarding its reputation.

Internationally, the Group's companies adopt anti-corruption policies and procedures consistent with local regulations and the principles outlined in the 231 Model, ensuring a consistent and responsible approach to managing ethical risk.

The documents "Anti-Corruption Prevention Policies" and "Model 231" are available on the official website www.neverhack.com, demonstrating the Group's commitment to transparency and corporate responsibility. Furthermore, the "Model 231" and the related "Risk Analysis" document are periodically updated to reflect regulatory changes, the introduction of new offenses and internal organizational developments.

The Code of ethical conduct, which is an integral part of the compliance system, is accessible both on the company's intranet and on the Group's website. It serves as a key reference for all employees, suppliers and stakeholders.

Through these tools, Innovery reinforces its commitment to responsible governance, contributing to the creation of an ethical, transparent and internationally compliant working environment.

7.2 Code of ethical conduct

The Innovery Group's Code of ethical conduct is a key tool for promoting a corporate culture based on integrity, responsibility and respect for human rights. It defines the core values, ethical principles and behavioral rules that must guide the actions of all individuals — both internal and external — who have direct or indirect relationships with the Group's companies.

Formally adopted by all Group entities, the Code safeguards human dignity, privacy and fundamental individual rights, while promoting an inclusive, fair and diversity-respecting work environment. Any form of discrimination based on gender, ethnicity, nationality, age, sexual orientation, religious beliefs, political opinions, health status, or socio-economic condition is strictly prohibited.

Innovery also requires suppliers, partners and external collaborators to comply with the principles of the Code through specific contractual clauses, thereby reinforcing ethical consistency throughout the value chain.

The Group actively promotes diversity, equity and inclusion through dedicated policies, internal procedures and training programs, with particular attention to gender equality and the prevention of all forms of harassment or discrimination.

Compliance with the Code of Ethics is an integral part of employees' contractual obligations. Violations may result in disciplinary actions and, in more serious cases, contractual and compensatory liabilities, in accordance with the laws in force in the countries where the Group operates.

The Code also includes specific anti-corruption provisions, which must be strictly observed by all employees and managers, without exception.

The document is available on the company intranet and on the official website www.neverhack.com, ensuring maximum transparency and accessibility.

Thanks to this value system and the monitoring measures in place, the Group has not identified any significant human rights risks to date.

7.3 Whistleblowing

With the entry into force of Legislative Decree 24/2023, which transposes EU Directive 2019/1937, the Innovery Group has strengthened its commitment to transparency, legality and accountability by fully aligning with the new whistleblowing regulations.

The legislation requires the adoption of internal reporting channels not only for organizations with an Organizational Model pursuant to Legislative Decree 231/2001, but also for all companies with more than 50 employees. It extends protection to a broader range of individuals, including collaborators, consultants, former employees, volunteers, shareholders, and directors.

In this context, Innovery has implemented a secure, GDPR-compliant digital system based on the "ithikios" platform, which allows anyone working within the Group's ecosystem to confidentially and safely report unlawful conduct, regulatory violations, or situations potentially harmful to corporate integrity.

The whistleblowing system adopted by Innovery ensures:

- a secure and encrypted digital channel that protects the identity of the whistleblower and those involved;
- acknowledgment of receipt within 7 days of the report;
- feedback to the whistleblower within 3 months of receipt;
- the possibility, in cases provided by law, to use the external channel managed by ANAC (National Anti-Corruption Authority) or to make a public disclosure, as permitted by the decree.

The system is accessible to all stakeholders via the official website www.neverhack.com, where the related operational procedure is also available.

Through this tool, Innovery promotes a corporate culture based on ethics, responsibility and active participation in the prevention of misconduct, contributing to the creation of a safe, fair and rights-respecting work environment.

8. PERFORMANCE INDICATORS

The following figures (39, 40, 41 and 42) present the **Key Performance Indicators** (KPIs) related to the material ESG topics identified by the Innovery Group in the areas of environment, social and governance.

ESG TOPIC	TOPIC GRI	ESG KPI
Environmental management systems **Emissions** **Energy consumption** **Efficient use of materials**	➢ GRI 302: Energy ➢ GRI 305: Emissions	• GRI 302-1: Energy consumption within the organization • GRI 302-3: Energy intensity • GRI 305-1: Direct (Scope 1) GHG emissions • GRI 305-2: Energy indirect (Scope 2) GHG emissions • GRI 305-4: GHG emissions intensity

Figure 39 – Environment: ESG KPIs related to material ESG topics

ESG TOPIC	TOPIC GRI	ESG KPI
Occupational health and safety	➢ GRI 403: Occupational health and safety	• GRI 403-9: Work-related injuries • GRI 403-10: Work-related ill health
Employee management, development and well-being **Diversity and equal opportunities**	➢ GRI 2: General disclosure ➢ GRI 401: Employment ➢ GRI 404: Training and education ➢ GRI 405: Diversity and equal opportunity ➢ GRI 406: Non-discrimination	• GRI 2-7: Employees • GRI 2-8: Workers who are not employees • GRI 401-1: New employee hires and employee turnover • GRI 404-1: Average hours of training per year per employee • GRI 404-3: Percentage of employees receiving regular performance and career development reviews • GRI 405-1: Diversity of employees • GRI 406-1: Incidents of discrimination and corrective actions taken

Figure 40 – Social 1/2: ESG KPIs related to material ESG topics

ESG TOPIC	TOPIC GRI	ESG KPI
Service quality, innovation, and reliability	N/A	N/A
Privacy and security of customer data and information	➢ GRI 418: Customer privacy	• GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

Figure 41 – Social 2/2: ESG KPIs related to identified ESG material themes

ESG TOPIC	TOPIC GRI	ESG KPI
Business ethics and integrity	➢ GRI 2: General disclosure ➢ GRI 405: Diversity and equal opportunity	• GRI 2-27: Compliance with laws and regulations • GRI 405-1 Diversity of governance bodies (parent company)
Anti-corruption and anti-money laundering	➢ GRI 205: Anti-corruption	• GRI 205-2: Communication and training about anti-corruption policies and procedures • GRI 205-3: Confirmed incidents of corruption and actions taken

Figure 42 – Governance: ESG KPIs related to material ESG topics

8.1 Environment

➢ GRI 302-1: Energy consumption within the organization
➢ GRI 302-3: Energy intensity
➢ GRI 305-1: Direct (Scope 1) GHG emissions
➢ GRI 305-2: Energy indirect (Scope 2) GHG emissions
➢ GRI 305-4: GHG emissions intensity

In 2024, the Innovery Group confirmed its commitment to environmental sustainability, achieving **significant results in terms of energy efficiency and emissions reduction** (Table 5 and Table 6).

ENVIRONMENTAL									
GRI	**KPI**	**UoM**	**2024**	**2023**	**2022**	**2021**	**2020**	**2019**	**Δ%(FY24-23)**
GRI 302-1	Energy consumption within the organization	GJ	**2,163**	2,055	1,869	1,877	986	2,003	+5.3%
	➤ of which, renewable energy	%	**17.2%**	9.9%	0%	0%	0%	0%	-
GRI 302-3	Energy intensity [2]	GJ/k€ revenues	**0.025**	0.031	0.034	0.034	0.024	0.056	-19.5%
GRI 305-1	Direct GHG emissions (Scope 1)	tCO$_2$ eq	**112**	103	74	78	22	96	+7.8%
GRI 305-2	Energy indirect GHG emissions [3, 4]								
	➤ Scope 2 location-based	tCO$_2$	**40**	43	63	63	61	64	-7.0%
	➤ Scope 2 market-based	tCO$_2$	**12**	35	90	90	83	82	-67.3%
GRI 305-4	GHG emissions intensity [2]								
	➤ Scope 1 + Scope 2 location-based	tCO2 eq/k€ revenues	**0.0017**	0.0022	0.0025	0.0025	0.0020	0.0045	-20.9%
	➤ Scope 1 + Scope 2 market-based	tCO2 eq/k€ revenues	**0.0014**	0.0021	0.0030	0.0030	0.0025	0.0050	-32.2%

Table 5 – ESG KPIs related to the environment

Direct (Scope 1) GHG emissions and Energy indirect (Scope 2) GHG emissions				
	GHG Emissions - tCO2eq	**2024** (January 1st to December 31st)	**2023** (January 1st to December 31st)	**2022** (January 1st to December 31st)
Scope 1 [tCO2eq]	Direct emissions from combustion	111	103	74
	Emissions from refrigerant gas leaks	-	-	-
	Total Scope 1	111,0	103,0	74,0
Scope 2 [tCO2]	Location-based	40,1	43,1	63,0
	Market-based	12	35	90
Total	**Scope I and Scope II (Location-Based)**	**152**	**147**	**136**
	Scope I and Scope II (Market-Based)	**123**	**139**	**164**

Table 6 – Direct (Scope 1) GHG emissions and indirect energy (Scope 2) GHG emissions

Energy intensity

Table 5 highlights a positive trend for the Innovery Group in 2024: the Group recorded a 30.8% increase in revenue compared to 2023, accompanied by **improved energy efficiency and a significant reduction in emissions intensity**. Specifically:

- the **energy intensity index improved by 19.5%**, thanks to a moderate increase in energy consumption (+5.3%) compared to revenue growth;
- the **GHG emissions intensity index improved by 20.9%**, due to more sustainable management of both direct (**Scope 1: +7.8%**) and indirect emissions (**Scope 2: -7.0%**).

Indirect GHG emissions (Scope 2)

The **20.9% reduction in Scope 2 (location-based) emissions** is attributable to a decrease in electricity consumption across the Group (**-6.4%**), with particularly positive results in Italy (**-7.2%**) and Spain (**-2.4%**).

Even more significant is the **67.3% reduction in Scope 2 (market-based) emissions**, achieved through increased procurement of certified renewable electricity: in Italy, the share rose **from 53.9% to 97.5%**, while in Spain it increased **from 0% to 19.1%**, with the Madrid office powered **100% by renewable energy** certified by Nexus as of March 2024.

The offices in Mexico and the United States, located in coworking spaces and characterized by a high incidence of remote work, reported no direct energy consumption in 2024, indirectly contributing to the Group's reduced environmental footprint.

Direct GHG emissions (Scope 1)

In 2024, direct emissions (Scope 1) increased from 103 to 111 tonnes of CO_2 equivalent (Table 6), a moderate rise (+7.8%) reflecting business expansion and an increase in the company fleet, yet well managed thanks to the introduction of low-emission vehicles (Table 5 and Table 6).

In terms of sustainable mobility, the Group made significant progress: thanks to an agreement with *Arval*, **the share of hybrid vehicles in the company fleet rose to 46%** (up from 26% in 2023), **contributing to CO_2 emissions reduction and fleet renewal**.

In summary, the 2024 data show significant environmental improvements:

- Scope 2 location-based emissions **decreased by 7%** compared to 2023, confirming the effectiveness of energy efficiency measures;
- **Scope 2 market-based emissions dropped by 67.3%**, from 35 to 12 tonnes of CO_2 equivalent, due to increased renewable energy purchases;
- overall, Scope 1 + Scope 2 market-based emissions fell from 139 to 123 tonnes, marking an **11.5% improvement**.

These results demonstrate the Innovery Group's concrete commitment to the energy transition and to reducing its environmental impact, in line with ESG objectives.

8.2 Social

➢ GRI 2-7: Information on employees

Employees per genre									
Number of employees	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Region: Italy	223	75	298	206	73	279	198	71	269
Region: Spain	75	26	101	72	26	98	80	22	102
Region: Mexico	22	7	29	27	10	37	32	8	40
Region: US	1		1			-			
TOTAL	321	108	429	305	109	414	310	101	411

Table 7 – Number of employees per gender

Employees per age range												
Number of employees	as of December 31st 2024				as of December 31st 2023				as of December 31st 2022			
	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Region: Italy	90	160	48	298	96	134	49	279	82	140	47	269
Region: Spain	39	49	13	101	39	50	9	98	25	74	3	102
Region: Mexico	10	17	2	29	17	19	1	37	20	19	1	40
Region: US	-	1	-	1	-	-	-	-	-	-	-	-
TOTAL	139	227	63	429	152	203	59	414	127	233	51	411

Table 8 – Number of employees per age group

Total number of employees by employment contract (permanent and temporary), by gender and region									
Type of employement contract	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
Region: Italy	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	219	69	288	204	70	274	192	59	251
Temporary	4	6	10	2	3	5	6	12	18
Total	223	75	298	206	73	279	198	71	269
Region: Spain	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	75	26	101	72	26	98	80	21	101
Temporary			-			-		1	1
Total	75	26	101	72	26	98	80	22	102
Region: Mexico	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	22	7	29	27	10	37	32	8	40
Temporary			-			-			-
Total	22	7	29	27	10	37	32	8	40
Region: US	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	1		1			-			-
Temporary			-			-			-
Total	1	-	1	-	-	-	-	-	-
TOTAL	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent	317	102	419	303	106	409	304	88	392
Temporary	4	6	10	2	3	5	6	13	19
Total	321	108	429	305	109	414	310	101	411

Table 9 – Number of employees by employment contract (permanent and fixed-term), by gender and region

Total number of employees by employment type (part-time and full-time), by gender									
Full-time/part-time	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
TOTAL	Male	Female	Total	Male	Female	Total	Male	Female	Total
Full-time	319	104	423	303	105	408	307	96	403
Part-time	2	4	6	2	4	6	3	5	8
Non-guaranteed			-			-			-
Total	321	108	429	305	109	414	310	101	411

Table 10 – Number of employees by type of employment (full-time and part-time), by gender

➢ **GRI 2-8: Information on external workers**

Number of external workers by professional category and gender									
Types of worker	**2024**			**2023**			**2024**		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Contractors	9		9	1		1	1		1
Interns	5	1	6	1	1	2			
Other temporary collaboration (please specify)		1	1				1	1	2
Total	**14**	**2**	**16**	**2**	**1**	**3**	**2**	**1**	**3**

Table 11 – Number of external workers by professional category and gender

➢ **GRI 401-1: New employee hires and employee turnover**

Number and rate of new employees hire, by age group, gender and region.															
Number of employees	**2024 (January 1st to December 31st)**					**2023 (January 1st to December 31st)**					**2022 (January 1st to December 31st)**				
Region: Italy	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	18	25	3	46	21%	37	8		45	22%	32	30	3	65	33%
Female	6	7	1	14	19%	6	5	1	12	16%	6	11	2	19	27%
Total	24	32	4	60	20%	43	13	1	57	20%	38	41	5	84	31%
Rate	26,7%	20,0%	8,3%	20,1%		44,8%	9,7%	2,0%	20,4%		46,3%	29,3%	10,6%	31,2%	
Region: Spain	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	10	2	4	16	21%	11	3	2	16	22%	16	10	1	27	34%
Female	4	3		7	27%	1	5	0	6	23%	5	3		8	36%
Total	14	5	4	23	23%	12	8	2	22	22%	21	13	1	35	34%
Rate	36,0%	10%	31,0%	23,0%		31%	16%	22%	22%		84%	18%	33%	34%	
Region: Mexico	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	1	3	2	6	27%	2		1	3	11%	12	5	1	18	56%
Female		1		1	14%	3	2		5	50%	2	1		3	38%
Total	1	4	2	7	24%	5	2	1	8	22%	14	6	1	21	53%
Rate	10%	24%	100%	24%		29%	11%	100%	22%		14%	6%	1%	21%	
Region: US	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male		1		1	1										
Female															
Total		1		1	1										
Rate		1		1											
TOTAL	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	29	31	9	69	22%	50	11	3	64	21%	60	45	5	110	35%
Female	10	11	1	22	0,2%	10	12	1	23	21%	13	15	2	30	30
Total	39	42	10	91	21%	60	23	4	87	21%	73	60	7	140	34%
Rate	28%	19%	16%	21%		39%	11%	7%	21%		29%	26%	14%	34%	

Table 12 – Number and rate of new hires, by age, gender and region

Number and rate of turnover, by age group, gender and region.															
Number of employees	2024 (January 1st to December 31st)					2023 (January 1st to December 31st)					2022 (January 1st to December 31st)				
Region: Italy	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	10	15	4	29	13%	17	17	1	35	17%	21	21	4	46	23%
Female	3	6	3	12	16%	2	4	2	8	11%	6	7	2	15	21%
Total	13	21	7	41	14%	19	21	3	43	15%	27	28	6	61	23%
Rate	14%	13%	15%	14%		20%	16%	6%	15%		33%	20%	13%	23%	
Region: Spain	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	9	4		13	17%	11	11	2	24	33%	12	9	1	22	28%
Female	3	3	1	7	27%	1	1		2	8%	0	5	0	5	23%
Total	12	7	1	20	20%	12	12	2	26	27%	12	14	1	27	26%
Rate	31%	14%	8%	20%		31%	24%	22%	27%		48%	19%	33%	26%	
Region: Mexico	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	6	5		11	50%	2	6		8	30%	6	2	1	9	28%
Female	2	2		4	57%	3			3	30%	1			1	13%
Total	8	7	-	15	52%	5	6	-	11	30%	7	2	1	10	25%
Rate	80%	41%	0%	52%		29%	32%	0%	30%		35%	11%	100%	25%	
Region: US	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male															
Female															
Total															
Rate															
TOTAL	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate	<30 years	30-50 years	>50 years	Total	Rate
Male	25	24	4	53	17%	30	34	3	67	22%	39	32	6	77	25%
Female	8	11	4	23	21%	6	5	2	13	12%	7	12	2	21	21%
Total	33	35	8	76	18%	36	39	5	80	19%	46	44	8	98	24%
Rate	24%	15%	13%	18%		24%	19%	8%	19%		36%	19%	16%	24%	

Table 13 – Number and turnover rate, by age group, gender and region

➤ GRI 403-9: Accidents at work

During the three-year period from 2022 to 2024 (January 1st – December 31st), no occupational accidents were recorded, either among employees or external workers.

➤ GRI 403-10: Work-related ill health

During the three-year period from 2022 to 2024 (January 1st – December 31st), no occupational diseases were reported, either among employees or external workers.

➤ GRI 404-1: Average hours of training per year per employee

Number of training hours undertaken by the organization's employees by employment category and gender								
TOTAL Training hours	2024 (January 1st to December 31st)			2023 (January 1st to December 31st)			2022 (January 1st to December		
	N. Hours Male	N. Hours Female	N. Hours Totali	N. Hours Male	N. Hours Female	N. Total hours	N. Hours Male	N. Hours Female	N. Total hours
Executives	97	13	110	392,00	78,00	470,00	16,00	30,50	46,50
Managers	368	175	543	504,07	86,00	590,07	316,50	16,00	332,50
White collars	3.812	1.641	5.453	2.959,05	1.178,00	4.137,05	3.137,25	845,00	3.982,25
Blue collars									
Total	4.277	1.829	6.106	3.855	1.342	5.197	3.470	892	4.361

Table 14 – Number of training hours carried out by the organisation's employees, by employment category and gender.

Average training hours per employee by category			
Average Hours	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
Executives	5,8	26,11	4,09
Managers	9,9	11,35	15,22
White collars	15,4	12,03	10,94
Blue collars			
Total	14,2	12,55	11,07

Table 15 – Average training hours per employee by category

Average training hours by gender			
Average Hours	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
Male	13,30	12,64	10,86
Female	16,90	12,31	39,18
Average hours	14,20	12,60	11,07

Table 16 – Average training hours by gender

➢ GRI 404-3: Percentage of employees receiving regular performance and career development evaluations reviews

Employees receiving regular performance and career development reviews per gender and employee category									
Number of employees	2024 (January 1st to December 31st)			2023 (January 1st to December 31st)			2022 (January 1st to December 31st)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	11	1	12	1		1			
Managers	28	14	42	10	3	13	1	1	2
White collars	268	87	355	77	12	89	76	19	95
Blue collars									
Total	307	102	409	88	15	103	77	20	97

Table 17 – Employees receiving regular performance and career development reviews per gender and employee category

Percentage of total employees who received a regular performance and career development review, by employee category			
Average hours	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
Executives	63,2%	6,0%	0,0%
Managers	76,4%	25,0%	5,0%
White collars	100,0%	26,0%	27,0%
Blue collars	0,0%	0,0%	0,0%
Total	95,3%	25,0%	24,0%

Table 18 – Percentage of employees who received regular performance and career development review, by employee category

Percentage of total employees who received a regular performance and career development review, by gender			
Average hours	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
Male	95,6%	29,0%	25,0%
Female	94,4%	14,0%	20,0%
Average hours	**95,3%**	**25,0%**	**24,0%**

Table 19 – Percentage of employees who received regular performance and career development review, by gender

➢ GRI 405-01: Diversity of governance bodies and employees

Total number of employees per employee category, region and gender									
Number of employees	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
Region: Italy	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	11	1	12	11	1	12	11	1	12
Managers	25	13	38	21	10	31	19	11	30
White collars	187	61	248	174	62	236	168	58	226
Blue collars			-			-		1	1
Total	223	75	298	206	73	279	198	71	269
Region: Spain	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	5	2	7	4	2	6	3	4	7
Managers	8	5	13	10	4	14	7	-	7
White collars	62	19	81	58	20	78	70	18	88
Blue collars			-			-			-
Total	75	26	101	72	26	98	80	22	102
Region: Mexico	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives			-			-			-
Managers	3		3	7		7	5	-	5
White collars	19	7	26	20	10	30	27	8	35
Blue collars			-			-			-
Total	22	7	29	27	10	37	32	8	40
Region: US	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives			-			-			-
Managers	1		1			-			-
White collars			-			-			-
Blue collars			-			-			-
Total	1	-	1	-	-	-	-	-	-
TOTAL	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	16	3	19	15	3	18	14	5	19
Managers	37	18	55	38	14	52	31	11	42
White collars	268	87	355	252	92	344	265	84	349
Blue collars	-	-	-	-	-	-	-	1	1
Total	321	108	429	305	109	414	310	101	411

Table 20 – Total number of employees per employee category, region and gender

Number of	as of December 31st 2024				as of December 31st 2023				as of December 31st 2022			
Region: Itlay	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total
Executives	-	5	7	12	-	6	6	12		7	5	12
Managers		20	18	38	-	13	18	31	3	10	17	30
White collars	90	135	23	248	96	115	25	236	79	123	24	226
Blue collars				-				-			1	1
Total	90	160	48	298	96	134	49	279	82	140	47	269
Region: Spain	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total
Executives	1	4	2	7	-	5	1	6		6	1	7
Managers	1	11	1	13	-	13	1	14		7		7
White collars	37	34	10	81	39	32	7	78	25	61	2	88
Blue collars				-				-				-
Total	39	49	13	101	39	50	9	98	25	74	3	102
Region: Mexico	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total
Executives				-	-			-				-
Managers		2	1	3		6	1	7		5		5
White collars	10	15	1	26	17	13	-	30	20	14	1	35
Blue collars				-				-				-
Total	10	17	2	29	17	19	1	37	20	19	1	40
Region: US	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total
Executives				-				-				-
Managers		1		1				-				-
White collars				-				-				-
Blue collars				-				-				-
Total	-	1	-	1	-	-	-	-	-	-	-	-
TOTAL	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total	<30 years	30–50 years	>50 years	Total
Executives	1	9	9	19	-	11	7	18	-	13	6	19
Managers	1	34	20	55	-	32	20	52	3	22	17	42
White collars	137	184	34	355	152	160	32	344	124	198	27	349
Blue collars	-	-	-	-				-			1	1
Total	139	227	63	429	152	203	59	414	127	233	51	411

Table 21 – Total number of employees per employee category and age group

Number of employees	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives			-			-			-
Managers			-		1	1			-
White collars	5	3	8	4	2	6	2	4	6
Blue collars			-			-			-
Total	5	3	8	4	3	7	2	4	6

Table 22 – Vulnerable groups

Percentage	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	4%	1%	4%	3,6%	0,7%	4,3%	3,4%	1,2%	4,6%
Managers	9%	4%	13%	9,2%	3,4%	12,6%	7,5%	2,7%	10,2%
White collars	62%	20%	83%	60,9%	22,2%	83,1%	64,5%	20,4%	84,9%
Blue collars	0%	0%	0%	0,0%	0,0%	0,0%	0,0%	0,2%	0,2%
Total	75%	25%	100%	73,7%	26,0%	100,0%	75,4%	24,6%	100,0%

Table 23 – Percentage of employees by employment category and gender

Percentage of employees by employment category and age group												
	as of December 31st 2024				as of December 31st 2023				as of December 31st 2022			
Percentage	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Executives	0%	2%	2%	4%	0,0%	2,7%	1,7%	4,3%	0,0%	3,2%	1,5%	4,6%
Managers	0%	8%	5%	13%	0,0%	7,7%	4,8%	12,6%	0,7%	5,4%	4,1%	10,2%
White collars	32%	43%	8%	83%	36,7%	38,6%	7,7%	83,1%	30,2%	48,2%	6,6%	84,9%
Blue collars	0%	0%	0%	0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,2%	0,2%
Total	32%	53%	15%	100%	36,7%	49,0%	14,3%	100,0%	30,9%	56,7%	12,4%	100,0%

Table 24 – Percentage of employees by employment category and age group

Percentage of employees by vulnerable groups or other indicators of diversity								
	as of December 31st 2024			as of December 31st 2023			as of December 31st 2022		
Percentage	Male	Female	Total	Male	Female	Total	Male	Female	Total
Executives	0%	0%	0%	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Managers	0%	0%	0%	0,0%	7,1%	1,9%	0,0%	0,0%	0,0%
White collars	2%	3%	2%	1,6%	2,2%	1,7%	0,8%	4,8%	1,7%
Blue collars	0	0	0	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Total	2%	3%	2%	1,3%	2,8%	1,7%	0,6%	4,0%	1,5%

Table 25 – Percentage of employees by vulnerable groups or other diversity indicators

➢ GRI 405-1: Diversity of governance bodies and employees

Members of the organization's Board of Directors by age and gender												
	as of 31st December 2024				as of 31st December 2023				as of 31st December 2022			
Number of people	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total	<30 years	30-50 years	>50 years	Total
Male	0	4	1	5	0	2	3	5	0	2	3	5
Female	0	0	0	-	0	0	0	-	0	0	0	-
Total	-	4	1	5	-	2	3	5		2	3	5
Members of vulnerable groups	0	0	0	-	0	0	0	-	0	0	0	-

Table 26 – Members of the organisation's Board of Directors by age and gender

Percentage of members of the organization's governing bodies (Board of Directors)			
%	as of 31st December 2024	as of 31st December 2023	as of 31st December 2022
Gender			
Male	100%	100%	100%
Female	0%	0%	0%
Per age group			
<30 years	0%	0%	0%
30-50 years	80%	40%	40%
>50 years	20%	60%	60%
[Optional] Vulnerable groups			
Members of vulnerable groups	0,0%	0%	0%

Table 27 – Percentage of members of the organisation's governance bodies (Board of Directors)*

*Note: only the members of the Innovery S.p.A. Board of Directors were taken into account.

➢ **GRI 406-1: Incidents of discrimination and corrective action taken**

During the three-year period from 2022 to 2024 (January 1st – December 31st), no incidents of discrimination of any kind were found. Consequently, no sanctions were applied in accordance with current legislation.

➢ **GRI 418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data**

During the three-year period from 2022 to 2024 (January 1st – December 31st), the Innovery Group did not receive any substantiated complaints about breaches of customer privacy.

Substantiated complaints concerning breaches of customer privacy and losses of customer data			
	2024 (January 1st to December 31st)	**2023** (January 1st to December 31st)	**2022** (January 1st to December 31st)
Total substantiated complaints received concerning breaches of customer privacy:	0	0	0
of which received from outside parties and substantiated by the organization	0	0	0
of which received from regulatory bodies	0	0	0

Table 28 – Substantiated complaints concerning breaches of customer privacy and losses of customer data

Leaks, thefts, or losses of customer data			
	2024 (January 1st to December 31st)	**2023** (January 1st to December 31st)	**2022** (January 1st to December 31st)
Total number of identified leaks, thefts, or losses of customer data	0	0	0

Table 29 – Leaks, thefts or lossees of customer data

8.3 Governance

➢ **GRI 205-2: Communication and training on anti-corruption policies and procedures**

Disclosure	Members of the governance bodies to which anti-corruption policies and procedures have been *communicated*			
		2024 (January 1st to December 31st)	**2023** (January 1st to December 31st)	**2022** (January 1st to December 31st)
205-2 a.	Number	14	14	5
	Percentage	100%	100%	100%

Table 30 – Members of governance bodies to whom anti-corruption policies and procedures have been communicated

Disclosure	Members of governance bodies who have received *training* in anti-corruption matters		
205-2 d.	Number of people	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
	Number of people	14	14	5
	Percentage	100%	100%	100%

Members of the governance bodies			
Number of people	as of 31st December 2024	as of 31st December 2023	as of 31st December 2022
Number	14	14	5

Table 31 – Members of governance bodies who have received anti-corruption training

Disclosure	Employees to whom anti-corruption policies and procedures have been *communicated*		
205-2 b.	Number of people	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
	Executives	19	18	19
	Managers	55	52	42
	White collars	355	344	349
	Blue collars	0	0	1
	Total	429	414	411
	Percentage	100%	100%	100%

Table 32 – Employees to whom anti-corruption policies and procedures have been communicated

Disclosure	Employees who have received anti-corruption *training*		
205-2 e.	Number of people	2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
	Executives	19	18	17
	Managers	55	52	35
	White collars	355	344	252
	Blue collars	0	0	1
	Total	429	414	305
	Percentage	100%	100%	74%

Employees by category			
	as of 31st December 2024	as of 31st December 2023	as of 31st December 2022
Executives	19	18	19
Managers	55	52	42
White collars	355	344	349
Blue collars	0	0	1
Total	429	414	411

Table 33 – Employees trained in anti-corruption

Disclosure	Business partners to whom the anti-corruption policies and procedures have been *communicated*, divided by type of business partner		
		2024 (January 1st to December 31st)	2023 (January 1st to December 31st)	2022 (January 1st to December 31st)
205-2 c.	business partners (Products - professional Services)	342	241	387
	Type 2 (Specify)			
	...			
	Type N. (Specify)			
	Total	342	241	387
	Percentage	100%	100%	100%

Total number of business partner			
	as of 31st December 2024	as of 31st December 2023	as of 31st December 2022
Number	342	241	387

Table 34 – Business partners to whom anti-corruption policies and procedures have been communicated, divided by type of business partner

➢ **GRI 205-3: Confirmed incidents of corruption and actions taken**

During the three-year period from 2022 to 2024 (January 1st – December 31st), no corruption incidents involving employees or business partners were detected.

➢ **Disclosure 2-27: Compliance with laws and regulations**

During the three-year period from 2022 to 2024 (January 1st – December 31st), the Innovery Group did not receive any significant monetary sanctions nor any non-monetary penalties for violations of social or economic laws or regulations.

During the financial year 2024, the Group suffered a tax assessment relating to the correction of certain declarations (VAT, WHT, etc.) for a total amount of € 3,004, which has already been duly paid.

Part of these assessments concern previous years and former subsidiaries, which were subsequently merged into Innovery S.p.A.

9. GRI CORRELATION TABLE - MATERIALITY

[GRI 103-1]

Identified material aspects	GRI topics	Perimeter of impact	Type of impact
Anti-corruption and anti-money laundering	Anti-corruption	Innovery Group	Caused by Innovery Group
Environmental management (energy consumption, emissions, use of materials)	Emissions, energy, materials	Innovery Group	Caused by Innovery Group
Business ethics and integrity	Anti-corruption	Innovery Group	Caused by Innovery Group
Staff management, development and welfare	Employment, training and education	Innovery Group	Caused by Innovery Group
Customer data privacy and information security	Data privacy	Innovery Group suppliers	Caused by Innovery Group and directly linked to business relationships
Service quality, innovation and reliability	N/A	Innovery Group	Caused by Innovery Group
Employee health and safety	Staff health and safety	Innovery Group	Caused by Innovery Group

GRI | CONTENT INDEX

10. GRI CONTENT INDEX

[GRI 102-55]

GRI standard	Description	Chapter/Paragraph
GRI 102: General disclosure		
GRI 102-1	Name of the organization	3. Innovery Group profile
GRI 102-2	Activities, brands, products and services	3.1 History and evolution of the Innovery Group 3.2 Target market and Business Divisions
GRI 102-3	Location of headquarters	3.2 Target market and Business Divisions
GRI 102-4	Location of operations	3.1 History and evolution of the Innovery Group 3.2 Target market and Business Divisions
GRI 102-5	Ownership and legal form	3.1 History and evolution of the Innovery Group
GRI 102-6	Markets served	3.1 History and evolution of the Innovery Group 3.2 Target market and Business Divisions
GRI 102-7	Scale of the organization	3.1 History and evolution of the Innovery Group
GRI 102-8	Information on employees and other workers	6.1 Human capital and employment
GRI 102-9	Supply chain	3.5 Sustainable supply chain management
GRI 102-10	Significant changes to the organization and its supply chain	3.1 History and evolution of the Innovery Group 2. Methodological note
GRI 102-12	External initiatives	The Innovery Group does not adhere to external codes and principles in the economic, social, and environmental fields
GRI 102-14	Statement from senior decision-maker	1. Letter to stakeholders
GRI 102-16	Values, principles, standards and norms of behavior	7. Governance, ethics and business integrity
GRI 102-40	List of stakeholder groups	4. The Innovery Group's corporate sustainability path
GRI 102-41	Collective bargaining agreements	8. Performance indicators
GRI 102-42	Identifying and selecting stakeholders	4. The Innovery Group's corporate sustainability path
GRI 102-46	Defining report content and topic boundaries	2. Methodological note 4. The Innovery Group's corporate sustainability path

GRI 102-47	List of material topics	4. The Innovery Group's corporate sustainability path
GRI 102-48	Restatements of information	2. Methodological note
GRI 102-49	Changes in reporting	2. Methodological note 8. Performance indicators
GRI 102-50	Reporting period	2. Methodological note
GRI 102-51	Date of most recent report	May 2024
GRI 102-52	Reporting cycle	2. Methodological note
GRI 102-53	Contact point for questions regarding the report	2. Methodological note
GRI 102-54	Claims of reporting in accordance with the GRI Standards	2. Methodological note
GRI 102-55	GRI content index	8. Performance indicators
GRI 102-56	External assurance	2. Methodological note

GRI 103: Management approach

GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	7. Governance, ethics and business integrity
GRI 103-03	Evaluation of the management approach	3.8 Economic and financial results
GRI 205-02	Communication and training about anti-corruption policies and procedures	No confirmed cases of corruption occurred during the 2022–2024 three-year period
GRI 205-03	Confirmed incidents of corruption and actions taken	No confirmed cases of corruption occurred during the 2022–2024 three-year period
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	5. Environmental performance of the Innovery Group 5.1 Energy consumption
GRI 103-03	Evaluation of the management approach	5. Environmental performance of the Innovery Group 5.1 Energy consumption
GRI 302-1	Energy consumption within the organization	5.1 Energy consumption 8. Performance indicators
GRI 302-3	Energy intensity	5.1 Energy consumption 8. Performance indicators
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	5. Environmental performance of the Innovery Group 5.2 Environmental emissions and waste
GRI 103-03	Evaluation of the management approach	5. Environmental performance of the Innovery Group 5.2 Environmental emissions and waste
GRI 305-1	Direct (Scope 1) GHG emissions	5.2 Environmental emissions and waste 8. Performance indicators
GRI 305-2	Energy indirect (Scope 2) GHG emissions	5.2 Environmental emissions and waste 8. Performance indicators

GRI 305-4	GHG emissions intensity	5.2 Environmental emissions and waste 8. Performance indicators
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	6.1 Human capital and employment
GRI 103-03	Assessment of the management mode	6.1 Human capital and employment
GRI 401-1	New employee hires and employee turnover	6.1 Human capital and employment 8. Performance indicators
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	6.5 Employee health and safety
GRI 103-03	Evaluation of the management approach	6.5 Employee health and safety
GRI 403-09	Work-related injuries	6.5 Employee health and safety 8. Performance indicators
GRI 403-10	Work-related ill health	6.5 Employee health and safety 8. Performance indicators
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 8. Performance indicators
GRI 103-02	The management approach and its components	6.1 Human capital and employment 6.4 Training and employee development
GRI 103-03	Evaluation of the management approach	6.1 Human capital and employment 6.4 Training and employee development
GRI 404-1	Average hours of training per year per employee	6.4 Training and employee development 8. Performance indicators
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	6.4 Training and employee development 8. Performance indicators
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 8. Performance indicators
GRI 103-02	The management approach and its components	6.2 Diversity and equal opportunities
GRI 103-03	Evaluation of the management approach	6.2 Diversity and equal opportunities
GRI 405-1	Diversity of governance bodies and employees	6.2 Diversity and equal opportunities 8. Performance indicators
GRI 103-01	Explanation of the material theme and its perimeters	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	6.6 Customer data privacy and Information Security
GRI 103-03	Evaluation of the management approach	6.6 Customer data privacy and Information Security 8. Performance indicators
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	6.6 Customer data privacy and Information Security 8. Performance indicators
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality

GRI 419-1	Non-compliance with laws and regulations in the social and economic area	4. The Innovery Group's corporate sustainability path
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	3.3 Quality and customer satisfaction
GRI 103-03	Evaluation of the management approach	3.3 Quality and customer satisfaction
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	3.4 Innovation, research and development
GRI 103-03	Evaluation of the management approach	3.4 Innovation, research and development
GRI 103-01	Explanation of the material topic and its boundaries	4. The Innovery Group's corporate sustainability path 9. GRI Correlation table - Materiality
GRI 103-02	The management approach and its components	9. GRI Correlation table - Materiality
GRI 103-03	Evaluation of the management approach	9. GRI Correlation table - Materiality