

SUSTAINABILITY
REPORT
2022
executive **summary**



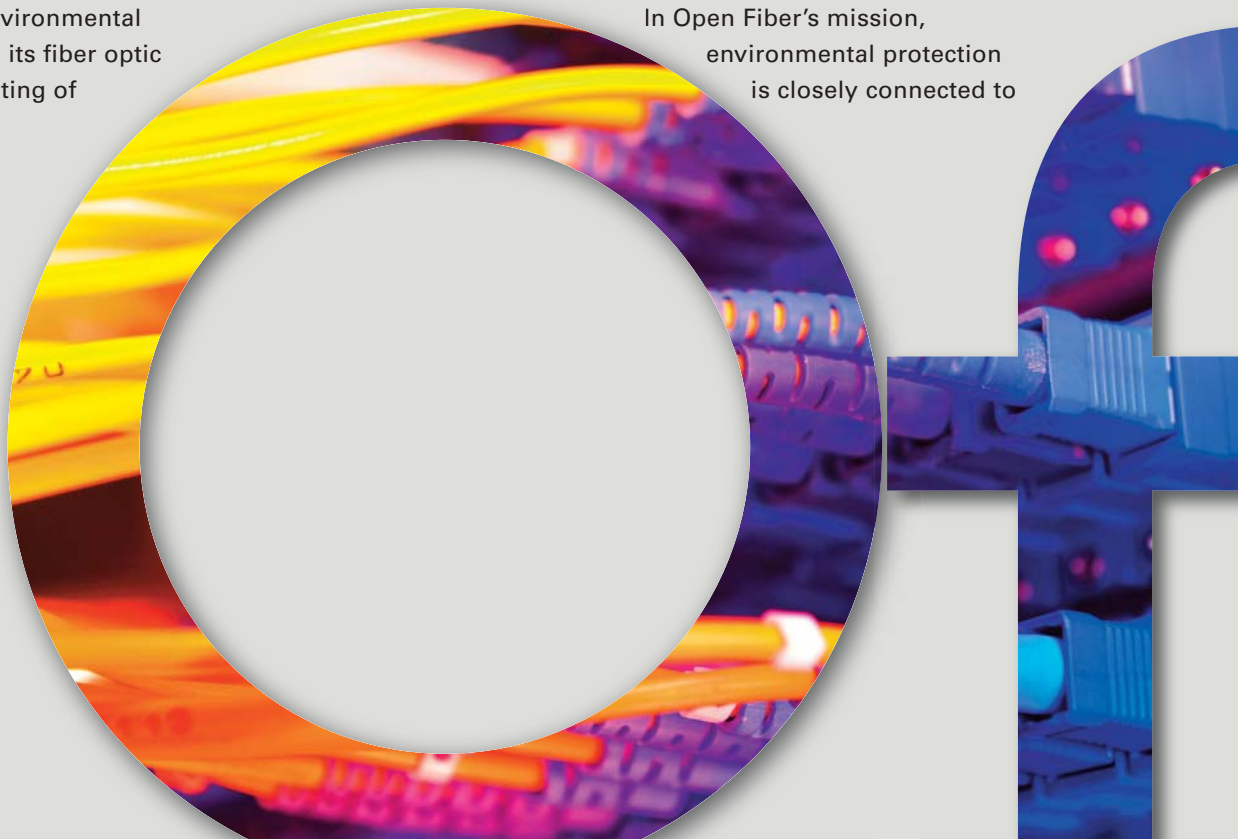
LETTER TO STAKEHOLDERS

Open Fiber is playing a key role in the digital transformation of the country, the rapid paradigm shift that is sweeping across society and the economy. With this role comes an awareness of a great responsibility towards all stakeholders and, in particular, those areas and communities most affected by the so-called digital divide. For this reason, much of the hard work of our employees was again directed towards this issue in 2022.

Since its establishment, Open Fiber has had the mission to guarantee everybody one of the fundamental rights of the modern era: internet access. Accomplishing such a challenging goal cannot be achieved without doing business in a way that is sustainable for the environment, the community and the country's economy. The infrastructure built by Open Fiber offers two of the most cutting-edge technologies in the telecommunications sector: Fiber To The Home (FTTH) and Fixed Wireless Access (FWA), which enable any area of the country to be connected. Compared with traditional networks, the Open Fiber network represents a jump in quality in terms of environmental sustainability: its fiber optic cables, consisting of

glass and polymers, do not require extraction or high-emission processing. As well as the properties of fiber optics, the Company is committed to adopting laying methods with reduced environmental impact, prioritising the reuse of existing infrastructure and excavating with the least invasive techniques currently available (mini-trenching, micro-trenching, no-dig), resulting in a reduction in the quantity of materials used and waste produced. This commitment has resulted in up to 80% of cable laying in rural areas of the country being achieved through reuse, significantly reducing not just the environmental impact, but also the inconvenience caused to communities by road works. Environmental protection continues through to the operation of the network, with the implementation of energy efficiency solutions and the reduction of emissions through the purchase of energy from renewable sources. On this issue, in 2022 Open Fiber achieved an important milestone: 100% of the electricity purchased came from renewable energy sources, avoiding the emission of over 15,000 tonnes of CO₂. Furthermore, in order to deal with the energy crisis that has affected the whole of Europe, the Open Fiber Green project was initiated, a plan for the installation of photovoltaic systems across hundreds of technological sites in rural areas.

In Open Fiber's mission, environmental protection is closely connected to



an aspect of social sustainability: bringing the best available technologies on the market, i.e. Very High Capacity Networks, to the entire population with the lowest impact possible on the local area, connecting even the most remote areas, such as the rural areas dotted around our peninsula. In this respect, Open Fiber acts as a driver of sustainability and its infrastructure has become essential in responding to today's social needs, including access to remote working and distance learning, the digitalization of public services offered by government bodies, the remote health monitoring of patients, and the development of urban systems through the creation of smart cities and smart grids, to give just a few examples. The country today has a growing need for an ultrafast, stable, reliable, fiber optic network; this is reflected in Open Fiber's figures over the past year: an increase in the number of completed municipalities (around 5,000), of connected properties (15.5 million since the start of the project), growth in the number of employees (reaching 1,571 at year end), as well as the trend towards a steady strengthening of the customer portfolio (one of the main drivers for the future).

For Open Fiber, 2022 was a year of very strong acceleration in terms of network development in inland areas and in small

municipalities, with the construction of around 20,000 km of infrastructure, equal to more than half the amount implemented in the four previous years. Among the many activities developed by Open Fiber, this is the one with the greatest social value and the biggest impact in terms of creating shared value for communities. This is a further incentive to make progress, despite the obstacles posed by macroeconomic and geopolitical factors, such as the slowdown of the entire supply chain, the Russia-Ukraine conflict and increasing commodity prices. The commitment to connecting the entire country through ultra-wideband networks has also seen Open Fiber take on a key role in the "Italia a 1 Giga" Plan, with the awarding in 2022 of 8 lots in nine Regions in the so-called Grey Areas, which include many industrial districts. A plan with the aim of developing network infrastructures that will guarantee a transmission speed of at least 1 Gigabit/s across the whole country by 2026. Furthermore, in the belief that continuous improvement is an essential requirement for the development of society, Open Fiber has created the Open Fiber Innovation Lab in recent years, a structure that works in the field of Research and Development in collaboration with other companies and organisations in the sector. The target projects range from the application of Artificial Intelligence technologies



with Tiresia to the space economy and participation in the European Space Agency HyDRON programme. Such rapid development, a reflection of the key role that the fiber optic network plays in the digitalization of the country, cannot be achieved alone; therefore, with this idea in mind, Open Fiber has opened up to the community with a series of projects involving the entire supply chain: from suppliers to operators, from employees to their families, from public and private organisations to regulators on a national and international level. To do this, Open Fiber puts its most important resource at the centre of its strategy: human capital.

That is why, once again in 2022, we continued our commitment to developing our people by ensuring professional growth and equal opportunities, guaranteeing safety and well-being, as well as promoting an inclusive working environment that values diversity. Proof of this commitment is shown by the renewal of two important awards for our people management and development policies: Top Employers Italia and Great Place To Work. At the start of 2023, Open Fiber's commitment over the years to the area of sustainability and the implementation of Environmental, Social and Governance (ESG) policies and practices was also

confirmed with the achievement of ESG certification from an independent third-party body Aware of its role as an enabler of digital transition, Open Fiber will continue to drive forward the challenge of connecting the country and people through its corporate culture, based on the belief that sustainability and cooperation can be key to making the present the future we want.



Barbara Marinali

A handwritten signature in black ink, appearing to read 'Barbara Marinali'.



Mario Rossetti

A handwritten signature in black ink, appearing to read 'Mario Rossetti'.



SUSTAINABILITY STRATEGY

DISTINCTIVE FACTORS FOR THE SUSTAINABILITY OF OPEN FIBER

Innovation and technology for the environment



By taking measures in the business value chain to minimise the overall impact on the environment and community, Open Fiber seeks innovative solutions and technologies that guarantee a high-performance and environmentally sustainable network infrastructure.

Fiber as an enabler of innovative services



As an enabler of the country's digital transformation, Open Fiber develops innovative technological solutions thanks to a high-quality and efficient fiber-optic infrastructure that guarantees very high performance, the only one capable of supporting the evolution of the service (future-proof).

Investing in people's growth as the driver of sustainability strategy



Open Fiber offers training and development programmes, a Welfare system responding to their needs, social welfare programmes supporting people's well-being, and guarantees Health and Safety at Work. Open Fiber believes that diversity and plurality are values for an open, stimulating and innovative environment capable of promoting effective and virtuous behaviour; it develops initiatives and projects aimed at ensuring equal opportunities, inclusion and community participation.

Responsible business management

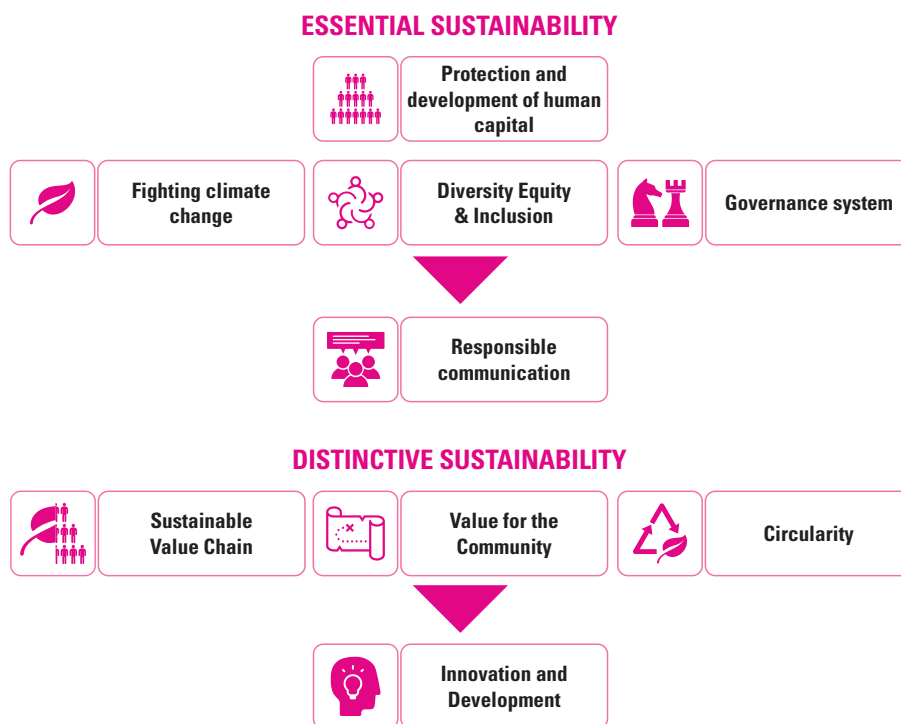


Open Fiber is committed to conducting a responsible business along the entire value chain, focusing on integrity and compliance with the rules, core principles of the corporate culture that guide relations with all stakeholders.

The pillars of the strategy

Aware of its role as an enabler, Open Fiber aims not only to progressively reduce its negative impacts, but to create a business capable of contributing to sustainable development in a positive and concrete manner.

Hence the need to further strengthen its sustainability strategy, starting with the identification of actual **pillars** for the organisation on which to build its medium- and long-term commitment.



Essential Sustainability

issues on which private and public organisations, regardless of sector, are universally engaged.

Distinctive Sustainability

issues that characterise not only organisations operating in the TLC sector, but which can differentiate Open Fiber's commitment to conducting a sustainable business.

AN OVERVIEW OF THE COMPANY

HIGHLIGHT 2022

€1.5 BILLION

of investments in 2022

100 THOUSAND KM OF INFRASTRUCTURE

of which, **46 thousand km in the Black Areas** (the most densely populated cities and areas)
and **over 57 thousand in the White Areas** (less populated inland areas)

2.7 THOUSAND BASE STATIONS

for the **FWA** (Fixed Wireless Access) service

238 LARGE-AND MEDIUM-SIZE CITIES CONNECTED

by Open Fiber network connectivity services

~ 5.000

Marketed municipalities

15.5 MILLION REAL ESTATE UNITS CONNECTED

(up 14% in 2022) forecasted to reach
over 20 million real estate units (94% of Italian municipalities)

1,571

employees at 31 December

300

partner operators

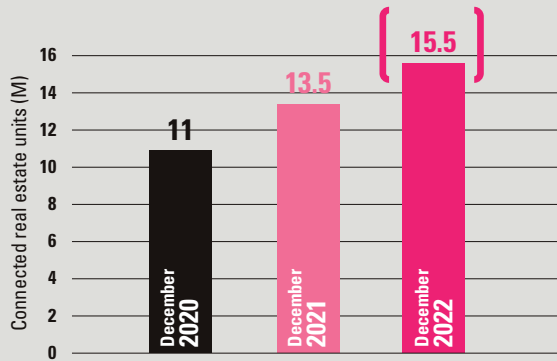
8,000 PEOPLE EMPLOYED

including both internal and external resources

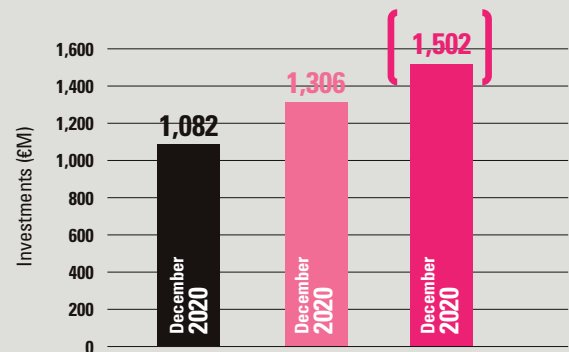
**OPEN FIBER CONFIRMS ITS POSITION AS THE
LEADING FTTH OPERATOR IN ITALY**

among the leaders in Europe, and first within the continent's wholesale-only operators

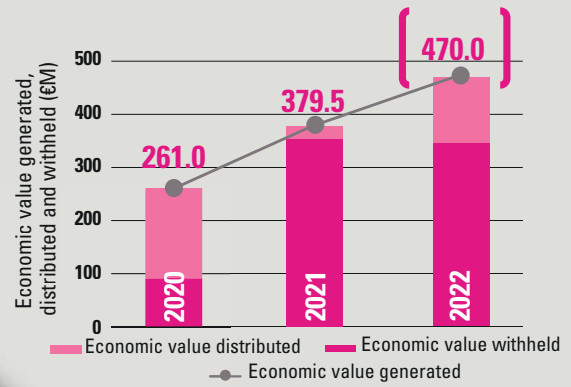
Connected real estate units



Total investments (€M)

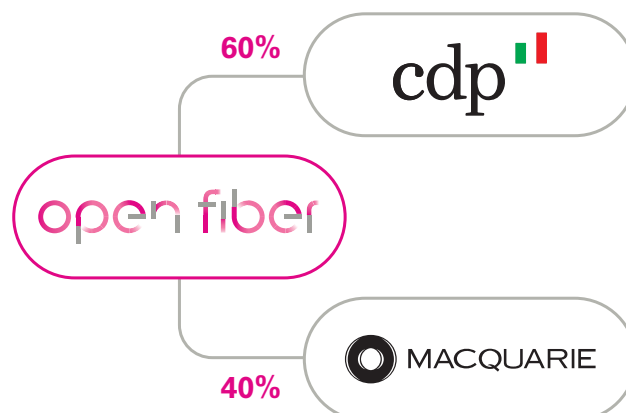


Economic value directly generated and distributed (€M)



Governance

Open Fiber is directly controlled by **Open Fiber Holdings S.p.A.**, 60% owned by **CDP Equity**, a Cassa Depositi e Prestiti Group company, and 40% owned by **Fiber Networks Holdings S.a.r.l.**, a company belonging to the Macquarie Group.



BOARD OF DIRECTORS



INTERNAL BOARD COMMITTEES

The Investment Committee: Its task is to assist the Board of Directors in assessing the progress of the investment plan with respect to the business plan and to recommend the adoption of measures to address delays in starting capital expenditures, as well as to analyse new investments, tenders and extraordinary operations.

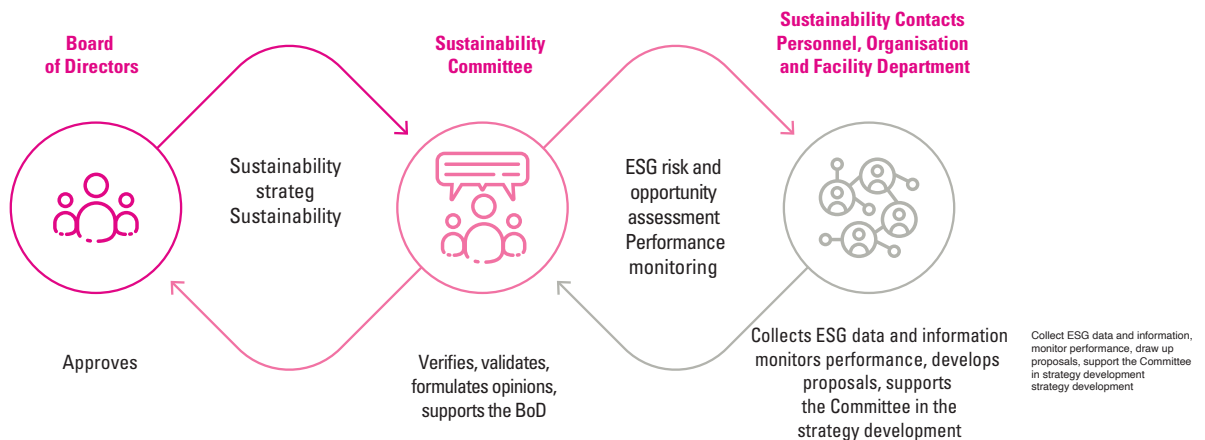
Related Parties Committee: Its task is to assess the appropriateness, expediency and transparency of any transaction with Related Parties.

Control and Risk Committee: Its task is to assist the Board of Directors in evaluations and decisions relating to internal control, the risk management system and corporate social responsibility.

Remuneration Committee: It supports the Board of Directors in assessing and deciding on remuneration policy.

Sustainability Committee

One of the committees responsible for specific issues set up by Open Fiber is the Sustainability Committee; it is chaired by the Chief Executive Officer and consists of permanent, on-call members and the company's Sustainability representatives from the Personnel, Organisation and Services Departments. The Committee's mission is to assist the Board of Directors in assessing ESG (Environmental, Social & Governance) risks and opportunities and in making decisions on sustainability issues related to Open Fiber's business.



Mission, vision and distinctive elements of Open Fiber

MISSION

Open Fiber brings fiber-optic Ultra Broadband (UBB) to the entire Italian territory to speed up Italy, allowing people access to the most advanced digital services and the opportunities an increasingly interconnected world offers. It is a strategic choice that responds to the objectives set by both the European Union's Digital Compass 2030 and the "Italia a 1 Giga", an ambitious project that aims to quickly remedy

Italy's infrastructural deficiency, guaranteeing competitive costs and short lead times. As an infrastructure player, Open Fiber is responsible for the construction, operation and maintenance of an ultra-fast electronic communications network with high levels of efficiency and reliability. Open Fiber is engaged in the market – according to a wholesale only model – offering access to all interested market players on equal terms.

VISION

FTTH optical fiber as a contribution to the country's evolution

Open Fiber aims to build an infrastructure based on the best fiber-optic transmission technology to contribute to the socio-economic change of the Country. An ambition to overcome the digital divide and

improve the lifestyle of people, families, businesses and workers, both in small villages and large metropolitan cities. More services, more speed, more accessibility, more reliability with FTTH to offer the opportunity to do more things but quickly. In addition, it saves energy so that people can devote more time to themselves and their passions.

ESG CERTIFICATION

At the beginning of 2023, Open Fiber was the first company in Italy to achieve ESG (Environmental, Social, Governance) certification, the non-accredited standard developed by SGS that certifies that it meets the requirements of ESG best practices and the most widely used sustainability standards.



Ethical conduct of business

The Code of Ethics and the MOG 231

Open Fiber has adopted a **Code of Ethics** that encompasses the values considered essential by the company and is inspired by the principles of:

- Impartiality
- Confidentiality
- Fairness
- Conflicts of Interest
- Relations with shareholders
- Value of human resources
- Protection of the individual persons
- Fair competition
- Quality, environmental protection and responsibility towards the community
- Health and Safety

The Company has also adopted an **Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001** to protect the Company from administrative liability, i.e. an internal systematically structured regulatory risk

control system of procedures, policies, guidelines and operating instructions, as well as control activities, to be carried out also in a preventive manner, aimed at mitigating the occurrence of any type of crime or offence.

Risk control

Open Fiber's **Internal Control and Risk Management System** (SCIQR) consists of a set of rules, procedures and organisational structures aimed at enabling the Company's conduct to be consistent with its stated principles and objectives.

As of the beginning of 2022, a **strategic level of risk assessment** has been introduced to link the company's objectives to its operations, thus allowing market demands and new risks related to sustainability issues to be added to operational risks.

Privacy protection

Open Fiber undertakes to protect the data acquired, stored and processed as part of its activities, guaranteeing compliance with data

protection regulations, internal processing and processing by third parties and defining control and monitoring strategies for compliance with information security principles.

Empowering of the supply chain

Open Fiber has defined a **Qualification Process** for its suppliers that is transparent and open to all interested companies and professionals, distinguished by **Cluster A&B** (in which Open Fiber intervenes with its investments) and **Cluster C&D** (in which Open Fiber intervenes thanks to financing granted by Infratel Italia S.p.A. for the development of Ultra Broadband in market failure areas).

The monitoring of qualified economic operators continues with the **periodic evaluation** of their performance through the **Vendor Rating** system, which analyses not only technical-economic and production performance, but also environmental and social performance.



In addition, in 2022, Open Fiber launched a **Sustainable Procurement** pilot project with the aim of conducting an initial assessment of its supply chain on ESG issues and investigating the extent to which the values underpinning the business are integrated through the supply chain.

Transparency and equal access at the heart of Open Fiber’s commitment

To ensure full compliance with the rules protecting competition, Open Fiber has adopted an **Antitrust Code** that provides a systematic framework for the protection of competition; in addition, it has appointed an **Antitrust Oversight Board** to which suspected unlawful acts and/or wrongdoing are reported and which has the exclusive power to assess unlawful conduct. In its plans to build an Ultra Broadband network, Open Fiber is committed to **informing and involving all members of the local communities, from citizens to associations, from entities to authorities**, not only in relation to the

progress of the infrastructure development plan and the digital services that will be made available, but also about the social and environmental impacts that these activities may generate.

To ensure a higher level of attainable accessibility, Open Fiber implemented a tool on its website that facilitates the use of content for persons with disabilities through Artificial Intelligence and the Accessibility Interface, resulting in 100% compliance with application level AA and 90% compliance with the maximum attainable level of the “Web Content Accessibility Guidelines 2.1”



🚫 Violations Identified	2
✅ Automated Tests Run	267
✅ Guided Automatic Tests Run	76

[Results](#)



The QHSE Management System

The Management System for Quality, Health and Safety at Work and the Environment (QHSE), which complies with international standards UNI EN ISO 9001, UNI ISO 45001 and UNI EN ISO 14001 and has been certified by an independent third party since 2020, is designed to ensure compliance with the commitments and the achievement of the objectives stated in the Policy for Quality, Health and Safety at Work and Environmental Protection, guaranteeing the setting in motion of the process

governing the continuous improvement of corporate performance. The Policy represents the Company’s formal commitment to build relationships of mutual trust with its customers, to guarantee safe working conditions, to promote and develop sustainability initiatives and projects, and to protect the environment in the performance of its business activities, preventing pollution, supporting the conservation of natural resources and identifying actions aimed at making their use efficient and reducing their consumption, to prevent or mitigate negative environmental impact.

Information Security and Business Continuity

Open Fiber is committed to maintaining a mature and highly stable position to guarantee its customers, its employees and collaborators and all stakeholders, through the implementation of **an Integrated Management System for Information Security and Business Continuity**. Modelled on the ISO 27001 and ISO 22301 standards, the System is aimed at ensuring continuous improvement

and the achievement of the objectives stated in specific company policies and in the Code of Ethics.

The company has also drawn up a **Business Continuity Plan** with which it has defined the strategies and recovery actions to be implemented in the event of a critical event leading to an interruption of crucial processes in order to guarantee the delivery of key services to its customers.

OPEN FIBER: AN INNOVATION-ORIENTED BUSINESS

Open Fiber's contribution is crucial to support the achievement of the digital transition goals set by the European Union with the Digital Strategy and the Digital Compass and by the Italian

government with the PNRR. Indeed, these goals cannot disregard the Fiber To The Home (FTTH) technology and the Ultra Broadband network that the company builds throughout the country.

The business model

By choosing wholesale only as its business model, Open Fiber sees itself as a pure, neutral and not vertically integrated infrastructure operator focused on the development of an increasingly

high-performance network offering. The interested TLC operators have access to the infrastructure network infrastructure in an equal and non-discriminatory manner, offering a benefit also to end users who can choose the provider and services they prefer.

NEUTRALITY AND OPENNESS

for an **INCLUSIVE** and **COMPETITIVE MARKET** where operators for FTTH services have equal access to the network.



LONG-TERM VISION

for the **DEVELOPMENT** and continuous **IMPROVEMENT** of infrastructure.



INNOVATION

the absence of a legacy network enables **USE OF THE BEST TECHNOLOGIES AVAILABLE** on the market and maximises the operational performance of the network.



The offered services are divided into two categories:

- **passive services:** Open Fiber provides its own fiber-optic access infrastructure connecting the technological site (i.e. the infrastructure node hosting the fixed access network elements and the transport/backhauling elements), to the end Customers' premises, while the Operator is responsible for connectivity in PON (Passive Optic Network) or P2P (Point-to-Point) access technology. This option is generally used by large operators who independently manage the active part by installing their equipment in the Open Fiber sites.

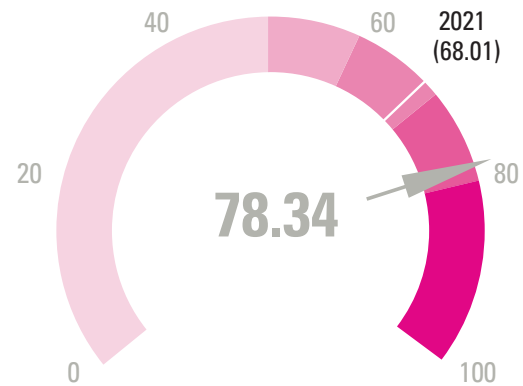
- **active services:** Open Fiber provides not only the fiber infrastructure but also connectivity in GPON (Gigabit Passive Optical Network), XGS-PON and P2P (Point-to-Point) access technology with traffic delivery and, in some cases, direct Internet access. Operators' traffic is collected by Open Fiber and subsequently delivered to the operator at an interconnection point in an aggregate manner, at their regional or national technological sites. The active services offered are incremental and may also include an all-inclusive service with direct Open Internet access.

This type of service is mainly aimed at small operators and multiutilities, which can still

provide connectivity services without having to invest in network equipment and infrastructure.

Since 2021, Open Fiber has been equipped with a model capable of analysing the service components that influence **customer satisfaction**. The analysis of the **Open Fiber Satisfaction Index** showed an improvement over 2021 and a strong recognition of the Open Fiber brand in Italy's optical fiber connectivity market.

Data on **brand awareness, reliability, sustainability and positive impact on the community** are among those highlighted as positive factors.



A modern infrastructure

The reliability of Open Fiber's network is the result not only of the intrinsic characteristics of the fiber, but also of the **management of an end-to-end process** that starts with the planning of coverage over the national territory and the technological choices for the realisation of the network (**Network Creation**) and ends with the management of **Delivery** services (the connection between real estate units and the fiber-optic network or FWA - Fixed Wireless Access) and **Assurance** (maintenance and prevention of potential causes of damage to the network).

Open Fiber's approach is also characterised by:

- **rigorous control of materials** and components that make up the fiber-optic network, must comply with rigorous technical specifications defined by Open Fiber (for the A&B Cluster) or by the Licensor Infratel Italia (for the C&D Cluster).
- **network monitoring and oversight** of the proper functioning of Open Fiber's Ultra Broadband infrastructure throughout the country, thanks to the **Service Operation Centre (SOC)**, equipped with more than 100 stations and that is divided into three sectors: **Service Desk** (technical support via telecommunication operators when action is required to restore a service), **Network Operation Centre** (preventing or intervening promptly in the event of problems and faults on individual active fiber, equipment and systems) and **Operational Engineering** (the technical authority, supports front-end structures in managing complex faults and provides training for teams).



THE INFRASTRUCTURE IMPLEMENTATION PROCESS



ASSESSMENT PHASE

- Collection of information such as the number of buildings and real estate units (REU) that need to be connected.
- Assessment (Walk Out) of the possibility of laying the fiber using existing infrastructure or new outside plant. Issuing of communication and authorisation forms and surveys by means of building inspections (Walk In).



DESIGN PHASE

- Drawing up an Preliminary Project with details of the activities (work to be carried out type of work for laying, sizing of network elements, positioning of street cabinet).
- Verification of PoPs, Points of Presence, infrastructure nodes that host fixed access and transport/backhauling network elements to aggregate and distribute traffic on the network, whether in access or delivery mode.



BUILDING PHASE – CREATION

- Creation of the FTTH connection system, PoPs are built and connected to the real estate units via optical fiber links.
- Fiber laying, street cabinet laying, and Building Termination Point or Advanced Termination Point. Point works to reach individual homes, offices, businesses, public administration.
- Testing of sections.



RECOVERY PHASE

- Restoration of the road surface in ways that reduce inconvenience to citizens and respect the surrounding environment. A first phase involves temporary restoration following excavation work lasting at least 30 days and necessary for soil settlement.
- Subsequently, the final restoration is carried out, which involves road paving.



SERVICE ACTIVATION PHASE

- The End Customer turns to the operator with whom Open Fiber closes commercial agreements to provide the service. Once the contract is concluded, Open Fiber starts the installation phase.



INSTALLATION PHASE

- Open Fiber receives the "Activation Request" from the operator, reserves the network resources and contacts the customer, setting the date and time of the intervention at the user's home.

Advanced connectivity and the development of new services

Open Fiber constantly pursues innovation, both in terms of continuous improvement of its core services and in the constant search for new proposals and connections between its services and other market sectors.

Open Factory is the testing laboratory for increasingly innovative FTTH network technologies, advanced connectivity solutions to operators (OLOs) for both residential and business use. During 2022, several innovative activities were carried out, including:

- **8K Video:** trial of 8K video transmission on the IP network using the FTTH optical fiber network.
- **10G-PON (XGS-PON):** tests on the evolving GPON system, which enables the available bandwidth on the FTTH access network to be increased to 10 Gbps both downstream and upstream.
- **25G-PON:** tests of 25G-PON technology that, in addition to evolving the capacity of the access network beyond 10 Gb/s, is aimed at fixed-mobile convergence for x-Haul support (Fronthaul, Midhaul and Backhaul) of 5G networks.
- **50G-PON:** tests of the new 50G-PON broadband access service (50 Giga), with which provides access network speeds up to 50 Gbps.

The **Virtual Server Farm** consists of a set of servers within a dedicated area, networked to provide a variety of IT services and offer data backup and disaster recovery.

At Open Fiber, a greenfield solution was chosen for the creation of its Virtual Server Farm, leveraging the advantage of being a young, innovation-driven company.

Open Fiber Innovation Lab (OFIL) supports and promotes the adoption of business services in competitive sectors through the development of concrete and market-oriented cases of Italian companies with high innovation potential. As part of the Open Fiber Innovation Lab, joint research projects were also initiated with premium universities of high standing with the aim of exploring concrete forms of collaboration on topics of medium-term interest; this approach positions Open Fiber as a key player in Italy's research and innovation ecosystem. OFI's mission is to transform Open Fiber into a Data-Centric organisation that uses data to make strategic decisions.

Smart Grid: Open Fiber is involved in the fiber-optic connection of secondary substations and related primary substations as part of the **DSO 4.0 - Digital Network** project. The aim is to evolve the national electricity grid, enabling new functionalities to benefit those accessing the grid itself and the actors involved in the management of the electricity system. In addition to the connection of **electricity substations** to the fiber-optic network, the installation of components and sensors of new technological conception is planned, which will contribute to the improvement of the E-Distribuzione electricity service and network, in line with the forecasts and scenarios outlined in the National Integrated Energy and Climate Plan (PNIEC).

CLIMATE CHANGE, NATURAL RESOURCES AND LOCAL IMPACTS

Fiber's impact on climate

The contribution of Open Fiber in the fight against climate change occurs on several levels:

- Implementation of a high-performance fiber-optic network that is, by nature, more environmentally friendly than traditional networks due to its physical and operational characteristics.
- Development of energy efficiency projects of its infrastructure.
- Constant searching for construction and installation solutions with low environmental impact.

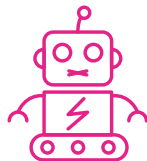
The Company has implemented a specific energy-oriented Management System, compliant with the UNI CEI EN ISO 50001 standard, aimed at structured management of consumption generated by office buildings, technology sites and the company car fleet, as well as greenhouse gas emissions.

The pillars of Open Fiber's energy management system



COMPETITIVENESS

Implementation of a corporate energy policy capable of identifying inefficiencies, enabling the same level of service to be generated with a net reduction in resources used.



TECHNOLOGICAL INNOVATION

The pursuit of efficiency through the application of cutting-edge technology solutions that increase the value and performance of corporate assets.



ENVIRONMENTAL SUSTAINABILITY

Accelerating the sustainability level of the business, in line with the company's founding values of circular and green economy.



BUSINESS EVOLUTION

Energy efficiency as the key in finding new business models/revenues streams, capable of diversifying the services offered.

Solar film for the Milan headquarters

to reduce energy needs for summer air conditioning, cooling and ventilation.

BENEFITS

energy consumption reduction of 6% (2022 compared to 2021).

Solar panels serving the grid at the Settimo Milanese technology site (PoP)

for the production of renewable electricity.

BENEFITS

2,557 kg CO₂eq. are avoided each year.

Purchased energy: 100% from renewable sources starting in 2022

BENEFITS

about 15,000 tonnes of CO₂eq avoided

Sustainable fleet management,

for the conversion of the car fleet from thermal to hybrid/plug-in/full-electric solutions.

BENEFITS

reduction of car fleet emissions.

Energy efficiency

In 2022, electricity consumption from renewable sources reached approximately **118,400 GJ** (through the purchase of Guarantees of Origin), i.e. **84%** of total energy consumed.

The growth of connected real estate units, technology sites, on-field personnel and company office staff has led to approximately 46% increase in overall energy consumption within the organisation.

The energy consumed per connected real estate unit in 2022 is equal to **9.1 MJ/REU**.

~ 141,400 GJ

total consumption in 2022

HIGHLIGHT 2022

100%

electricity purchased from renewable sources

84%

energy from renewable sources of total consumption 2022

Greenhouse gas emissions

2,159.1 tonnes CO₂eq
Emissions (Scope 1 + Scope 2 market-based)

HIGHLIGHT 2022

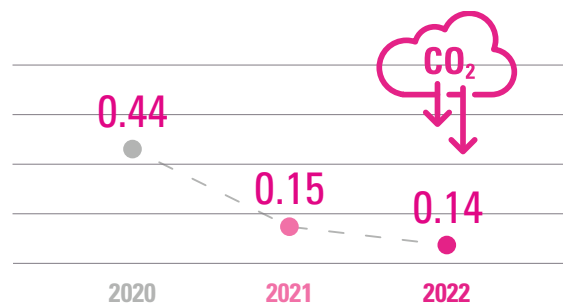
~ 0.14

kgCO₂eq per real estate unit connected in 2022

-7%

reduction in emissions intensity (2022 vs 2021)

Trend of GHG emission intensity per connected real estate unit (kgCO₂eq/REU)



Happy B-Day & New Born

The **Happy B-Day & New Born** project celebrates important days for employees (birthdays or birth/adoption of a child) by remotely planting their own tree and following its growth online. To date, around 5,300 trees have been planted in 11 countries in the Happy B-day & New Born forest, leading to the offsetting of over 1,000 tonnes of CO₂.

For more details, please refer to <https://www.treedom.net/it/organization/open-fiber-s-p-a>



Fiber innovation as a sustainability driver

Production

Optical fibers are formed from filaments of glass or polymeric materials: the base material is glass, coated with acrylic resins, in order to provide the fiber with the mechanical strength required to be manipulated and wound onto reels.

The extraction of 2 kg of the raw material required to produce a copper wire about 60 m long produces roughly 1,000 kg of CO₂. Production of the equivalent length of fiber-optic cabling would produce 0.06 kg of CO₂, less than 0.01% of the emissions associated with copper.

Transport and installation

The fiber-optic network uses fewer active devices.

Copper networks require amplifiers over distances in the order of 100 m to 2 km, whereas fiber can carry signals over 100 km without amplification.

Over an area of 40 km, this equates to having hundreds of active nodes for copper networks against a single active node for FTTH networks.

Network functionality

Fiber-optic networks are “passive” networks, i.e. they do not require a constant power supply and do not disperse electromagnetic energy in the environment.

Network maintenance and end of life

Fiber-optic cable has an estimated lifespan of 25 to 38 years¹, thanks to a structure consisting of glass filaments enclosed in a polymer coating that makes it resistant to both mechanical and thermal phenomena.

Optical fiber is also the best solution in case of environmental disasters, because it is less susceptible to degradation by moisture, frost or electrical interference.

Using a Fiber Connection

A copper cable connection results in an energy consumption per user of 10 Wh, which drops to around 2 Wh with a fiber connection, implying an estimated average saving of 8 Wh per user. In addition, copper networks generate heat and therefore require cooling systems that consumes energy and electricity, which fiber optics do not.

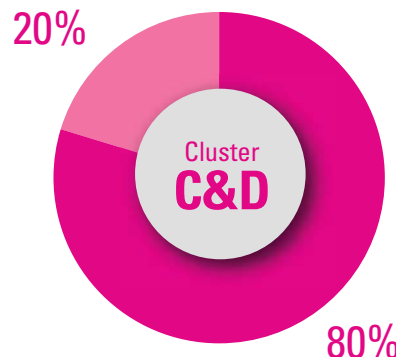
1) Source: Carbon Smart “Out digital infrastructure needn’t cost the earth”

Sustainable laying techniques

When it is not feasible to reuse existing infrastructure, Open Fiber adopts small excavation techniques that limit socio-environmental impact, as well as improving the safety of on-site personnel. Wherever possible, Open Fiber excavates mini-trenches (approximately 5 centimetres wide) or micro-trenches (approximately 2.5 centimetres wide) in which to lay the network.

Reducing the size of the excavation to 3 x 30 cm results in a reduction of approximately 75% of the volume of soil to be removed, corresponding to more than 40 tonnes of material for a 1 km section.

When this is not possible, other so-called “no-dig” (i.e. “trenchless”) technological solutions are used to deploy the FTTH network.



● Reuse of existing infrastructure
● New excavation

This system features one or more radio stations that provide broadband services to individual terminals, installed at the end customers’ homes. FWA technology has a very low electromagnetic impact as Open Fiber chooses equipment with low emissions comparable to 2.4 GHz Wi-Fi modems, normally used in the home.

FWA wireless sites

Fixed Wireless Access (FWA) technology is inherently inclusive. The absence of invasive infrastructure makes it easy to install even in the most difficult terrain and makes it possible to reach remote homes that would otherwise be cut off.

Waste management

The great attention that Open Fiber pays to environmental sustainability has led the company to analyse the impacts of its activities also in terms of waste production and management, with the aim of identifying appropriate actions to improve performance. The waste directly produced by Open Fiber consists mainly of waste which can be treated as municipal waste from the office activity carried out at its corporate premises.

In addition to the management of waste directly produced by the Company, Open Fiber has extended these reflections to its own value chain with a view to an extended life cycle analysis. In particular, thanks to the adoption of innovative laying techniques, the production of waste materials – which must then be managed as waste – is significantly reduced compared to traditional excavation techniques.

SOCIO-ECONOMIC DEVELOPMENT, DIGITALISATION OF THE COUNTRY AND VALUE CREATED FOR INDUSTRY

Optical fiber as an opportunity for the territory

Smart Working, distance learning, but also streaming, home automation, video connections and gaming: Open Fiber provides access to an Ultra Broadband telecommunications infrastructure that enables Italian districts to be more competitive.

WHITE AREAS COVERAGE GOALS

+ 7,000
Municipalities

8.5 million
Real estate units

RESULTS 2022

4,690

Small Marketed Municipalities

174

Very white municipalities

3,881

Municipalities in the
Piano Italia a 1 Giga

**5 webinars
2 round tables**

Held between November
and December 2022

~ 300

Municipalities involved in the
first round of meetings

PIANO ITALIA A 1 GIGA

Activities of small Italian municipalities

Open Fiber continues towards its goal of reducing the flight of people and companies from small towns and the phenomenon of marginalisation for those born in the provinces: with Ultra Broadband, every territorial and professional barrier can be overcome, and small entrepreneurs can contact and collaborate with larger realities, making themselves known everywhere without the need to move.

The Very White Municipalities Project

In Italy, the so-called “no-Internet” or “very white” areas, devoid of even ADSL connectivity, comprise about 200 municipalities, located mainly in Piedmont, Molise, Liguria and Sicily: a total of 150 thousand real estate units and 186 thousand citizens who cannot use a web connection. Open Fiber has set itself the goal of reaching 179 Municipalities², covering **174** by the end of 2022, of which 148 with FTTH/FWA technology and 26 with STTH³ (Satellite To The Home) technology.

Piano Italia a 1 Giga

In May 2022, Open Fiber was awarded 8 of the 15 lots in the tender launched by Infratel for the **Piano Italia a 1 Giga**. The eight lots coincide with the Regions of Sicily, Apulia, Campania, Lazio, Tuscany, Lombardy, Emilia-Romagna, Veneto and Friuli-Venezia Giulia and include interventions in about **4,000 municipalities**.

2) Compared to the 196 municipalities reported, 17 (following an inspection by Infratel) were already covered by previous public interventions. The new plan was therefore structured on 179 municipalities.
3) STTH service provides broadband connectivity via satellite technology.

Relations with local authorities and entities in permitting activities

~ 200

5-year service conferences with Municipalities in C&D Cluster (white areas)

~ 230

agreements with large and medium-sized municipalities (black areas)

To optimise authorisation lead times, Open Fiber convenes rounds of service conferences not only to speed up the permitting process but also to address further needs expressed by local administrations.

Smart Cities: cities covered by the Open Fiber network

Transforming urban areas into Smart Cities means creating functional and interconnected smart urban assets equipped with services and infrastructures capable of interacting with human beings and their needs to the point of improving their roles. This system can exist thanks to the Internet of Things (IoT), which has also enabled objects to connect with each other and communicate. Since the interconnection of infrastructure and services relies on the Internet, cities need to be equipped with a reliable connection capable of supporting the data traffic generated by millions of devices and people at the same time: the FTTH network. In Italy, Open Fiber's network enables services that bring benefits to Smart Cities: the two areas that have found the greatest application to date have been mobility efficiency and citizen safety. Thanks to innovative digital solutions, it is possible to have

- Rapidly identify events dangerous to public order.
- Reduce time required for parking and traffic decongestion solutions.
- Reduce electricity consumption thanks to the deployment of intelligent lighting poles.
- Optimise road maintenance services, concentrating intervention where it is most needed.

- Efficient planning of municipal waste management services.

Bari is preparing to become the first Smart City in the South, thanks to the partnership signed between the Municipality of Bari and Open Fiber in the name of technology, aimed at making the Apulian capital even more digitised and secure.

Salerno is in the process of activating an ultrabroadband network that will strategically connect numerous municipal buildings while ensuring cost savings and greater protection from cyberattacks.

In **Gemona del Friuli** Open Fiber has allocated around EUR 2 million to build a fiber-optic network, making the town fully digital through the efficiency of Ultra Broadband technology, as well as making ultra-fast fiber connections available in 50 municipally owned buildings.

Open Fiber for the protection of the historic heritage

Fiber laying excavations may uncover real archaeological finds or ancient artefacts.

While connecting the **municipality of Gela** (CL) to the FTTH network, artefacts from the 7th to 5th century B.C. emerged, including a unique necropolis. Together with the Caltanissetta Superintendency's archaeological surveillance team, Open Fiber redefined the intervention plan to make the most of these discoveries, transforming the necropolis into a veritable open-air museum. In **Piacenza**, where Open Fiber is investing 14 million euros to wire about 40,000 buildings, the works have unearthed the remains of the ancient city of the Farnese dynasty. Urban

archaeological findings have made it possible to investigate certain historical aspects of the urban layout within the 16th-century city walls. In the area of **Garaguso** (Matera), a tomb dating back to the 7th or 6th century B.C. has yielded astonishing grave goods consisting of numerous vases and a sword complete with fibula.

Teramo saw the discovery of a floor from the Roman imperial period and the discovery of a skeleton dating back as far as the Neolithic period. Not to mention **Palermo** and its underground canal that, in the Middle Ages, was used to bring water to the city centre.

Partnership with Academia in support of cultural heritage

- Open Fiber joined the two-year **Teaching Revolution** project with the aim of supporting the development of school teaching staff, the key stakeholders who influence young students – tomorrow's professionals.

The project involved the teaching staff of schools in 8 regions with a total of 15 institutions, 36 teachers and 20 aspiring teachers for 68 hours of training.

- Five Italian cities and the same number of schools, around **250 students** involved, **12 company trade masters** from different professional backgrounds and over **70 hours of training delivered** through face-to-face meetings in the classroom and remotely. This is the final balance of PCTO (**Percorsi per le Competenze Trasversali e per l'Orientamento** – Pathways for Transversal Skills and Orientation) for the academic year 2021/2022, the Open Fiber training project carried out in cooperation with ELIS, now in its fifth year.

- **Italian Academy for Fiber Optics.** Open Fiber and ELIS, with the support of leading telecommunications companies, are committed to providing training courses for splicers, assistant technicians and FTTH fiber-optic technicians to train

professionals in the field. Thanks to the participation of the network of companies involved in the project, past editions have recorded excellent job recruitment levels, close to 100%.

- **Technical School.** The Open Fiber pilot project, created to support partner companies in the training and professional qualification of technical specialists, envisages the provision of training courses on the professional skills most in demand by companies in the national territory, with a focus on Lombardy and Piedmont (a requirement of 150 profiles selected from six partner companies).

Overcoming the digital cultural divide: The Open Learning Platform

To help bridge the cultural digital divide, Open Fiber endeavoured to support all those wishing to improve their telecommunications and digital skills by creating the **Open Learning** platform. This is a free, specialised online training tool with courses comprising video lessons on skills covering **Basic Network Fundamentals, Advanced Network Systems, Digital & Information Management and YouDigital**, a personalised test that assesses acquired digital knowledge.

Fiber sensing

Fiber optics can be used for sensors and meters: intrinsic precision and transmission speed enable continuous real-time measurements over the entire length of a cable by monitoring any disturbances in the transmission of light pulses. By combining this feature with the support of advanced algorithms, optical fiber is transformed into a true control medium that provides real-time monitoring of mechanical and thermal disturbances affecting the network itself, as well as the occurrence of stress events in civil infrastructures and buildings. Relevant use cases in this field include:

- Monitoring the health status of the network against unpredictable damage.
- Early prediction and detection of erratic or catastrophic events, using fiber-optic networks installed as distributed sensors.
- Detection of seismic waves in the presence of seismic events.
- Monitoring and surveillance of large civil works such as embankments and trenches for motorway systems, railways and pipelines, bridges, viaducts and tunnels and large industrial plant facilities in general.

The “Meglio” Project

In collaboration with BAIN, INGV (National Institute of Geophysics and Volcanology), INRIM (National Institute of Metrological Research) and Metallurgica Bresciana S.p.A., Open Fiber concluded the MEGLIO Project (Measuring Earthquakes signals Gathered with Laser Interferometry on Optic fibers) in late 2021, for the creation of a fiber sensing system for the detection of earthquakes throughout Italy. The project was implemented thanks to the optical fiber that Open Fiber is deploying throughout Italy. This project that will enable INGV to optimise its surveys by reaching areas where normal sensors still cannot be installed.

FaaS: Fiber as a Sensing

FaaS (Fiber as a Sensing) is a project carried out in collaboration with the Politecnico di Torino, SM Optics and INGV (National Institute of Geophysics and Volcanology) to use telemetry parameters already present in telecommunication nodes for network management to develop an environmental monitoring framework.

Community Initiatives

Open Fiber sustains people and the territory by promoting projects and initiatives on innovation, sustainability, digitalisation, support for local businesses and combating inequalities.

PRISON WORK PROGRAM IN REBIBBIA PRISON

In partnership with Open Fiber Network Solutions, the Ministry of Justice and the Department for Digital Transformation, Open Fiber launched a social inclusion pilot project in 2022 with the Rebibbia Prison in Rome for training on fiber optic cabling.

Selected inmates participated in a training course for the professional figure of fiber-optic splicing technician and some of them will be placed within the Open Fiber Network Solutions sites.

TEVERE DAY

Open Fiber sponsored the fourth edition of the event dedicated to the enhancement and protection of the River Tiber through cultural activities and entertainment.

FIABADAY

Open Fiber sponsored the 20th National Day for the Abolition of Architectural Barriers - FIABADAY entitled "Abbattiamo le barriere dell'indifferenza" – Let's break down the barriers of indifference to promote the importance of a culture of accessibility.

RACE FOR THE CURE 2022

Also in 2022, Open Fiber was a partner of the Race for the Cure held in Rome on 8 May and aimed at funding educational and support projects for women fighting breast cancer.

LA NUOV@ SCUOLA – THE NEW @SCHOOL PROJECT

In collaboration with the daily newspaper *La Nuova Sardegna*, the sponsorship of the La Nuov@Scuola project continues. Its aim is to create a virtuous synergy between Sardinian schools and the region's most representative companies through the distribution, reading and study of the newspaper in high school classrooms.

OPEN FIBER FOR UKRAINE

Open Fiber for Ukraine is the Company's way of contributing to the current emergency situation. Every employee was given the opportunity to donate working and holiday absence hours by donating the desired amount and deducting it directly from their monthly salary. Open Fiber doubled the amount achieved through employee donations and the entire proceeds were donated directly to UNHCR, the United Nations Refugee Agency.

SOLIDARITY IS IN OUR BLOOD

Open Fiber took part in the Blood Donation Days promoted by the GEDS association (ENI Blood Donors Group) and the Bambino Gesù Paediatric Hospital in Rome.

Digitalisation

Open Fiber has set itself the mission of overcoming the digital divide, addressing both infrastructural and cultural barriers. This gap can lead to social, economic and cultural repercussions and exclude population segments that suffer from little or no connectivity. Open Fiber's contribution focuses, in particular, on three areas of intervention that concern:

- **Education:** by 2026, the goal is to connect more than 45,000 schools with the aim of digitizing them and enabling them to offer services aligned with evolving needs. In 2022,

approximately 16,000 schools were reached throughout Italy.

- **Health:** by 2026, more than 12,000 health facilities will be connected with the aim of digitising hospitals and enabling them to offer services in line with new needs.
- **Public Administration:** Open Fiber supports Public Administration in the digital transformation process that aims to reduce both the gap between public bodies and citizens, and bureaucratic delays, improving the quality of offered services.

A highly distributed and well-connected facility: the Genoa's Gaslini hospital

The Gaslini Hospital in Genoa has become Italy's first healthcare facility to avail itself of a 10-Giga connection thanks to the "Highly Distributed and Connected Hospital" project, devised by the Gaslini Institute and financed by a donation from the company Fiberling S.p.A., and made possible thanks to the fiber-optic network in the Genoa area. It has been possible to increase and streamline numerous hospital services, including

- **Tele-training:** the possibility of running training webinars aimed at doctors anywhere in the world.
- **Tele-visits and tele-diagnosis** without the need for on-site presence thanks to cloud-based data relay.
- **Empowerment and support** to provide families with assistance.
- **Updating and networking**, with the possibility of receiving immediate opinions thanks to direct connections with other facilities.

- **Transfer and dissemination of data**, with a clear reduction in result notification lead times.
- **New lines of research**, encouraging the possibility of carrying out various types of analyses.

Fibermedicina

Open Fiber in collaborazione con ELIS, BPCOmedia (uno spin-off accreditata dell'Università Campus Bio-Medico di Roma) e Open V (una Engineering Company americana) ha contribuito come player infrastrutturale allo sviluppo di una soluzione innovativa in ambito digitale che garantisce miglioramenti nel processo di cura dei pazienti con sindrome infettiva da COVID-19, consentendo il monitoraggio dell'evoluzione della malattia nel regime di isolamento domiciliare obbligatorio e la verifica dell'eventuale diminuzione della saturazione emoglobinica (SpO2) senza attendere la comparsa dell'insufficienza respiratoria acuta.

Contribution to business development

The ultra-fast fiber-optic network can foster the development of digitisation and innovation, which are essential elements for overcoming the digital divide and pursuing the development and growth of the national economic system, especially of SMEs.

The progressive increase of remote workers (3.5 million in Italy by 2022) has highlighted the problems of poor connectivity, especially in small villages and mountainous areas. As a result, the last few years have seen an increase in the demand for adequate Internet connections to which Open Fiber's ultra-fast network can respond. At the same time, Open Fiber contributes to supporting the country's economy by hiring local suppliers for the construction, operation and maintenance of the fiber-optic infrastructure. Indeed, the installation of the Ultra Broadband fiber-optic network favours the strengthening of the entire system of companies

(including SMEs) involved in the activities, producing a dual effect: on one hand, there is an economic growth of companies themselves, which see their contribution to the infrastructure construction activities increase; on the other hand, there is an effect on the employment of specialised workers (splicers, layers and designers). Precisely for these specialist roles, Open Fiber has provided certified courses aimed at the workers of the supplying companies with the objective of refining their practical and theoretical knowledge of the activities related to excavation, laying and installation, demonstrating a constant commitment to the people and companies in the area. In 2022, the external workforce mobilised in infrastructure deployment work amounted to about 7,000 persons, of which about 45% were engaged in Creation activities and the remainder in Delivery and Assurance tasks.

The **Restart** Programme: research and innovation for telecommunications

Open Fiber participates in the RESTART telecommunications research and development programme (“RESearch and innovation on future Telecommunications systems and networks, to make Italy more smART”), financed with PNRR resources. Its aim is to foster collaboration between universities, companies and, more generally, key national stakeholders in the telecommunications sector, for the development of innovative technologies

and services for the next decade.

Furthermore, research programmes, whether basic or applied, will be oriented towards the themes of the PNRR and the Horizon Europe clusters. The Company will participate in the programme with **six projects** (Rigoletto, Pesco, Net4Future, Sensing Net, Graphics, TeleSmeg) aimed at developing new services, architectural solutions and technologies of strategic interest.

Open Fiber Network Solutions

The Open Fiber Network Solutions Consortium was established on 24 March 2022 by Open Fiber S.p.A., Amplia Infrastructures S.p.A. and C.I.E.L S.p.A.⁴ The main goal is to support Open Fiber’s strategic plan in the realisation of the fiber-optic infrastructure in the “white areas” and “grey areas” covered by the agreements signed between Open Fiber and Infratel Italia S.p.A., providing a concrete solution to the shortage of specialised manpower and expanding the

capacity of the network company system as a whole available on the market.

A team that will build thousands of kilometres of new digital infrastructure throughout the country. The Consortium estimates the employment of more than 1,000 employees by the end of 2023, also through the use of the resources of new consortium members.

⁴ Open Fiber Network Solutions was established as a stable consortium (pursuant to Article 45 of Italian Legislative Decree no. 50/2016, so-called “Procurement Code”) in the form of a limited liability company and will last until 31 March 2027.

HUMAN CAPITAL

What Open Fiber provides for the technological development and digitisation of the country is, first and foremost, its wealth of skills, experience and quality made up of its people.

THE 2022 TEAM

1,571

employees (up 22% compared to 2021)

33%

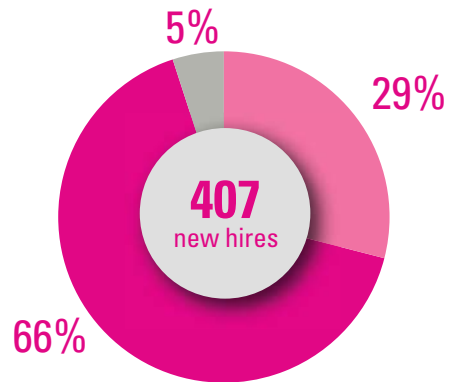
women

100%

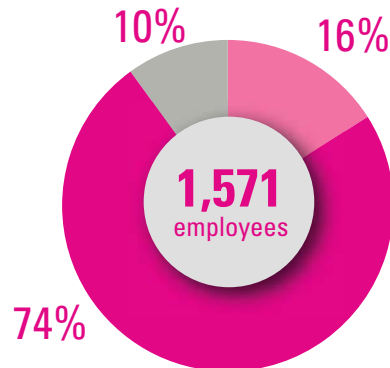
employees on permanent contract

The majority of employees are in the 30-50 age group (74%), followed by the under-30 age group (16%).

Number of employees hired – 2022



Total number of employees – 2022



● < 30 years ● Between 30 and 50 ● > 50 years

Talent attraction and employer branding

The strategic role of human capital is also of significant value in the search for new talent. Open Fiber's strategy to intercept candidates and enhance employer branding is developed mainly through:

- The implementation of various attraction channels and sourcing tools, thanks also to external head-hunting companies and social recruiting platforms.
- Strengthening the **talent attraction** of target candidates through innovative and digital-oriented **initiatives**.
- Consolidation of the presence of Open Fiber as an active employer at the **main Italian academic centres**.

- Participation in employer branding events with a focus on **local** presence, enhancing the contribution of our professionals as ambassadors of business best practices.
- Support and promotion of **social impact** projects, such as the school/work alternation project.

HIGHLIGHT 2022

407
new hires

35%
women hired

8%
turnover rate

Open Fiber’s commitment is also confirmed by the awarding of two important acknowledgements for its people management and valorisation policies: **Top Employers Italia** – awarded by the Top Employers Institute, an organisation that certifies the excellence of HR best practices – and **Great Place To Work** – awarded by the international company of the same name, which has specialised in corporate climate analysis and employer branding for 40



Peoples’ Values



BEING PIONEERS



PEOPLE AND TEAM



EMBRACING EXCELLENCE



BEYOND EXPECTATIONS

Training

HIGHLIGHT 2022

over 57,000
hours of training

38

Hours of training per capita

100%

of employees have received at least four hours of training

~ 9,800

Health, Safety and Environment (HSE) training hours

~ 11,500

hours of training for certification programmes: Green and Black Belt Lean Six Sigma, Agile PM and Project management

84%

of training hours delivered online

OnBoarding Programme

The OnBoarding and coaching model for Field Managers, Operational Support and Operations Management aims to provide them with the main tools they need to perform the role-specific activities in the best possible way and to introduce them to process knowledge. The courses have a total duration of 6 weeks and include training, coaching and the use of compact training packages.

HIGHLIGHT 2022

5
editions of OnBoarding for Field Managers, Operations Support Staff

146

participants

Skills Development: Best Of

The **Best Of** project – a set of initiatives in Development and Training, Company Space Management, Welfare and People Care, and Occupational Health and Safety – continued throughout 2022 with the aim of evolving and consolidating the skills of **Fiber Leaders** and **Fiber Workers**, and designing the leadership of the future.

For Fiber Workers, **working by objectives and in synergy with the team, communicating clearly and effectively and showing openness to change** are the key characteristics.

More than 1,400 hours of training were provided for Fiber Workers.

The more than 130 leaders, who are credited with **creating an inclusive work environment** and increasingly based on trust and listening, attended four sessions for a total of more than **2,600 hours** of training. In the same course, **11 training sessions** were provided with a focus on **Health, Safety and the Environment** with the aim of spreading the concept of HSE culture and the added value it represents for the Company.

Coaching and Team Empowerment Programmes

HIGHLIGHT 2022

912

Team Empowerment participants since commencement

25

employees participated in the individual growth path (Individual Coaching)

32

employees involved in Digital Coaching

The well-being of our people

The centrality of people is one of the main cornerstones of Open Fiber. The Employee Benefit Programme includes:

- **People Care:** initiatives aimed at promoting the psychophysical well-being of people.
- **Family Care:** initiatives aimed at promoting Work-Life integration.
- **Community Care:** initiatives aimed at promoting culture and so-called “social wellbeing”.

Listening channels

Open Fiber has activated direct channels for listening and assessing people’s needs. The main tools are **periodic surveys** focusing on specific topics, **focus groups** carried out in partnership with specialised suppliers, and **Eureka**, the listening channel where each employee can propose a project or initiative they would like to see implemented.

Work-life balance and parenting support

- Parental leave and support for new parents: allowance equal to 50% of the remuneration paid by the Company for the first 4 months of leave,

then 30% for a further 2 months. Leave can be used up to the 6th year of life of the child, also on a non-continuous basis, and from the 6th to the 8th, partially paid based on the income received.

- Increase in paid paternity leave to 15 days for childbirth, adoption or pre-adoptive custody.
- Recognition of paid sick leave for children up to five days per year and extended up to 14 years of age, also available on an hourly basis.
- Recognition of paid leave up to 24 hours per year for personal medical visits and accompanying children until they reach the age of majority.

Open Welfare

Initiatives in favour of employees are conveyed through the **Open Welfare** portal, an exclusive platform that gives everyone the opportunity to access and activate a rich list of services at the click of a button, including Work-life balance and Caring measures. These include the possibility for employees to convert their bonuses – net, tax-free and with an increase of up to 15%.

A people-friendly working environment, in the office as at home

In order to improve and make Fiber Working even more employee-friendly, in continuation with last year, the DTTH 2.0 (Equipment To The Home) project was also relaunched for the third consecutive year in 2022, i.e. the delivery of equipment (ergonomic chairs and computer equipment) to employees' homes.

Health, Wellness & Wellbeing

In 2022, Open Fiber launched two **prevention campaigns** in October and November (designated as Women's and Men's Prevention Month, respectively).

This is a way of inviting the corporate

community to make use of the prevention package provided by health insurance to book a free clinical examination with a participating facility.

In addition, the first edition of the **City & Workout Experience** initiative was launched in September 2022. More than 150 Open Fiber employees participated in outdoor, aerobic and invigorating training sessions. Supervised by a professional trainer and equipped with wireless headphones, participants exercised amidst the architectural and natural beauty of Rome, Milan and Padua.

Diversity, Equity & Inclusion

Inclusive and Open Minded: this is the working environment that Open Fiber is committed to ensuring by promoting the appreciation of diversity and individual strengths.

The Company is working on the development of the **Unici nel Connettere programme**, which will encompass all initiatives in favour of personnel and which focuses on Diversity, Equity & Inclusion, putting the uniqueness of people at the centre and demonstrating Open Fiber's orientation towards emerging sustainability issues.



Gender equality & women safeguard

Role Models for tutoring and mentoring projects (2018-2022)

The project goal is to identify women in key positions within the company organisation in order to orient female students from middle schools, high schools and universities in disadvantaged areas of Southern Italy towards the professions of the future.

- **Over 160** Italian schools selected from middle and secondary schools.
- **Over 51,000** students reached.
- **16** Open Fiber Role Models involved

YEP - Young Women Empowerment Program

Open Fiber continued its commitment to support YEP, the mentoring programme to combat gender inequality in Southern Italy promoted by the Ortygia Business School.

Thanks to YEP, talented young women enrolled in a Master's degree programme in economics and STEM faculties at leading universities in Southern Italy are partnered with as many established professionals in a one-to-one mentoring relationship.

Women's Ingenuity Thesis Award

Once again in 2022, Open Fiber was the company ambassador of the Women's Engineering Degree Thesis competition promoted by the National Council of Engineers (CNI) with the aim of awarding prizes to recent female graduates in STEM disciplines who have developed brilliant engineering ideas.

Employee Assistance Program

A personalised programme providing psychological, legal and fiscal support, free of charge and anonymously for all employees and their families, 24/7. In 2022, the social welfare counselling service was also activated, consisting of information assistance through remote counselling with staff.

Maternity & all kind families care

Open Fiber supports parenting and families through the supplementation of leave and

permits, the extension of health insurance to all types of families, the implementation of time flexibility and Smart Working, as well as the organisation of events and initiatives dedicated to parents and children.

Extended health insurance for all types of families

This is an insurance that also covers cohabiting and civilly united partners as well as their children.

Projects dedicated to families

Reconciling work and personal needs and enhancing the parental responsibility of its employees are key considerations for Open Fiber, which every year proposes a series of initiatives aimed at involving the families and children of employees: Codemotion, Weschool and Open Kidsmas are just a few examples of this commitment.

Disadvantaged areas & workers support

Open Fiber fosters social inclusion by cooperating with institutions in disadvantaged neighbourhoods and pays special attention to the inclusion of junior and senior professionals from particular categories of workers.

The Fenix Project

It is aimed at 20 minors and young adults – aged between 14 and 20 – subject to restrictive personal liberty measures. The initiative combines psychological support for young people with technical and vocational training in the digital field in line with the demands of the labour market, providing the beneficiaries with immediately marketable skills that facilitate their job placement. Open Fiber supports this project with the offer of a curricular internship within the Company.

Multiculturalism

Open Fiber is committed to an inclusive working environment aimed at enhancing diversity, also due to cultural factors, by fostering the architecture of a heterogeneous workforce composed of different nationalities: Open Fiber employees come from **more than 100 companies and 19 different nationalities**.

Disability Confidence

Diversity Career Day

The Company participated in the Diversity Digital Career Day event programme dedicated to disabled people and protected categories. During 2022, Open Fiber participated in the digital career day “Inclusion Job Day 2022” promoted by CESOP.

Open Learning

Open Fiber ensured access to compact training packages provided on the Open Fiber website, in which subtitles were included to enable use by people with hearing impairments.

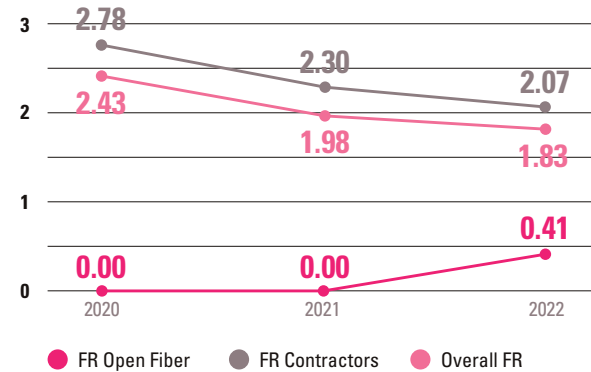


Open Fiber's commitment to Workplace Health and Safety

Safeguarding Occupational Health and Safety is a major concern for Open Fiber, to which it is committed on a daily basis with the aim of minimising risks, developing initiatives aimed at employees and all those who, in any capacity, work within the company's premises, technology sites and in the areas of Creation, Delivery and Assurance.

The Management System implemented by Open Fiber, certified for the Occupational Health and Safety component according to the UNI ISO 45001 standard, is an essential tool for the continuous improvement of the company's performance, ensuring the highest standards of Health and Safety as well as the organisation's full compliance with current legislation and agreements made with employees and their representatives.

Accident Frequency Index Trend



The C.A.R.E. Programme

Through the **C.A.R.E. Programme** (Communication, Awareness, Responsibility, Engagement), Open Fiber seeks to promote a culture of Health and Safety and Environmental Protection inspired by the Safety Culture Ladder model. With respect to the four project drivers (Communication, Awareness, Responsibility, Engagement), several initiatives were set up during 2022.



EXPLANATORY

This document is a summary of Open Fiber's Sustainability Report 2022, available on the company website <https://openfiber.it>, to which reference should be made for any further details and to which exclusive reference should be made for the identification of the requirements for compliance with the GRI Standards 2021, as well as for the limited assurance of the data and information reported therein.

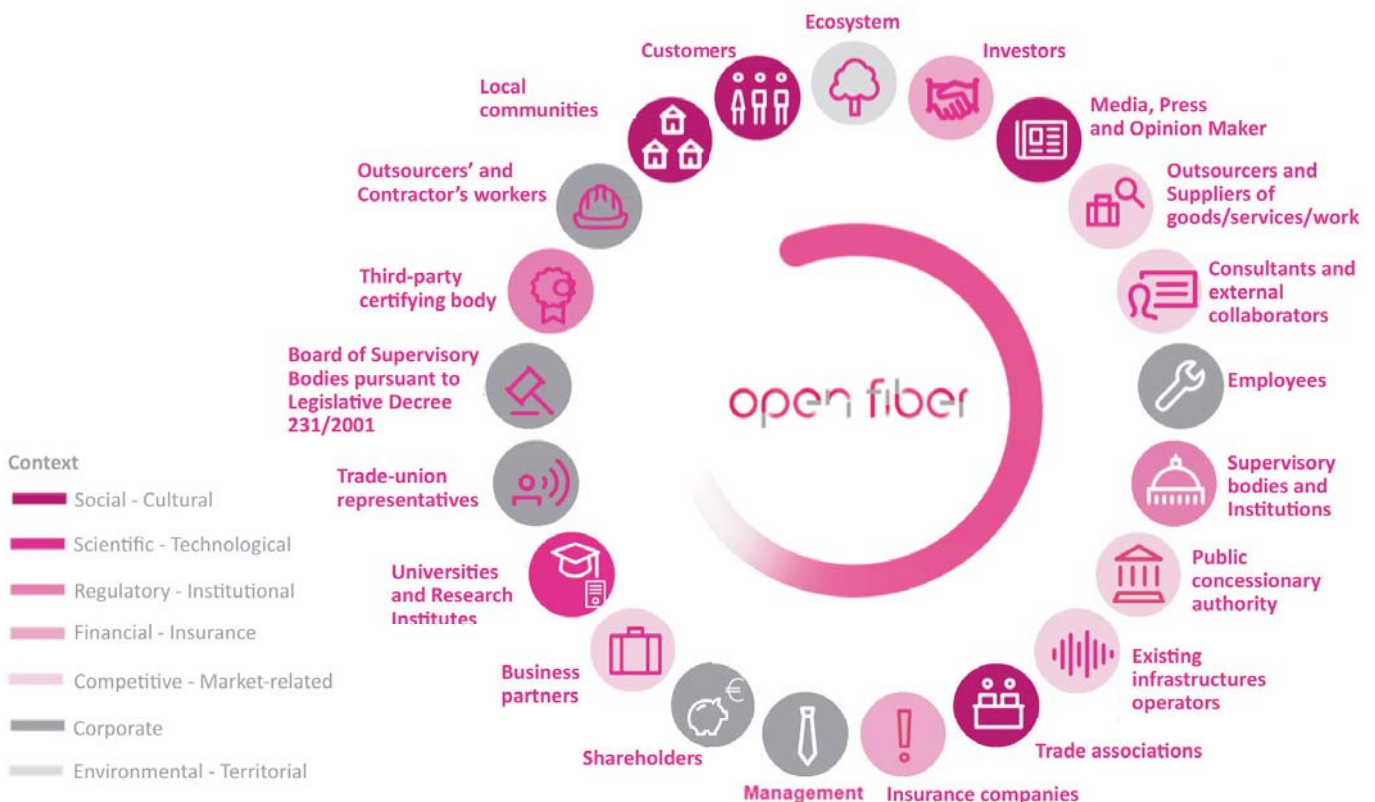
Material topics

- **Fight against corruption:** combating episodes of corruption and misconduct, in full compliance with prevailing legislation and international conventions, by developing incisive, concrete and transparent practices in line with the Ethical Code and the MOG 231 Model.
- **Transparency and equal access:** preventing anti-competitive behaviour and avoiding unfair competition practices through the adoption of a wholesale only business model, guaranteeing free access to the network infrastructure to all interested operators on equal terms.
- **Fighting climate change:** promoting initiatives, programmes and investments to reduce energy consumption and greenhouse gas emissions through energy efficiency projects, the use of renewable energy sources and initiatives aimed at decarbonisation.
- **Occupational Health and Safety:** guaranteeing working conditions that ensure the health and safety of all those who, in whatever capacity, collaborate in the pursuit of the company's objectives through the implementation of procedures and monitoring systems and the dissemination of a corporate culture of safety.
- **Network Reliability and Quality of Service:** ensuring partners and customers a secure and reliable infrastructure over time, and guaranteeing high levels of continuity of the business processes and sub-processes that contribute to the delivery of the wholesale services offered. Continuously improving its services, ensuring a positive customer experience and responding to changing customer needs and expectations also through the use of listening channels.
- **Innovation and digitisation:** connecting the country through the fiber-optic network, enabling the entire population equal access to digital services, bridging the gap between urban and suburban areas and helping to overcome the digital divide.
- **Development of human capital:** creating an attractive workplace that protects the well-being and ensures employees' professional development, offering an employee benefits system that promotes Work-life balance and continuously investing in training and talent development.

- **Diversity, Equity & Inclusion:** promoting and upholding the principles of diversity, equity and inclusion through the adoption of organisational and management practices characterised by respect for and appreciation of each individual.
- **Privacy e Cybersecurity:** guaranteeing the protection of privacy and the security of data and ICT-related processes by adopting Information Security policies aimed at preventing attacks that could jeopardise the continuity of the service offered by Open Fiber and the reliability of the network.
- **Responsible supply chain management:** selecting and rating suppliers and business partners on specific social and environmental criteria such as Occupational Health and Safety, fair contractual conditions and minimisation of environmental impact. Taking environmental and social aspects into account when procuring goods and services.

- **Contribution to economic development:** creating employment and business opportunities for all players in the value chain, promoting the competitiveness of companies in the development of Industry 4.0 and when working with Public Administration entities.
- **Relationship with the territory:** minimising the impact of outside plant sites on citizens, preserving the landscape heritage, limiting the inconvenience caused to the community in the construction, operation and maintenance of the network and maintaining solid relationships with local authorities and communities.
- **Recycling and waste management:** favouring procurement of materials with lower impact and products with a longer life cycle, which are more sustainable, easily recyclable, with minimal toxicity levels and low harmful gas emissions. Reducing, where possible, the amount of waste destined for disposal, preferring recovery and resource recycling.

STAKEHOLDERS MAP



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