Press Release

DIGITAL360 APPROVES FIRST SUSTAINABILITY REPORT

Group certifies commitment to promoting digital innovation as a lever for sustainable and inclusive growth

Milan, 22 November 2022 - **DIGITAL360 S.p.A Benefit Corporation**, an innovative SME listed on the Euronext Growth Milan market ("D360" or the "Company"), announces that the Board of Directors, which met today, has approved the first **Sustainability Report for** the year 2021. With this act, ESG issues formally become part of the business strategy and its implementation in the Group, which, in its overall vision, places digital innovation as a driver of sustainable and inclusive development of the economy and renewal of businesses and public administration.

Having completed the process to become a Benefit Corporation as of 1 June 2021, with this tool DIGITAL360 intends to reiterate to its stakeholders their commitment to sustainability, with an highlighting activities and actions taken to manage and improve the impact on the environment, land and people, and to seize the opportunities inherent in the transformation for sustainable development.

To this end, the position of Sustainability Manager was created at the same time as the Sustainability Report was approved.

'We are convinced that digital innovation today represents the most important lever for accelerating economic growth and competitiveness, but also a powerful lever for promoting sustainable and inclusive economic development,' says **Andrea Rangone**, Group Chairman. 'On the basis of this vision, the Sustainability Report is a declaration of commitment to our innovative, ethical, sustainable and profitable actions. A choice that stems from the awareness, present in the Group's culture since its origins, of the need for a broad vision of the company's role, which finds its completion in its relationship with the community'.

The Sustainability Report is an opportunity to organically collect and report on the numbers and projects which, almost ten years after its foundation, characterise DIGITAL360's actions and its contribution to sustainable development.

Innovation and spreading the culture of innovation. Since its inception in 2012, DIGITAL360's mission has been to accompany businesses and public administrations in understanding and implementing digital innovation, seen as the main driver of sustainable and inclusive development. It concretises this mission both with an intense activity of dissemination of digital culture - through its portals, web channels and newsletters (over 100) and its events and webinars (almost 900 in 2021) - and by concretely supporting customers (over 550 in 2021) to help them make the most of digital technologies in their daily activities. In carrying out these activities, it collaborates intensively with the world of universities and industry associations.

Social impact projects. DIGITAL360 has carried out several social impact projects in partnership with third sector organisations, some with the aim of promoting the inclusion of the most fragile, weak or marginalised people in the workforce, while others aim to provide expertise for improving the organisation and operation of non-profits. An example of a project from the first category is the 'AI lavoro 4.0' initiative, a training course for NEETs (young people who do not study and do not work) implemented in collaboration with Caritas Ambrosiana and Fondazione S. Carlo, on the topics of digitalisation and Industry 4.0. An example of a project in the second category is the 'Banco Alimentare Digitale' consultancy, in which DIGITAL360 professionals supported the digitisation of Banco Alimentare's processes and information systems.

Attention to human resources. DIGITAL360 has a young population (with an average age of 38 years), characterised by a substantial gender balance (women make up 52%) and a well-educated group (82% of people have a university degree or higher). Moreover, employee backgrounds are richly diverse, due to the variety of human, professional and university backgrounds (from more than 40 degree courses). The Company promotes equal opportunities among employees thanks to a specific managerial culture, an appropriate remuneration policy and specific rules against the risk of discrimination included in the Group's Code of Ethics. Staff training is considered strategic; 15,536 hours were dedicated in 2021. Particular attention was paid in 2021 to Smart Working, a long time practice of the Group, which has permitted the company to arise from the pandemic emergency and changes in customer relations methods without significant repercussions. Today, DIGITAL360 promotes better organisation of work through flexibility and a proactive commitment to spreading the culture of work-life balance. The use of Smart Working is on a voluntary basis and can be accessed by any employee.

Environmental commitment. Despite an activity with no specific relevant environmental risks, DIGITAL360 promotes virtuous behaviour for the rational use of resources and the reduction of consumption in the environmental sphere, using cloud platform providers with significant mission reduction targets. It promotes delocalised and distributed working models that are flexible and reduce the environmental impact of travel. In offices, the Company aims for efficient use of workplaces and resources. At the technological level, it relies on the cloud provider with the most energy-efficient data centres. For emissions that cannot be eliminated or are not under the direct control of the company, DIGITAL360 has introduced an offset for the financial year 2022 by financing specific planting or reforestation by non-governmental organisations.

DIGITAL360's Sustainability Report can be found at the following link: https://www.digital360.it/sostenibilita-societa-benefit/

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This press release is available on the Company's website at www.digital360.it.

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DIGITAL360, a company listed on the Euronext Growth Milan Market of the Italian Stock Exchange, has the objective of accompanying companies and public administrations in understanding and implementing digital transformation and facilitating their encounter with the best technology suppliers. DIGITAL360 pursues this objective through two business units: one, called "Demand Generation" supports technology companies (vendors, software houses, system integrators, start-ups, etc.) in communication, storytelling, event management, and generation of business opportunities; the other, called "Advisory & Coaching" is aimed at all companies and public administrations wishing to undertake any digital transformation path. NetworkDIGITAL360, transversal to both Business Units, is the largest network of online publications dedicated to all topics of Digital Innovation. DIGITAL360 integrates a multidisciplinary and multicultural mix of professionalism and skills thanks to analysts, journalists, consultants and experts in the digital world, united by a great passion and mission: digital innovation as an engine for the growth and modernisation of our country. For further information: www.digital360.it

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