Sustainability Plan 2024

Executive Summary

open fiber

Introduction to the Plan

Aware of its role as an **enabler of the Country's digital and ecological transformation**, Open Fiber aims not only to progressively reduce its negative impacts but also to create a business that can positively and concretely contribute to **sustainable development**.

In line with this commitment, the Company has defined a **Sustainability Plan**, integrated with the Company's **Industrial Plan**, which represents Open Fiber's **strategic vision** on ESG (Environmental, Social, Governance) topics.

Open Fiber's **Sustainability Plan** is a solid planning, measurement and monitoring tool that **integrates ESG commitment into the company's business** and responds to current and future environmental challenges and social needs. Validated by the Sustainability Committee and **approved by the Board of Directors**, it is reviewed and updated periodically to ensure alignment with business developments.

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Plan structure

9
pillar

The Open Fiber's Sustainability Plan is developed around **9 Sustainability Pillars**, which identify the priority topics on which the company intends to consolidate its commitment in the medium and long term and are divided between *essential* and *distinctive*.

21
goals

For each pillar, one or more **sustainability goals** have been identified that contribute to generating positive impacts and/or reducing negative impacts on ESG topics.

66
actions

With the operational involvement of the functions, the Company was able to associate to each goal the **actions** necessary for their realisation. These were accompanied by qualitative and quantitative **targets**, an implementation **time horizon** and a clear **allocation of responsibilities** within the organisation. The actions will be implemented and finalised during a variable time horizon ranging from 2024 to 2040.

Essential sustainability : topics on which private and public organizations, regardless of the sector, are universally committed.

Distinctive sustainability : topics that characterise not only organisations operating in the telecommunications sector, but that can differentiate Open Fiber's commitment to conduct a sustainable business.

The Pillars of the Plan   **Essential Sustainability**

Legend:

◯ Environmental   ◯ Social   ◯ Governance

Fighting Climate Change

Define a long-term decarbonisation strategy starting with the mapping of value chain emissions and the definition of a pathway to reduce direct and indirect emissions.

Protection and development of human capital

Guaranteeing the well-being and safety of people, enhancing the talent of human capital and individual skills and ensure the personal and professional development of its resources.

Diversity Equity & Inclusion (DE&I)

Strengthening programmes dedicated to enhance the uniqueness and differences that distinguish people, guaranteeing equal opportunities and strengthening an inclusive culture consistent with corporate values.

Governance systems

Strengthening its oversight in the management of relevant ESG topics, renewing its commitment to adopt policies and practices that reflect the Company's mission, vision and values with the aim of preserving and increasing value for its stakeholders, maintaining local trust and ensuring environmental, social and economic sustainability.

Responsible communication

Always maintaining an active dialogue with stakeholders, communicating in a responsible manner achievements and commitments and conveying the Company's brand identity in an effective, clear and transparent manner.

The Pillars of the Plan **Distinctive Sustainability**

Legend:

⬤ Environmental   ⬤ Social   ⬤ Governance

Sustainable value chain

Developing a sustainable value chain model, increasing the awareness of stakeholders on ESG topics and involving the entire supply chain in the adoption of the highest standards of quality and environmental and social responsibility.

Value for the community

Supporting the country in the path of digitalisation and overcoming the digital divide, strengthening stakeholder engagement programmes and creating value for the communities where it operates, also to respond to the social needs of the territory.

Circularity

Defining a resource management strategy to increase the sustainability of the infrastructure by developing business models that meet the challenges of the circular economy.

Innovation and development

Continually investing in research with the aim of bringing constant technological innovation, establishing partnerships with leading companies in the sector, focusing on cutting-edge technologies and identifying solutions that guarantee a high-performance network infrastructure.

Pillars, goals, and actions Essential Sustainability

Pillar	Goal	Actions
1. Fighting climate change	**Increasing the efficient use of energy**	For the achievement of the goal, 6 actions were identified, covering the following areas: • Enhancement of energy consumption measurement and monitoring systems • Energy efficiency of offices and technology sites • Increasing self-generation of energy from renewable sources • Scheduled deactivation of facilities in the offices
	Undertaking the decarbonisation strategy	For the achievement of the goal, 4 actions were identified, covering the following areas: • Validation of GHG emission reduction targets by SBTi[1] • Implementation and monitoring of the decarbonisation plan • Beyond value chain mitigation actions, through the purchase of carbon credits

(1)   Science Based Target initiative, partnership between CDP (ex-Carbon Disclosure Project), the United Nations' Global Compact, WRI (World Resources Institute) and WWF, whose aim is to promote ambitious climate action in the private sector by allowing organisations to set GHG emission reduction targets based on a science-based approach.

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Pillars, goals, and actions **Essential Sustainability**

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Pillar	Goals	Actions
2. Protection and development of human capital	**Promoting employability**	For the achievement of the goal, 3 actions were identified, covering the following areas: • Creation of new certified training courses for the staff • Launch of an academy for stakeholders external to the organisation • Development of team building initiatives
	Creating a digital & data-driven organisation	For the achievement of the goal, 2 actions were identified, covering the following areas: • Enhancement of digital tools for the staff • Development of new dashboards for internal reporting and corporate performance monitoring
	Developing shared leadership	For the achievement of the goal, 3 actions were identified, covering: • Development of managerial skills, enhancement of growth paths, extension of coaching and mentoring activities
	Strengthening safety-minded positioning	For the achievement of the goal, 3 actions were identified, covering the following areas: • Strengthening the awareness programme and active involvement of staff and contractors on health and safety issues • Adoption of a road traffic safety management system • Development of the 'Target Zero' Plan for injuries

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Pillars, goals, and actions Essential Sustainability

Pillar	Goal	Actions
3. Diversity, Equity & Inclusion	**Strengthening DE&I values within the Company**	For the achievement of the goal, 6 actions were identified, covering the following areas: • Implementation of the Action Plan for the gender pay gap • Development of welfare initiatives dedicated to fragile persons and parental support • Enhancement of DE&I awareness and development of inclusion projects targeting both inside and outside the organisation • Increase internal audits on DE&I issues
	Promoting DE&I along the supply chain	For the achievement of the goal, 1 action was identified, covering the following area: • Audits on human rights issues along the supply chain

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Pillars, goals, and actions **Essential Sustainability**

Pillar	Goals	Actions
4. Governance systems	**Ensuring adequate levels of security against cyber threats and service interruptions**	For the achievement of the goal, 4 actions were identified, covering the following areas: • Awareness of system administrators on IT security issues • Definition of an information security audit plan on key suppliers • Maintenance and certification of the business continuity management system
	Assessing performance through sustainability ratings	For the achievement of the goal, 2 actions were identified, covering the following areas: • Strengthening ESG data collection and monitoring systems • Adherence to new ESG rating tools
	Strengthening anti-corruption practices and fostering a culture of trust	For the achievement of the goal, 2 actions were identified, covering the following areas: • Strengthening 231/2001 Model compliance monitoring on third parties • Strengthen awareness of the use of whistleblowing tools and channels for ESG topics

Pillars, goals, and actions **Essential Sustainability**

Pillar	Goal	Actions
5. Responsible communication	**Influencing decision makers and creating discussion meetings**	For the achievement of the goal, 1 action was identified, covering the following area: • Advocacy for the inclusion of optical fiber technology among environmentally sustainable activities (EU Taxonomy)
	Increasing brand awareness, including on the end consumer	For the achievement of the goal, 6 actions were identified, covering the following areas: • Implementation of a stakeholder engagement strategy on ESG topics • Provision of training for sustainability 'spokesperson' staff outside the organization • Strengthen external communication activities on corporate sustainability • Integration of sustainable practices into the corporate event management • Exploitation of the optical fiber as an enabler for sustainable development

Pillars, goals, and actions Distinctive Sustainability

Pillar	Goals	Actions
6. Sustainable value chain	**Driving supply chain growth on ESG issues**	For the achievement of the goal, 5 actions were identified, covering the following areas: • Adoption of Sustainable Procurement Policy and awareness on responsible procurement • Expanding ESG requirements for suppliers • Adoption of systems for monitoring and verifying the sustainability performance of suppliers
	Orienting logistics processes towards low-impact models	For the achievement of the goal, 3 actions were identified, covering the following areas: • Development of a model for logistics optimisation • Monitoring ESG parameters of logistics providers • Innovation in preventive network maintenance to reduce travel and repairs in the field

Pillars, goals, and actions **Distinctive Sustainability**

Pillar	Goal	Actions
7. Value for the community	**Supporting Italian SMEs in the digital challenge**	For the achievement of the goal, 1 action was identified, covering the following area: • Development of agreements with trade associations for the diffusion of optical fiber and the development of innovative services
	Supporting the growth of local communities in a win-win perspective	For the achievement of the goal, 1 action was identified, covering the following area: • Digitalisation and territorial valorisation through the promotion of the «Borghi Digitali» model
	Contributing to a data-driven development of the National System	For the achievement of the goal, 2 actions were identified, covering the following areas: • Development new technologies to improve connectivity and supporting the Internet of Things • Development of FWA (Fixed Wireless Access) networks for fast and low environmental impact connectivity

Pillars, goals, and actions Distinctive Sustainability

Pillar	Goal	Actions
8. Circularity	**Increasing infrastructure circularity**	For the achievement of the goal, 3 actions were identified, covering the following areas: • Identification of innovative solutions that allow the use of recycled materials with a lower environmental impact in the construction of the network infrastructure • Definition and implementation of waste material reuse systems for the construction of the network infrastructure • Adoption of innovative systems for sharing physical resources for connectivity

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Pillars, goals, and actions **Distinctive Sustainability**

Pillar	Goal	Actions
9. Innovation and development	**Promoting strategic partnerships to foster innovation**	For the achievement of the goal, 2 actions were identified, covering the following areas: • Development of commercial and technological partnerships to promote the implementation of innovative services enabled by optical fiber
	Joining to R&D programmes	For the achievement of the goal, 6 actions were identified, covering the following areas: • Development of innovative projects through the RESTART program: Rigoletto (optical communications and quantum cryptography), PESCO (User-centric Pervasive Internet and edge computing architectures), Net4Future (for a regulatory framework that incentivises innovation), Sensing Net (fiber sensing to monitor the territory), Graphics (remotely programmable optical switch), TeleSmeg (solutions for energy efficiency)

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