

SUSTAINABILITY  
REPORT  
EXECUTIVE SUMMARY

2025

open fiber

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# LETTER TO STAKEHOLDERS

The fiber network is essential for the progress of the country and acts as an enabler of services for Italy's development. Today, we have built **the most extensive FTTH fiber optic network in Italy**, with **approximately 20.2 million households passed and more than 162,700 kilometers of infrastructure** distributed across the entire national territory. This project, supported by over 11 billion euros in investments, has decisively contributed to the digital modernization of the country. In 2025 alone, infrastructure investments reached **1,588.2 million euros**. This journey has been made possible through collaboration with institutions and the contribution of public digitalization policies, including the **National Recovery and Resilience Plan (NRRP)**, which provided further momentum for the development of digital infrastructures and the acceleration of coverage in the country's underserved areas. Our infrastructure connects cities, industrial districts, villages, and inland areas, helping to bridge the digital divide within the country and making the national economic system more competitive. By the end of 2025, **5,962 municipalities in inland areas and 1,897 industrial districts** benefited from our digital network. The value of the network is also measured by its economic impact. Recent economic analyses demonstrate that **every euro invested in fiber in "White Areas" generates up to 4.4 euros of additional GDP**, confirming the role of digital infrastructures as an engine for economic growth and territorial cohesion. Very high-capacity connectivity enables more innovative production models, more efficient public services, and new opportunities for citizens and businesses. It allows broader access to digital services, telemedicine, education, and digital citizenship. For schools and students, it expands learning opportunities; for healthcare,

it contributes to more effective care delivery; for citizens, it simplifies the interaction with the Public Administration, ensuring more efficient services, enhanced responsiveness, and better integration with communities. At the same time, it supports the growth of small towns, strengthens their attractiveness, and encourages safer and more sustainable smart city models. For businesses, it accelerates digitalization, increases efficiency, and makes smart working more effective, with environmental benefits as well. Furthermore, our FTTH infrastructure is an **enabling and neutral** platform from a sustainability perspective. Fiber optic networks are significantly less energy-intensive than traditional technologies (copper) and allow for an energy consumption reduction of over **86%**; in this regard, a switch-off would also bring significant benefits in terms of emissions. We have paired this technological sustainability with a structured environmental strategy, including a decarbonization plan aligned with the Paris Agreement goals and certified environmental and energy performance management systems. Our commitment has been recognized internationally with our inclusion in the **CDP Climate Change "A-List,"** which places Open Fiber among the top **4%** of companies globally for performance and transparency regarding climate change.

This transformation process, which benefits the entire country, is made possible by the commitment of the people working at Open Fiber. The company currently **engages approximately 13,000 professionals across the value chain**, through both direct and indirect employment, contributing to the development of technological and industrial skills fundamental to the country's growth. A high percentage of these professionals belong to the STEM sector. Our corporate culture is based on the **"Triple A"**




**values – Ambition, Action, Accountability.** These three principles guide our decisions and represent the engine of our growth: the ambition to build strategic infrastructure for the country, the ability to transform visions into concrete results, and a sense of responsibility toward stakeholders and the communities in which we operate. A solid corporate culture, founded on ethics, transparency, and the creation of shared value, is the prerequisite for generating positive and lasting impacts over time. This approach is reflected in the quality of our work environment, recognized by important certifications, including the confirmation of Open Fiber as a **Great Place to Work for the sixth consecutive year**. Today, we enter a new phase of our journey. The infrastructure network is at a very advanced stage; it is now necessary for citizens, businesses, and public administrations to fully seize these opportunities.


**Enrico Tommaso Cucchiani**  
Chairman

In Italy, a paradox still exists: despite increasingly broader coverage that is very close to the European average, the fiber adoption rate stands at approximately **30%** (FTTH Council – Market Panorama Report – Take up Rate updated to September 2025), below adoption rates in the EU. Closing this gap is a strategic priority for the country's digital future and a great opportunity for Italy. With this **Sustainability Report**, now in its sixth edition, we aim to highlight the value generated by our infrastructure and the contribution we continue to offer to Italy's economic, social, and environmental growth. In summary, we are a large Group at the service of citizens, the industrial system, and the country, aiming to make a major contribution to technological evolution, cultural growth, and industrial development.


**Giuseppe Gola**  
Chief Executive Officer


# HIGHLIGHTS 2025

 **20.2 million**  
Households Passed  
(FTTH and FWA)

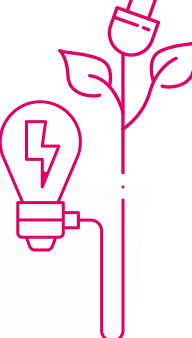
Open Fiber  
**Main FTTH  
Operator**  
in Italy 

 Obtained certification for the  
**2024 GHG inventory**  
(ISO 14064)

 Offsetting of 2024  
SCOPE 1 and 2  
emissions through  
the purchase of  
**carbon credits**

**162,700 km**  
of fiber optics  
infrastructure  
realised 

  
Over  
**300** partner  
operators


**100%** of the **electricity**  
purchased  
by Open Fiber  
from renewable sources 

Maintenance of the  
energy management  
system certification  
(ISO 50001) 

 Around  
**250** large and medium-sized  
municipalities  
being marketed

**5,962** municipalities  
with CUIR in white areas  
and **1,897** marketable in  
industrial districts 


 **Great Place  
To Work**  
Certified  
NOV 2025-NOV 2026  
ITALIA  
**Great Place  
To Work**  
certification

Over **77,000**  
training hours   
for Open Fiber  
and Open Fiber  
Network Solutions  
including more than **21,000 HSE hours**

For the **6<sup>th</sup>** year consecutive:  
**Best in Media  
Communication**  
certification 

 Maintenance of  
**QHSE management**  
system certifications  
(ISO 9001, ISO 14001, ISO 45001)

 Maintenance of the  
**Gender Equality**  
certification (UNI/PdR 125)

 **+4.8%** Open Fiber and  
Open Fiber Network Solutions  
employees  
Around  
**34% women** at Open Fiber

Provision of training courses on  
and **sustainability**  
and **sustainable**  
procurement 

Obtained  
**road safety**  
certification (ISO 39001) 

 Inclusion in the  
**CDP Climate Change**  
"A-list"

 **Obtained  
EcoVadis**  
GOLD medal rating

 **Value Chain  
Leader Partner**  
in the Open-es alliance 

 Research and innovation  
through the  
**RESTART**  
program

**WE SUPPORT**  
 **UN Global  
Compact**  
membership

 **Obtained  
GRESB** rating  
with 5-star  
and a score of 99/100  
GRESB  
INFRASTRUCTURE  
★★★★★ 2025

# ENABLING SUSTAINABLE FUTURE

## STRATEGY AND SUSTAINABILITY PLAN

Since its foundation, Open Fiber has pursued the objective of generating **shared value**, combining daily operations with a long-term vision capable of responding to environmental and social challenges. The ambition is to reduce the digital divide and connect Italy through an FTTH (Fiber To The Home) optical fiber network, guaranteeing

citizens, businesses, and institutions equitable and advanced access to digital services. To achieve this, the Company has adopted a **Sustainability Policy** that translates the corporate mission into ten commitments and has defined a **Sustainability Strategy** that integrates ESG (Environmental, Social & Governance) themes into its *core business* through **9 pillars**.

FIGURE 1: SUSTAINABILITY STRATEGY PILLARS



The strategic pillars are operationally detailed in the **Sustainability Plan**, a dynamic instrument validated by the Sustainability Committee and approved by the Board of Directors. The Plan identifies **21 ESG**

**objectives** associated with **66 specific actions**, including KPIs, targets, timing, expenditure forecasts, a clear attribution of **responsibility**, as well as **expected direct and indirect impacts**.

Subject to periodic reviews, the Plan ensures constant alignment with business dynamics, guaranteeing that sustainability objectives evolve in perfect synergy with

industrial guidelines and new operating scenarios. Open Fiber's commitment is also demonstrated by the memberships and ratings achieved.



#### UN GLOBAL COMPACT

**WE SUPPORT**  
UN GLOBAL COMPACT

Participation in the voluntary initiative of companies that align their strategies and activities with the ten principles of the UN Global Compact and commit to pursuing the Sustainable Development Goals (SDGs).

#### GRESB INFRASTRUCTURE ASSET ASSESSMENT

Achieved the maximum "5-Star" level in 2025 with a score of 99/100 for ESG performance, well above the sector average.

#### ECOVADIS

**GOLD | Top 5%**  
ecovadis  
Sustainability Rating  
OCT 2025

Awarded the Gold Medal in 2025, placing the company in the top 5% of the best global companies for ESG performance.

#### CDP CLIMATE CHANGE

**A List 2025**

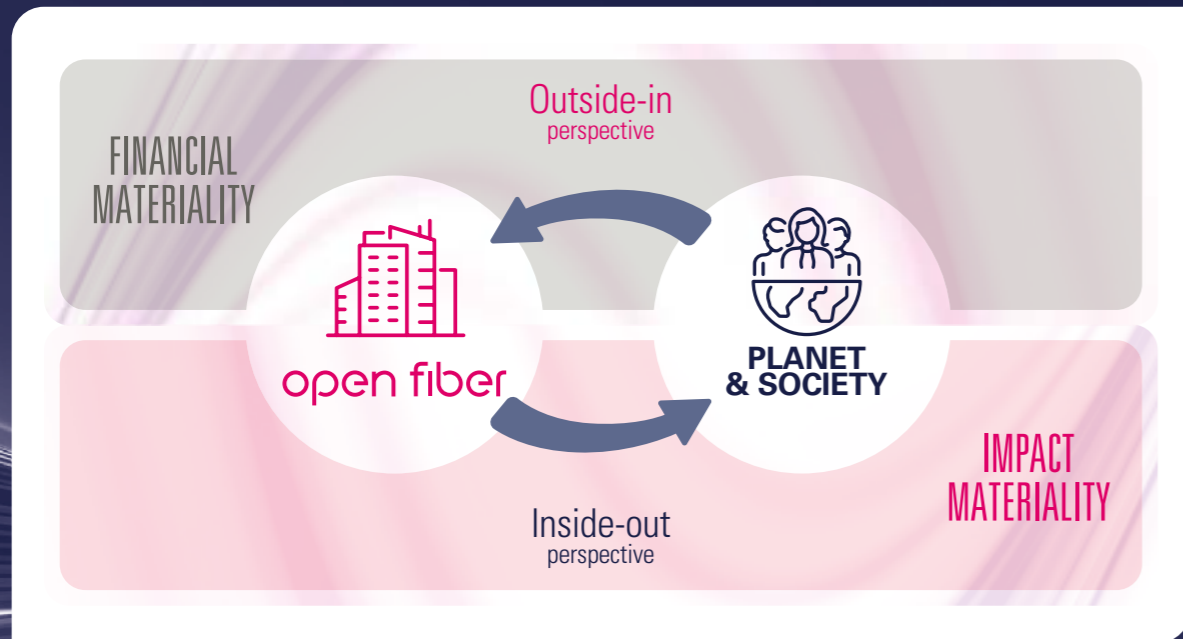
Reached an "A" rating in 2025, the highest score, for its commitment to the fight against climate change.

#### OPEN-ES

**open-es** Value Chain Leader Partner since 2023, the Company obtained a score of 87/100 in 2025 (validated by RINA) for its sustainability performance.



**FIGURE 3: DOUBLE MATERIALITY - INSIDE-OUT AND OUTSIDE-IN PERSPECTIVE**



**THE EVOLUTION OF DOUBLE MATERIALITY**

Anticipating the requirements set out by the Corporate Sustainability Reporting Directive (CSRD – EU Directive 2022/2464), since 2023 Open Fiber has identified relevant and priority themes through **double materiality** analysis, integrating two complementary perspectives:

- **Impact Materiality (Inside-out):** the impact generated by the Company on the environment, society, and the economy.
  - **Financial Materiality (Outside-in):** the influence of ESG themes on the business in terms of financial risks and opportunities.
- The 2025 analysis, which included the direct involvement of stakeholders, made it possible to identify **9 material topics**:

**CONSUMERS AND END-USERS**

**INNOVATION AND DIGITALISATION**

**CLIMATE CHANGE**

**AFFECTED COMMUNITIES**

**PRIVACY AND CYBERSECURITY**

**CIRCULAR ECONOMY**

**BUSINESS CONDUCT**

**OWN WORKFORCE**

**RESPONSIBLE VALUE CHAIN MANAGEMENT**

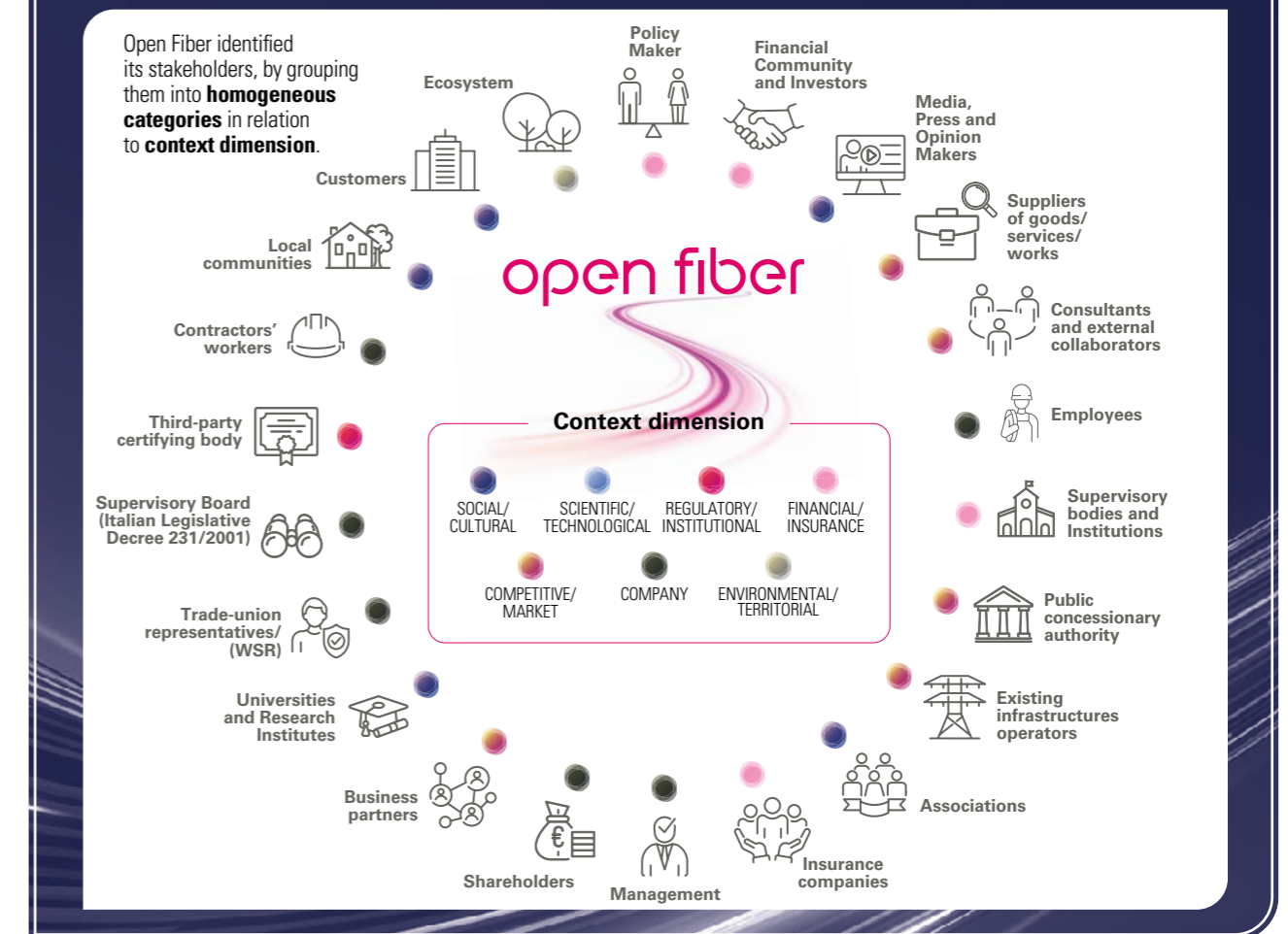
**THE STAKEHOLDER ENGAGEMENT STRATEGY**

For Open Fiber, **continuous and participative dialogue** with its stakeholders is an **essential tool** for defining corporate strategy. Since 2023, the Company has undertaken a journey to strengthen its listening strategy, aimed at:

- **identifying priorities, channels** and engagement methods specific to each stakeholder category;

- **strengthening governance** through a **Stakeholder Engagement Policy**, which formalises the commitment to a transparent dialogue on ESG themes;
- **strengthening the sustainability culture** through training programmes aimed at corporate *key points*.

**FIGURE 4: STAKEHOLDERS MAP**



# OPEN FIBER: THE NETWORK THAT'S TRANSFORMING ITALY



Open Fiber's mission is to provide the country with an ultra-fast optical fiber infrastructure, breaking down the *digital divide* and enabling advanced digital services for citizens, businesses, and the Public Administration. To ensure capillary coverage accessible to everyone, the Company operates through a diversified model that meets the specific needs of the local areas,

combining private investment and public-private partnerships. The effectiveness of Open Fiber's action lies in the **wholesale only**<sup>2</sup> business model: a pure, neutral, and non-vertically integrated infrastructure operator, focused exclusively on network development without operating in the retail market.

## MISSION

### Powering the Country's digital future with FTTH technology

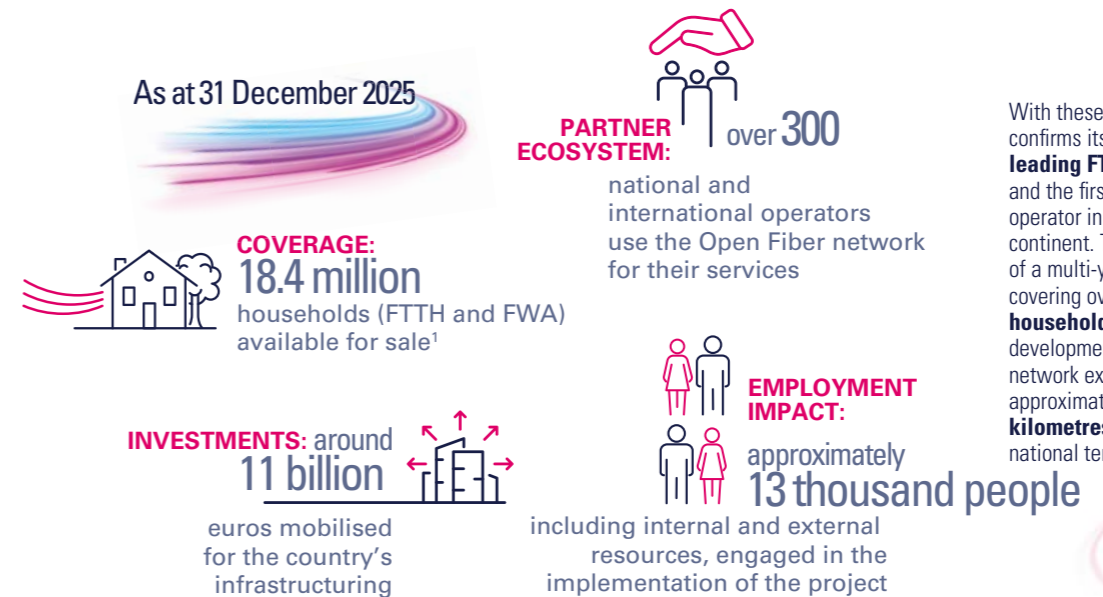
Open Fiber was created with a clear mission: to reduce the digital divide and connect Italy through a **FTTH (Fibre To The Home)** optical fiber network, ensuring fair and cutting-edge digital access for private individuals, businesses, and public institutions. We are building the country's largest pure fiber infrastructure, based on a **wholesale only** business model that offers all Operators equal access conditions, fostering competition and expanding choice for end users.

## VISION

### An always-connected country

We believe that **FTTH optical fiber** represents a true step change for the country. Our goal is to improve the quality of life for people, from small villages to large cities, by offering **stable, fast and reliable** connections. Our network simplifies everyday life through technology - saving time and energy so people can focus on what truly matters: work, passions, and relationships.

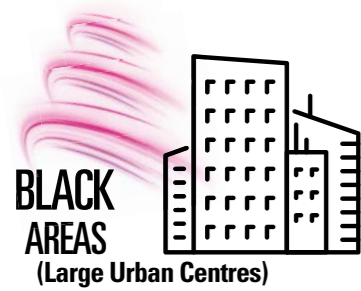
As at 31 December 2025



With these results, Open Fiber confirms its position as the **leading FTTH operator in Italy** and the first purely wholesale operator in the European continent. These results are part of a multi-year plan aimed at covering over **21 million households**, through the development of a capillary network extending for approximately **170 thousand kilometres** across the entire national territory.

<sup>1</sup> Total of 20.2 million households connected as of December 31<sup>st</sup>, 2025, of which over 17 million households with FTTH technology and 3.2 million households connected with FWA technology.

<sup>2</sup> The "wholesale-only" model has been regulated by the European Union through the European Electronic Communications Code.



**BLACK AREAS**  
(Large Urban Centres)

Implementation of the FTTH network through private investment. With a commitment of approximately 4 billion euros, the Company is present in around **250 medium and large-sized cities**, guaranteeing the technological evolution of the main economic hubs.



**WHITE AREAS**  
(Rural and peripheral areas)

Interventions under a 20-year concession – awarded through three public tenders issued by Infratel<sup>2</sup> as part of the BUL (Ultra-Broadband) Plan<sup>3</sup> – on networks that remain publicly owned. By the end of 2025, the plan saw the completion of infrastructure in **5,962 Municipalities**, bringing ultra-broadband to areas where the market would not have invested spontaneously.



**GRAY AREAS**  
(Industrial districts)

Areas with low infrastructural competition where the Government has promoted tenders – as part of the “Italia a 1 Giga” Plan<sup>4</sup> – to ensure ultra-fast connections. Open Fiber operates in these areas to support widespread digitalisation, integrating public support with its own implementation capacity. By the end of 2025, the Company has opened sales in **1,897 Municipalities**.

Thanks to this distinctive identity, by the end of 2025, the Company has reached a significant milestone, achieving the majority share of FTTH accesses

in Italy and accelerating ultra-fast connectivity for millions of families, businesses, schools, and public bodies across the entire national territory.

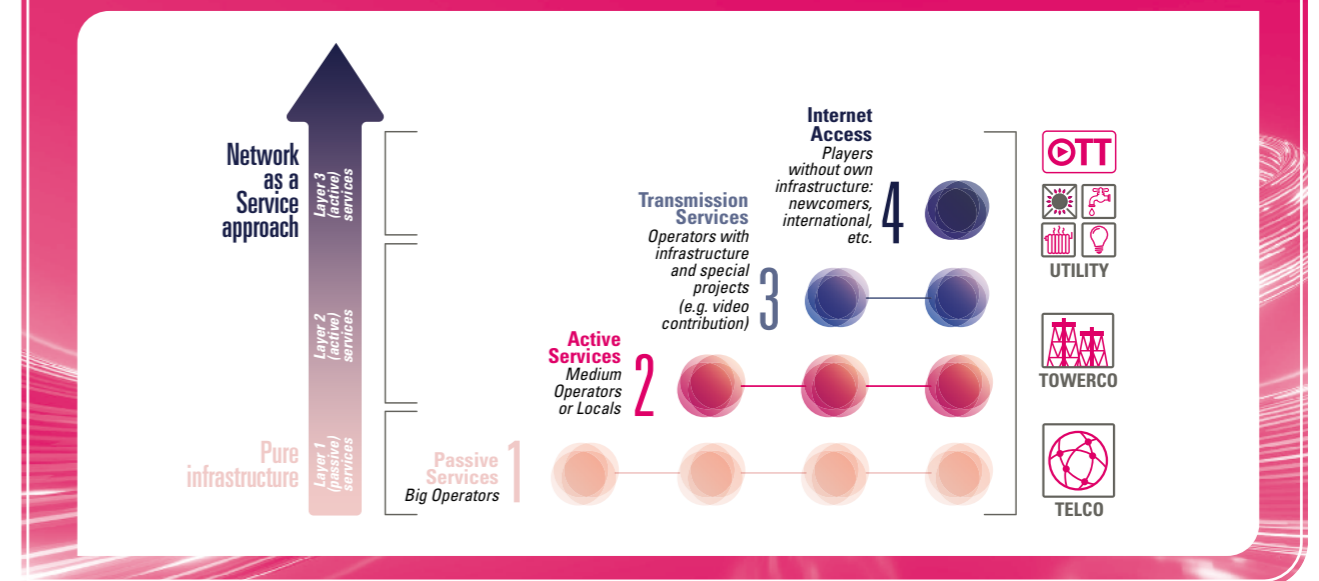


<sup>3</sup> In-house company of the Ministry of Enterprises and Made in Italy.

<sup>4</sup> The Strategic Ultra-Broadband Plan aims to develop an ultra-broadband network across the entire national territory with greater focus on market failure areas. Infratel interventions are exclusively aimed at white areas of the national territory, in accordance with EU guidelines and consistent with the results of the Public Consultation for Telecommunications Operators for Ultra-Broadband on the National Territory.

<sup>5</sup> The “Italia a 1 Giga” Plan aims to promote, through public intervention, investments in ultra-broadband networks that ensure a connection speed for all users in line with the European objectives of the Gigabit Society and the Digital Compass. “Italia a 1 Giga” is the first of the public intervention plans of the Italian Strategy for ultra-broadband being implemented as part of the National Recovery and Resilience Plan (NRRP), and provides for an allocation of approximately 3.8 billion euros.

**FIGURE 5: SERVICES OFFERED**



**SERVICE PORTFOLIO AND CUSTOMER CENTRICITY**

Open Fiber enables the country’s **digitalisation** through a flexible offer that adapts to different market needs. The services are structured as follows:

- **passive services:** the Company provides its optical fiber access network and infrastructural nodes, allowing operators to autonomously manage connectivity (**PON or P2P**) and install their own equipment through **Housing** services. Open Fiber’s backbone network guarantees data traffic transport to interconnection points or *Internet Exchange Points*, ensuring maximum efficiency and reliability.
- **active services:** Open Fiber provides *all-inclusive* solutions in GPON (Gigabit Passive Optical Network), XGS-PON (10 Gigabit Symmetric Passive Optical Network), and P2P (Point-to-Point) technology, including active component management and IP address allocation. This model allows **small providers** and **multi-utilities** to rapidly enter the market with **high-performance** services, without having to invest in their own infrastructure or network equipment.

At the end of 2025, over 300 operators in the TLC, entertainment, energy, and *e-learning* sectors chose

Open Fiber as their main provider of infrastructure and network services.

The quality of this ecosystem is confirmed by the **2025 Customer Satisfaction Survey**, which involved 104 Clients. The results show a growth trend compared to 2024 across all analysed areas, with high scores (above **74/100**) in the commercial, services, and offer departments. The Open Fiber Satisfaction Index confirms the Company’s positioning as a recognised brand and ideal provider in the fiber connection market in Italy.

**TRANSPARENCY AND COMPETITION**

Open Fiber operates in strict compliance with free competition, a pillar of its corporate culture. This commitment is formalised in an **Antitrust Code** and overseen by a dedicated body, which ensures full compliance of activities and prevents conduct harmful to the market.

As a *wholesale* operator, the Company promotes a transparent dialogue with citizens, businesses, and the Public Administration, based on the sharing of the social and environmental impacts generated. For **White and Grey Areas**, Open Fiber guarantees free access to the progress of construction sites through interactive maps and documentation, complying with the information obligations of public tenders.

## OUR ULTRA-FAST NETWORK

Open Fiber's network reliability is due to:



### ACCURATE END-TO-END

Accurate end-to-end management, including:

- the strategic planning of the nationwide coverage;
- the adoption of advanced technological solutions for the implementation of the network (Network Creation activities)
- the management of Delivery services (connection between the real estate unit and the fiber optic network or FWA) and Assurance maintenance and prevention of potential causes of network damage).



### STRICT CONTROL

Strict control of materials: all components that make up the fiber optic network are subject to strict technical specifications defined by Open Fiber (for the A&B Cluster) or jointly with the grantor Infratel Italia (for the C&D Cluster and Piano Italia a 1 Giga lots).



### MONITORING AND SUPERVISION

Monitoring and supervision of the proper functioning of the infrastructure throughout the country, performed by the Service Operation Centre (SOC), active 24 hours a day throughout the year, in order to safeguard not only the structure, but also the continuity and quality of service to its customers

## CREATION PROCESS

- **Exploratory phase:** collection of information for project definition and assessment of the possibility of reusing existing infrastructure, issuance of communication and authorisation models, and surveying through building inspections.
- **Design phase:** development of projects defining the works to be implemented; after approval, the project becomes executive and authorisation is requested from the competent offices.
- **Creation phase:** implementation of the FTTH connection system, grounding of the optical

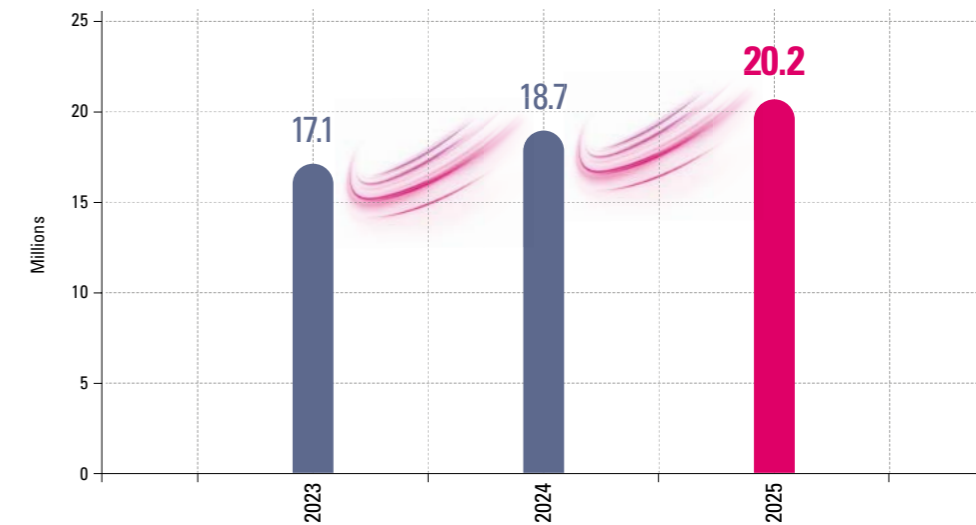
fiber, installation of the street cabinet and the Building Termination Point (PTE) or Advanced Point to reach individual homes, offices, etc.

- **Restoration phase:** reconstruction of the road surface entirely at the Company's expense, through a two-step process (provisional and final) to ensure correct soil settlement.
- **Service activation phase:** the end user signs a contract with the operator with whom Open Fiber enters into commercial agreements aimed at providing the service.
- **Installation phase:** installation of the optical socket at the end user's premises and testing of the connection using test equipment.

## BUSINESS DEVELOPMENT AND NETWORK EXPANSION

During 2025, 1.5 million households were connected, reaching a total coverage of approximately **20.2 million households**<sup>6</sup>, an **increase of 8%** compared to the previous year.

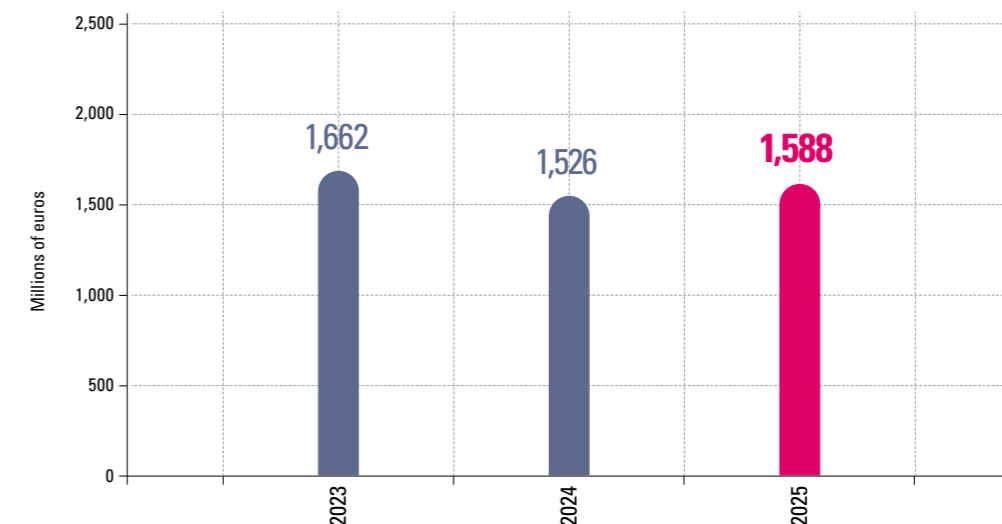
FIGURE 6: HOUSEHOLDS PASSED



## INVESTMENTS

During 2025, the Company mobilised total investments of **1,588.2 million euros**.

FIGURE 7: OVERALL INVESTMENTS IN THE 2023-2025 PERIOD

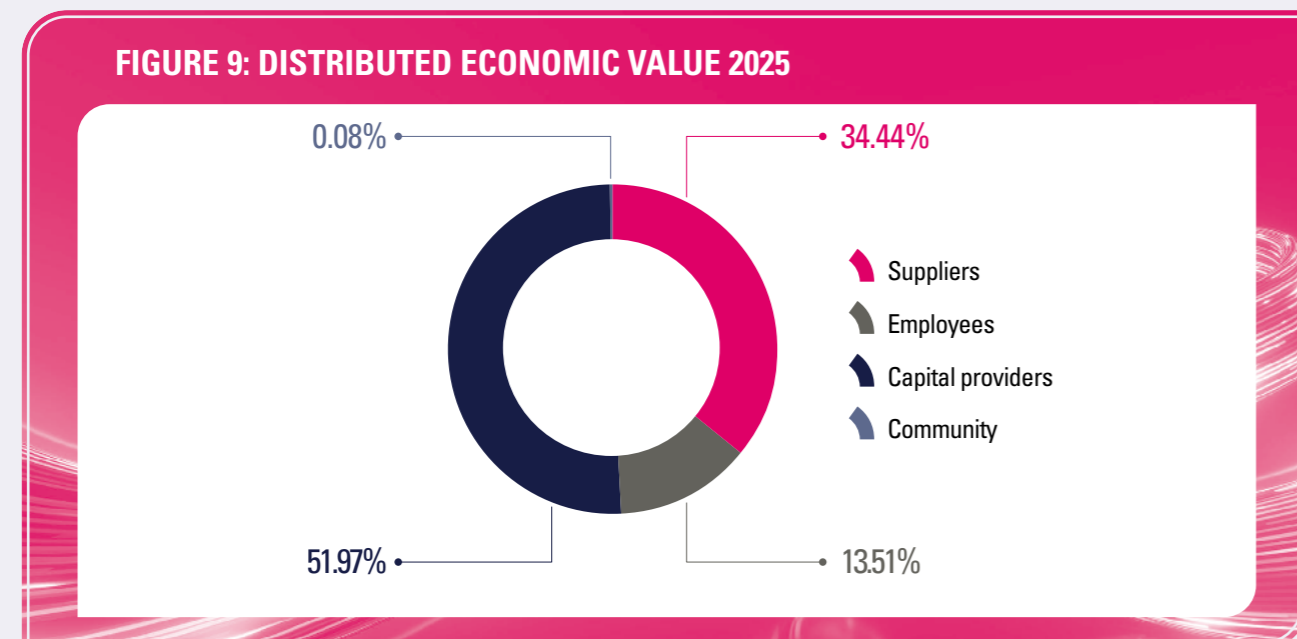
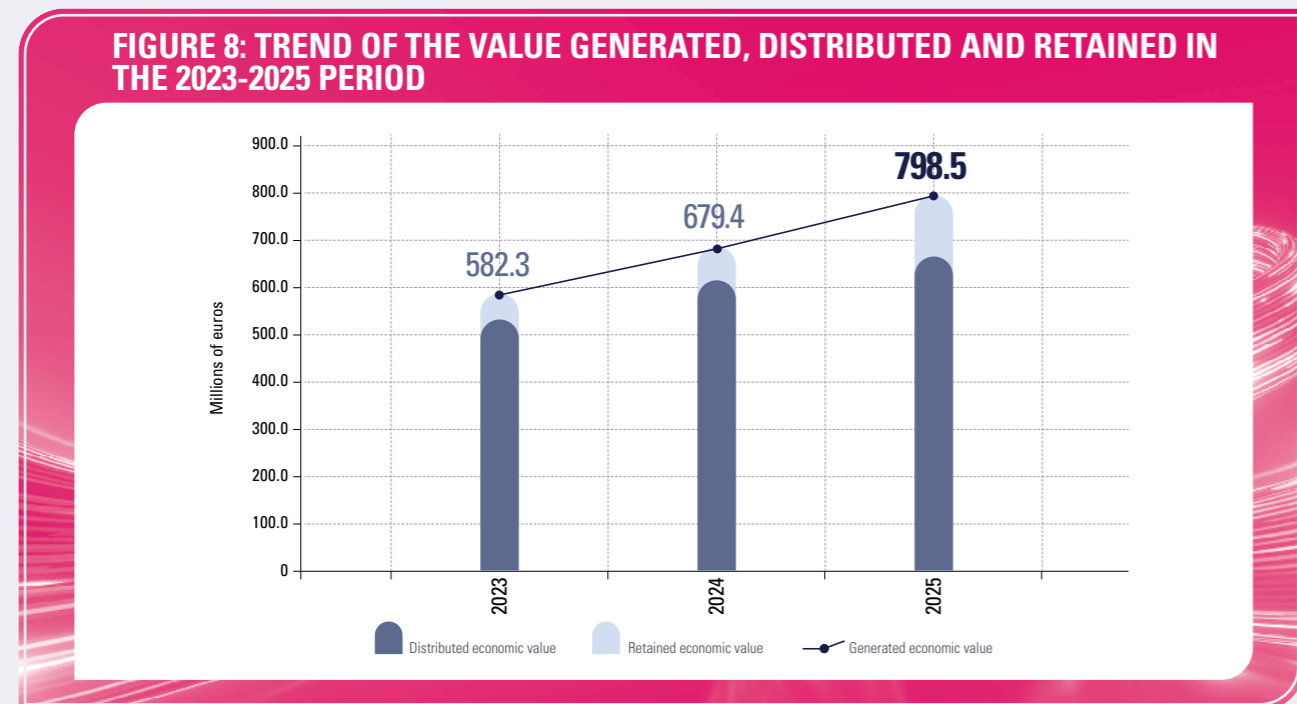


<sup>6</sup> Of these, 3.2 million households passed were connected using FWA technology.

To support this commitment, the Company has a solid *project financing* plan. In 2025, a new *tranche (Incremental Debt Facility)* of 1,050 million euros was added, bringing the total financing to 8,225 million euros, consolidating the operation as **the largest in the telecommunications infrastructure sector ever undertaken in the EMEA area**. This financial availability guarantees full coverage of the requirements set out in the latest approved Industrial Plan, confirming the market's confidence in the Company's operating model.

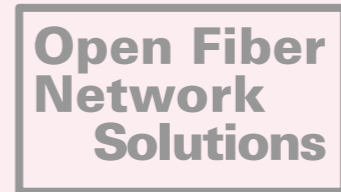
### THE GENERATED AND DISTRIBUTED ECONOMIC VALUE

Open Fiber's commitment to sustainability is translated into a strategy aimed at the generation and distribution of value for the benefit of the entire reference ecosystem.



### OPEN FIBER NETWORK SOLUTIONS

The **Open Fiber Network Solutions (OFNS)** Consortium, established in 2022, represents the fundamental



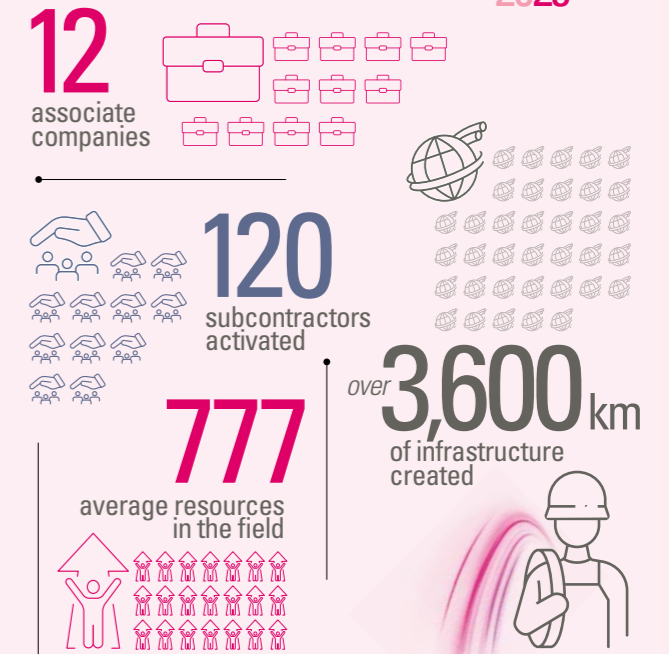
operational arm for the execution of the BUL and "Italia a 1 Giga" plans. In 2025, the Consortium consolidated its governance structure by implementing a Privacy **Organisational Model** and strengthening the 231/2001<sup>7</sup> compliance safeguards. Process efficiency is guaranteed by maintaining international **ISO 9001, 14001, and 45001** certifications (Quality, Environment, Health and Safety), by the SOA certification, and by obtaining new technical qualifications for the management of IT and communication infrastructures.

Regarding human capital, the consortium acts as a hub for social innovation and inclusion:

- **International mobility and inclusion:** thanks to the collaboration with the Orienta employment agency and government plans (Cutro Decre<sup>8</sup> and "Flussi"), over 50 professionals from non-EU countries (Philippines, Tunisia, Peru, and Bangladesh) have been recruited and trained.
- **Gender diversity and social redemption:** training for female fiber-splicers has been launched (placement expected in 2026), and a **labour** reintegration project for resources from the Velletri prison has been successfully activated.

### PERFORMANCES

Open Fiber Network Solutions 2025



- **Performance and Development:** in 2025, a structured *Performance Evaluation* system was introduced to enhance internal skills and support the achievement of national infrastructure objectives.



<sup>7</sup> Approved by the Board of Directors in May 2023.

<sup>8</sup> Decree Law 20/2023, converted into Law 50/2023.

# FIGHT AGAINST CLIMATE CHANGE AND PROTECTION OF RESOURCES



Fighting climate change



Circularity



Sustainable Value Chain

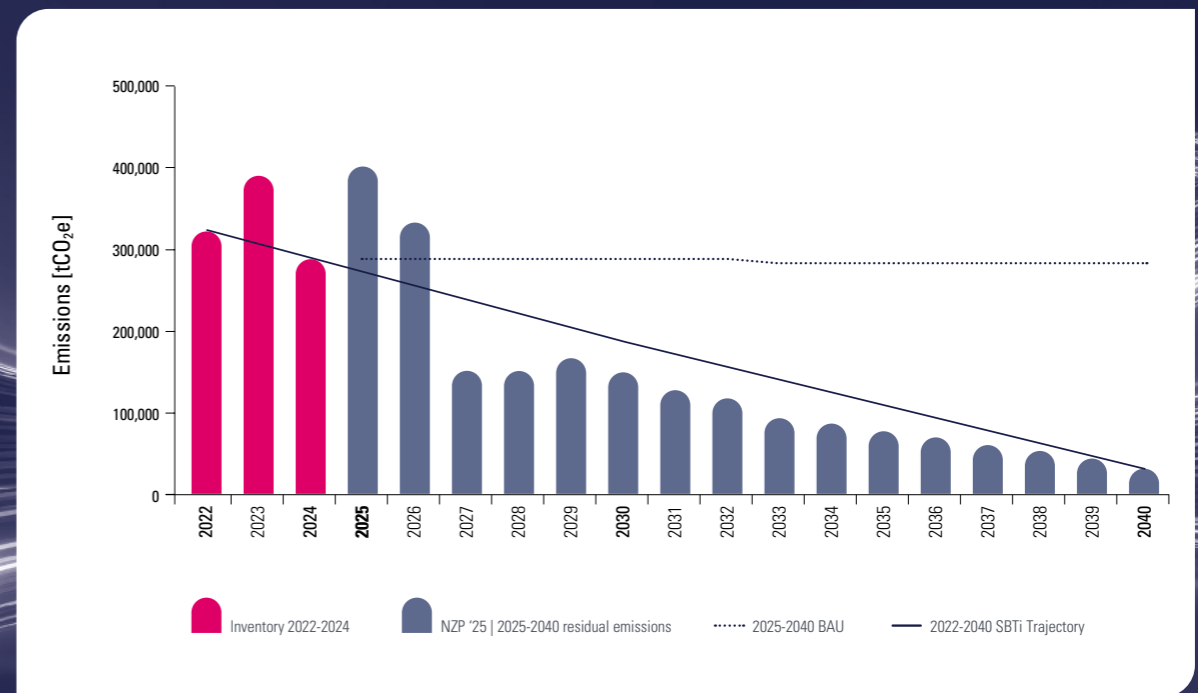
## THE JOURNEY TOWARDS NET ZERO

The fight against climate change is a pillar of Open Fiber's strategy, as the company has formally committed to achieving **net-zero emissions** through a **decarbonisation** plan approved by the Board of Directors. The targets, aligned with the 1.5°C threshold of the Paris Agreement and validated by the **Science Based Targets initiative<sup>9</sup> (SBTi)**, involve a **42% reduction in emissions by 2030** and a **90% reduction by 2040** (for Scope 1, 2, and the main categories of Scope 3) compared to the 2022 base year.

Furthermore, to strengthen the management of this issue, the **ISO 14064-1** certification for

the greenhouse gas emissions inventory was also achieved during 2025. Operationally, the Company has activated concrete levers such as energy efficiency measures for its offices and the engagement of the supply chain in defining **decarbonisation** pathways. Parallel to the **decarbonisation** actions, Open Fiber promotes mitigation measures beyond its own value chain: since 2024, it has been offsetting residual Scope 1 and 2 emissions by purchasing **carbon credits certified by VERRA** according to the Verified Carbon Standard<sup>10</sup>. In 2025, 5,500 carbon credits were purchased, which financed a hydroelectric power production project in Turkey.

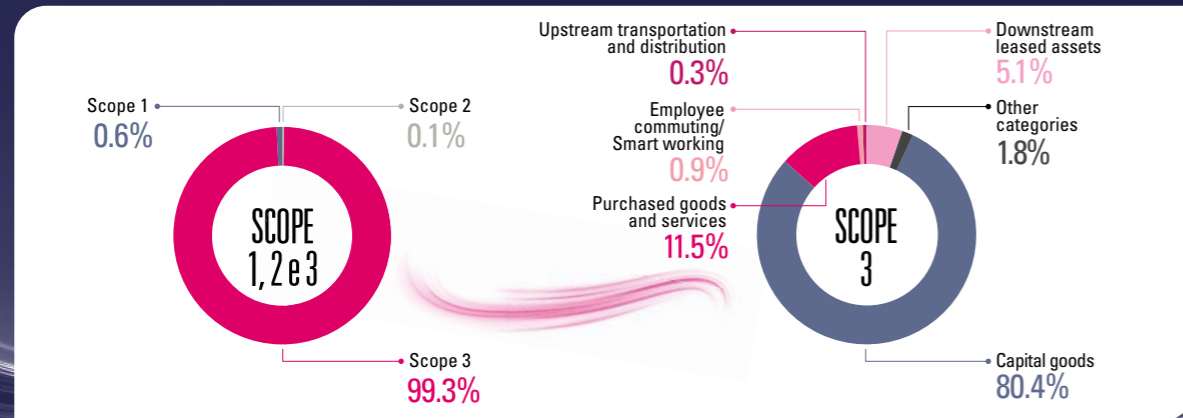
FIGURE 10: NET ZERO PLAN - SCOPE 1, 2 & 3 DECARBONISATION SCENARIO



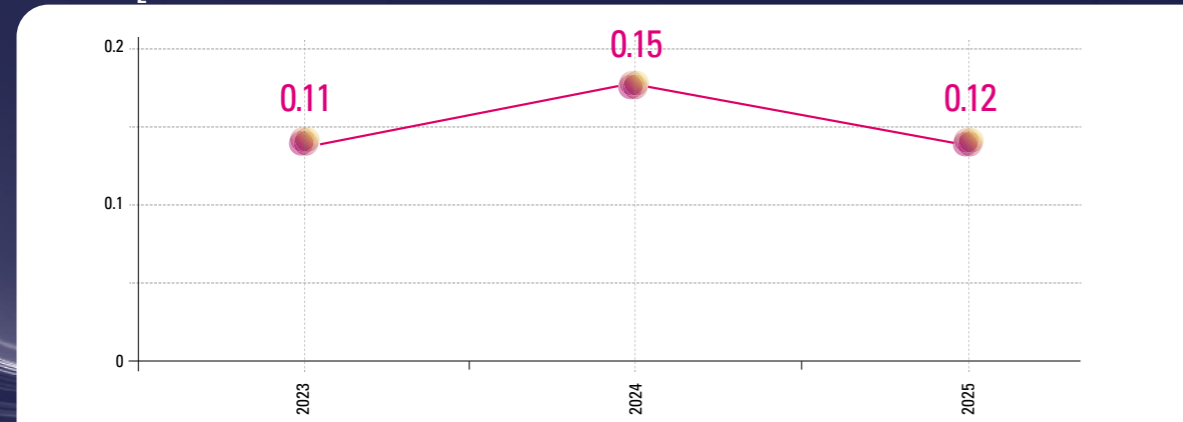
9 International organisation that promotes ambitious climate action in the private sector.

10 VERRA is a non-profit organisation that develops and manages standards for sustainable development, climate action and responsible business practices. The Verified Carbon Standard (VCS) programme is the world's most widely applied greenhouse gas (GHG) accreditation programme.

**FIGURE 11: GHG EMISSIONS INVENTORY – OPEN FIBER S.P.A.**



**FIGURE 12: EMISSIONS INTENSITY TREND (SCOPE 1 E 2) PER HOUSEHOLD PASSED (kgCO<sub>2</sub>e/HP) - OPEN FIBER S.P.A.**



**OPEN FIBER CARBON FOOTPRINT**

Open Fiber’s emissions inventory<sup>11</sup> in 2025 accounts for 2,332 tonnes of CO<sub>2</sub>e for Scope 1 and 2 emissions (1,926 tCO<sub>2</sub>e and 406 tCO<sub>2</sub>e respectively)<sup>12</sup> and 342,737 tonnes of CO<sub>2</sub>e for Scope 3 emissions. With reference to the Consortium, 3,139 tonnes of CO<sub>2</sub>e were recorded in 2025 for Scope 1 and 2 emissions (3,125 tCO<sub>2</sub>e and 14 tCO<sub>2</sub>e respectively). Given that the Consortium is engaged in the activities of

implementing Open Fiber’s optical fiber infrastructure, Scope 3 emissions are already included in the reporting of Open Fiber’s other indirect emissions.

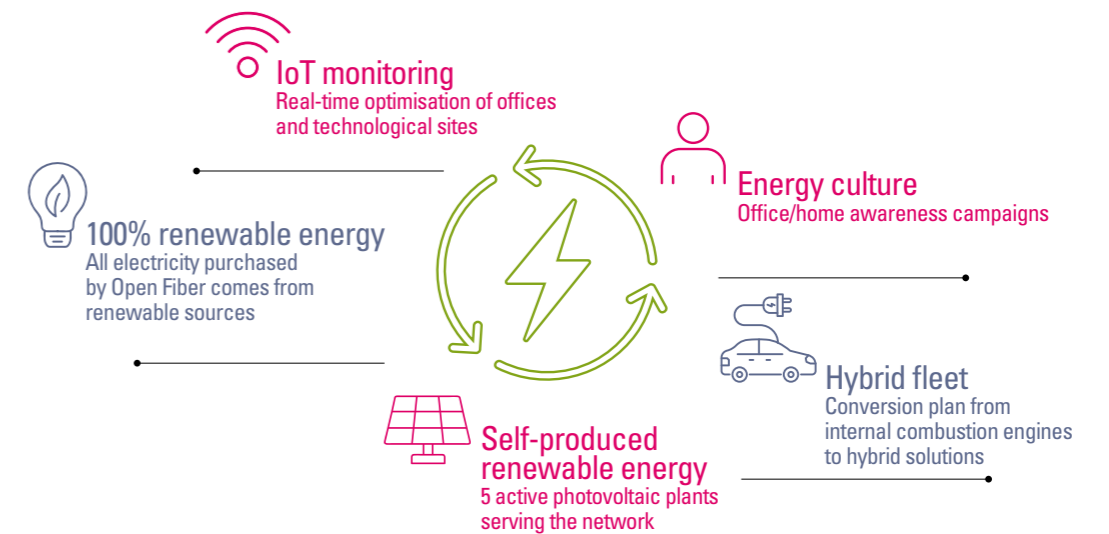
**RESPONSIBLE ENERGY USE**

To ensure constant performance improvement and reduce environmental impact, the Company adopts an energy strategy based on regulatory rigour and innovation: this strategy is implemented within the

<sup>11</sup> The data shown in the pie charts make reference to Open Fiber S.p.A. (market-based approach). Emissions relating to Open Fiber Network Solutions S.c.a.r.l. are included in the scope 3 emissions of Open Fiber S.p.A.

<sup>12</sup> According to a market-based approach. The market-based approach considers only the portion of electricity that does not have a Guarantee of Origin. It offers an idea of the benefits in terms of commitment to the fight against climate change that Open Fiber has achieved through the use of energy from renewable sources.

**PILLARS OF OPEN FIBER’S ENERGY MANAGEMENT SYSTEM**



**Energy Management System**, which has been certified since 2023 according to the **ISO 50001** standard.

The cornerstone of this vision is the **Energy Plan**, which identifies infrastructural and managerial interventions aimed at the **rationalisation** of resources, the digitalisation of processes, and the progressive promotion of **renewable sources**, gradually decoupling corporate operations from fossil fuels.

The analysis of consumption reflects the operational

nature of the Company: while for Open Fiber almost all energy (92%) is intended for powering offices and technological sites, for the OFNS Consortium the requirement is almost entirely absorbed (99.6%) by fuel for the vehicle fleet.

Thanks to the systematic use of Guarantees of Origin<sup>13</sup>, in 2025 a share of **222,210 GJ of energy from renewable sources** was reached, equal to **75% of the total energy** consumed jointly by Open Fiber and the Consortium.

<sup>13</sup> The energy supplied and certified through Guarantees of Origin (as provided for by Directive (EU) 2018/2001) comes from renewable source plants as certified by the certification system managed by the Energy Services Manager in accordance with the regulations in force. A residual share of energy from renewable sources is self-produced.

# HIGHLIGHTS

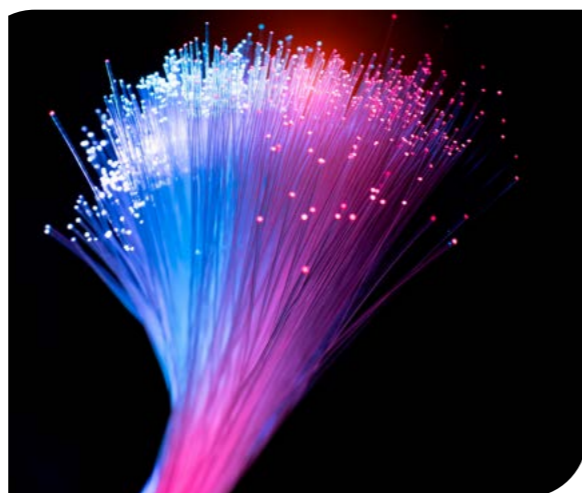
Open Fiber and Open Fiber Network Solutions  
2025

total consumption

294,869 GJ

100%

electricity purchased by Open Fiber coming from renewable sources



## PRODUCTION AND MATERIALS

REDUCED CARBON  
< 0,01% compared to copper equivalent  
No mining



## DURABILITY AND MAINTENANCE

Useful life up to 38 years  
Less subject to degradation, umidity and interference compared to copper networks



OPTICAL FIBER:  
from production to use



## INFRASTRUCTURE AND INSTALLATION

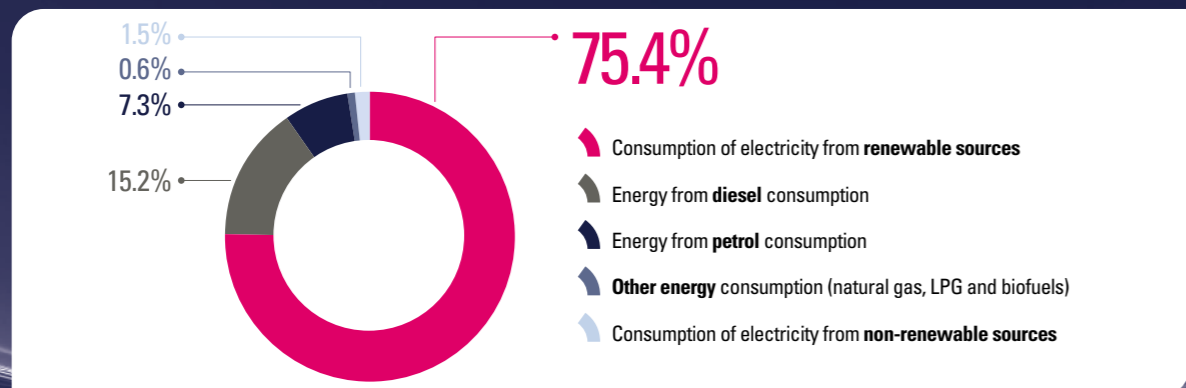
PASSIVE NETWORK  
It does not require continuous energy supply  
Lightweight cable.  
Low-impact network laying activities



## OPERATION

Only 2 Wh per user (5 times less than copper)  
Stable connection and energy saving

FIGURE 13: ENERGY CONSUMED INSIDE THE ORGANISATION - OPEN FIBER AND OPEN FIBER NETWORK SOLUTIONS



## FTTH: A SUSTAINABLE TECHNOLOGY

As confirmed by the FTTH Council<sup>14</sup>, optical fiber represents the solution for low environmental impact connectivity: thanks to the “passive” nature of the components, immunity to interference, and high resistance, the infrastructure minimises energy and resource consumption, guaranteeing excellent performance with a significant reduction in maintenance interventions. This results in a direct environmental benefit that combines maximum transmission speed with the containment of greenhouse gas emissions.

The Company’s commitment to reducing environmental impact is translated into an implementation strategy that prioritises the **reuse of existing infrastructure** and the adoption of low-impact excavation techniques. As at 31 December 2025, this operational efficiency made it possible to exceed **162,700 km of total network**, with **Cluster C&D**<sup>15</sup>, (White Areas) reaching 99% of the planned target (over 90,100 km), alongside significant progress in the **Grey Areas Cluster**<sup>16</sup> (33,800 km) and the **A&B Cluster**<sup>17</sup> (38,800 km).

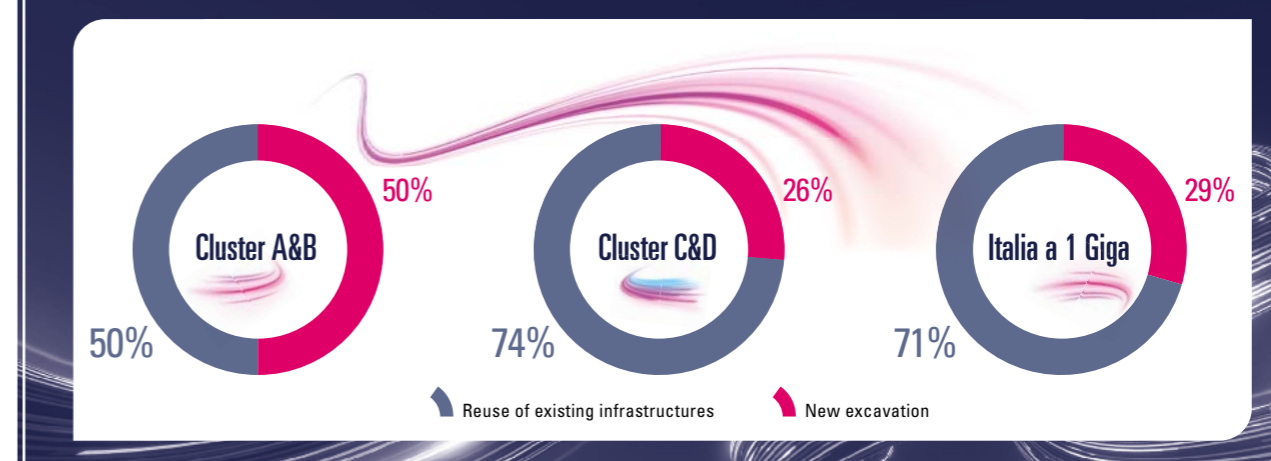
When reuse is not possible, the Company employs cutting-edge methodologies that **minimise** waste production and the use of resources:

- **Mini-trench and micro-trench:** precision techniques (reduced to 2.5 cm in width) that allow for simultaneous excavation and vacuuming of materials. The micro-trench, in particular, **reduces the volume of excavated soil by 75%** (approximately 40 tonnes less per km), guaranteeing fast, clean construction sites and immediate road restoration thanks to special fast-setting mortars.

- **No-dig:** remote-controlled drilling that eliminates the need for open-pit excavations. The benefits are multi-dimensional: in addition to **80% cost saving** and a drastic reduction in waste, this technique promotes a reduction in workplace accidents.

The choice of non-invasive excavation techniques allows the Company to prevent waste production at the source. The management of residual waste produced promotes recovery: office waste is sent for recycling or recovery through the public service, while for obsolete technical materials, the Company prioritises the assessment of reuse by third parties<sup>18</sup>.

FIGURE 14: EXCAVATION METHODS FOR THE DIFFERENT CLUSTERS



14 The FTTH Council Europe is an industry association whose mission is to promote fiber optic connectivity throughout Europe.

15 With reference to new excavation activities for Clusters C&D, Open Fiber utilised mini-trench, micro-trench and no-dig techniques in 75% of cases, and traditional excavation techniques in the remaining 25%.

16 With reference to new excavation activities for the AGF Cluster, Open Fiber utilised mini-trench, micro-trench and no-dig in 77% of cases, and traditional excavation technique in 23% of cases.

17 New excavation activities for the A&B Cluster are unchanged compared to 2024 as works did not proceed during 2025.

18 Through assignment under any title permitted by law.

# HUMAN CAPITAL

- 3 GOOD HEALTH AND WELL-BEING
- 8 DECENT WORK AND ECONOMIC GROWTH
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 10 REDUCED INEQUALITIES

- Protection and development of human capital
- Diversity, Equity & Inclusion

## OUR PEOPLE

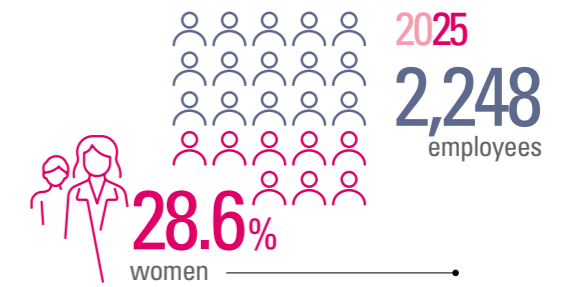
People are what make the difference in business development processes. For this reason, Open Fiber is committed every day to create a unique environment in which everyone can express their skills and talent.

As at 31 December 2025, Open Fiber's workforce reached **1,836 employees**, with a consolidated female presence of **33.6%**. At the same time, the **OFNS Consortium** recorded a growth of **20.5%**, reaching **412 employees**, a team with a strong operational vocation (74.5% blue-collar workers) and with a significant youth component (27.2% under 30). The Company's daily actions are guided by the values of the **Triple A** (Ambition, Action, and Accountability) and **Team Spirit**, pillars that define its identity and business approach.

The quality of the working environment is also confirmed by the renewal, in 2025, of the prestigious **Top Employers Italy** and **Great Place To Work (GPTW)** certifications. To support this excellence, the Company has completely revamped its **Onboarding**

## WORKFORCE

Open Fiber and Open Fiber Network Solutions



## THE TEAM

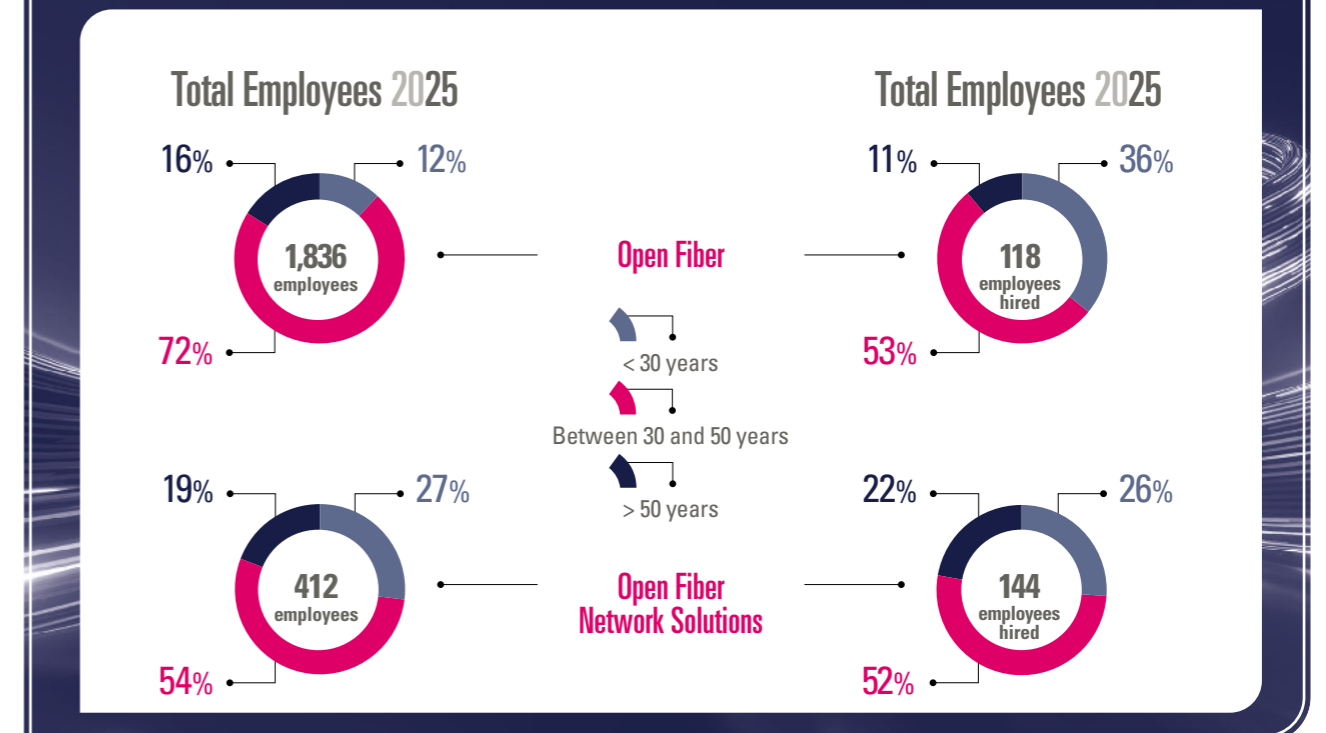
Open Fiber 2025



process, facilitating the integration of new hires into the corporate culture.

The *Employer Branding* strategy focuses on attracting

FIGURE 15: OPEN FIBER AND OPEN FIBER NETWORK SOLUTIONS PERSONNEL - DISTRIBUTION BY AGE GROUPS

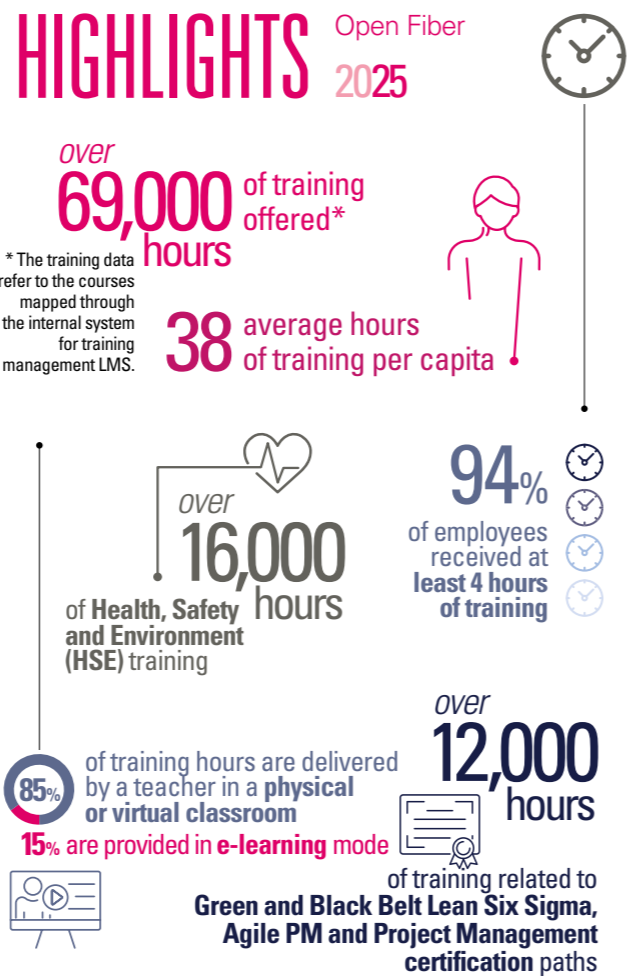




excellence, particularly in the engineering field, through partnerships with leading academic hubs, participation in Career Days, and the use of advanced digital platforms. The Company thus consolidates its identity as a **Best Digital Workplace**, investing in continuous learning pathways to meet the challenges of a constantly evolving market.

### GROWTH AND TRAINING

The Company promotes a culture of continuous



learning through the **Open Fiber Academy**, a centre of excellence that relies on an **internal Faculty of 60 teachers**. In 2025, this community delivered over **70 training sessions**, consolidating core competencies and also involving partners and suppliers. A specific focus was dedicated to *Stakeholder Engagement on sustainability*, a pathway that between 2024 and 2025 allowed for the training of **52 resources** through innovative methodologies such as *Lego® Serious Play®*.



### PERFORMANCE AND LEADERSHIP

To ensure growth aligned with its values, Open Fiber revamped its evaluation systems in 2025, making them more agile and meritocratic:

- **Performance Evaluation (PE):** the process involved **1,620 people**, evaluated not only on the results achieved but also on the consistency of their behaviour with the corporate pillars.
- **360° Evaluation:** extended to all management, this methodology offers leaders multidimensional feedback (from managers, colleagues, and collaborators), promoting inclusive and conscious leadership.
- **Talent Management:** through *Individual Development Assessment* programmes, the Company has mapped the potential of over **50 key profiles**, structuring solid talent pipelines to support the **organisation's** evolution in the long term.

### CORPORATE WELLBEING

For Open Fiber, well-being is a strategic vision that puts the individual at the centre. Through the **Open Welfare** platform, the Company offers an ecosystem of customisable services, but it is in **People Care** that the daily commitment towards a cohesive corporate community is manifested:

- **health and prevention:** the protection of the individual is guaranteed by excellent supplementary health insurance, extended to families and partners. This is supported by the **Employee Assistance Programme**, a free and anonymous service offering psychological, legal, and tax support, in addition to the **Wellhub** platform for health and fitness;
- **networking and value of talent:** initiatives such as **Oktoberfiber** and **Ape'n Fiber** promote post-work socialisation, while the **Talenti Project** (Talent Project) allows employees to share extra-professional passions. The *Open Stories* digital space acts as an inspirational board for successes and personal reflections;
- **sustainability in small gestures:** with the **"Buono due Volte"** (Twice as Good) initiative, the Company fights food waste by allowing the purchase of canteen surplus at a discounted price.



- For the Company, the active involvement of employees in strategic issues is the engine of collective performance. During 2025, the Company promoted various opportunities for discussion to strengthen identity and team spirit:
- **Open Fiber Roadshow 2025:** a two-day travelling event dedicated entirely to the people operating across the territory, aimed at highlighting their fundamental contribution to the implementation of the national infrastructure.
- **"Don't stop!":** over 70 Managers from all corporate Departments participated in a strategic discussion session to analyse the first-half results and share future challenges, consolidating a common vision and a proactive business approach.
- **Champions Field Manager:** an internal competition that rewards Field Managers for achieving excellence in the main Delivery KPIs (service activation), incentivising merit and the quality of field work.



In 2025, the Company took a significant step by becoming a **founding member of the “Cresciamo il Futuro” Foundation**. Together with other major Italian organisations and in collaboration with the Ministry of **Labour** and the Family, Open Fiber

contributes to the creation of a national network of **widespread corporate nurseries**. This initiative demonstrates Open Fiber’s commitment to promoting work-life balance.

The focus on the individual extends to the **Fiber Working** model, which offers structural flexibility of 21 smart working days every two months, supported by the home delivery of professional ergonomic equipment (**DTTH 2.0 – Dotazioni To The Home**) to ensure a comfortable working environment, both in the office and at home.

### DIVERSITY, EQUITY & INCLUSION

The Company recognises the uniqueness of every individual as an essential source of innovation and cultural enrichment. Through the **“Unici nel Connettere”** (Unique in Connecting) programme, Open Fiber promotes an ecosystem of DE&I initiatives focused on gender equality, social inclusion, multiculturalism, and disability support. This commitment is evidenced, for the third consecutive year, by the maintenance of the **UNI/PdR 125:2022** certification for gender



equality. The inclusion strategy is strengthened by partnerships with specialised organisations – including Fondazione Libellula, Valore D, Raggio di Luce, and Cervelli Ribelli – which, in various capacities, enable job placement pathways for neurodivergent individuals and people with disabilities, or promote an inclusive culture against violence towards women. The commitment to diversity and inclusion issues was shared during the 13th edition of the **Salone della CSR e dell’Innovazione Sociale**, where the Company presented its projects for re-education and professional reintegration beyond the prison context, consolidating the role of Open Fiber as a driver of social innovation for the Country.

### HUMAN CAPITAL PROTECTION

For Open Fiber, the protection of human capital is an essential requirement involving the entire supply chain. The Integrated Management System, certified **ISO 45001** for the occupational health and safety component and **ISO 39001** for road safety management and the prevention of vehicle risks,

guarantees the highest standards and continuous performance improvement. The effectiveness of these policies is demonstrated by the trend in accident performance: in 2025 Open Fiber recorded a **frequency index of zero**, while the frequency and severity indices for contracting companies and the **OFNS** Consortium are constantly improving.

Furthermore, the systematic monitoring of *near misses* continues, aimed at identifying and preventively correcting potential risk situations on construction sites and in the office.

During 2025, the Company implemented the new 2025 HSE Plan. An evolution of the C.A.R.E. programme, the plan operates on four strategic pillars (*Support, Monitoring, Engagement, Awareness*) with the dual objective of reducing incidents (accidents and occupational diseases) and **minimising** the environmental impact of operations. Through this strategy, Open Fiber promotes a culture of widespread responsibility, increasing the awareness of employees and suppliers to ensure a safe and resilient working environment for all stakeholders.

**FIGURE 16: TREND OF WORK-RELATED INJURIES FREQUENCY RATES (FR) - OPEN FIBER**



# IMPACTS ON THE TERRITORY



Value for the community

## DIGITAL INFRASTRUCTURE AS A DRIVER OF GROWTH AND INCLUSION

Open Fiber's ultra-fast network represents a strategic asset for Italy's competitive and social development, acting as an engine for GDP, employment, and the relaunch of small Municipalities. Through widespread and reliable connectivity, the Company enables an ecosystem of essential services that breaks down geographical and digital barriers: by 2026, the digitalisation plan envisages the connection of over **27,000 schools** and **9,000 healthcare facilities**, laying the foundations for advanced education and widespread telemedicine. At the same time, the infrastructure boosts the efficiency of the Public Administration, simplifying the relationship between institutions and communities through the **optimisation** of citizen services.

The commitment to the country's technological transition was consolidated in 2025 with the **"100% Fibra Vera"** (100% Real Fiber) project, aimed at accelerating the switch-off of copper networks in favour of FTTH fiber in ten pilot Municipalities, transforming small villages into cutting-edge digital territories. Through strategic partnerships and bespoke technological solutions, Open Fiber confirms its position as the key partner for authorities and businesses, guaranteeing high-performance connectivity even in the most remote areas for the fair and sustainable growth of the entire national territory.

## THE COMMITMENT TO A CONNECTED AND PROTECTED ITALY

The Company's commitment to bridging the digital divide through the **BUL** and **Italia a 1 Giga** strategic

## PERMITTING ITALIA A 1 GIGA PLAN



## RESULTS

2025

WHITE Areas

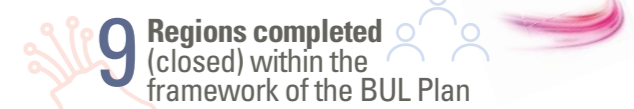
**5,962**

Small Municipalities with CUIR

(Network System Completion Certificate)

plans represents a fundamental lever for countering the depopulation of small towns and increasing their attractiveness. Thanks to ultra-broadband, geographical barriers are being broken down, allowing local businesses to compete on a global scale and collaborate with major international partners. This transformation process is made possible by intense **collaboration with local authorities**: through over **200 service conferences**, Open Fiber has promoted regulatory simplification and uniformity in *permitting* procedures, halving administrative times for network installation.

## PERMITTING



## PERMITTING



The infrastructure strategy is also based on respect for and enhancement of existing heritage. Open Fiber maintains constant dialogue with the superintendencies to ensure the protection of archaeological, monumental, and landscape heritage, integrating technological innovation into the country's historical fabric. At the same time, synergy with public utility service providers encourages the **reuse of existing infrastructure**, reducing the impact of construction sites and accelerating the transition towards a widespread and sustainable digital development model.

# INNOVATION



Innovation  
and  
Development

## BACKBONE 2.0 AND EDGE COMPUTING SERVICES

Open Fiber continues to strengthen its network through strategic projects oriented towards sustainability and technological excellence. With the **Backbone 2.0** project, Open Fiber maximises the reuse of existing underground infrastructure, ensuring the management of increasing data flows with minimum environmental impact. At the same time, the Company is transforming its territorial capillarity into a national network of **Edge Data Centres**: in 2025, the first three nodes were completed (with a further ten in the implementation phase), offering distributed computing and storage capacity to bring data closer to end users and enable low-latency services.

The heart of this innovative drive is represented by **Open Factory**, the cutting-edge experimentation centre where the most advanced technologies for FTTH, FWA<sup>19</sup> and transport networks are tested. Through this laboratory, the Company develops next-generation connectivity solutions, testing new services and access models to provide partner operators with effective responses to the challenges of the residential and business markets.

## FROM URBAN CENTRES TO DIGITAL VILLAGES: A BESPOKE INNOVATION MODEL

FTTH technology by Open Fiber is not only the engine of *Smart Cities*, but the fundamental enabler for the birth of **Digital Villages** (*Borghi Digitali*), realities where historical identity blends with modern services and where the Company promotes personalised digitalisation pathways, capable of enhancing the specific features of each territory. The pilot project for this vision is **Pitigliano**, in the Tuscan Maremma, transformed into the first Digital Village in Italy: here, optical fiber has allowed the implementation of public utility services replicable in other municipalities, defining an innovation standard for small towns.

The excellence of this approach was recognised in May 2025 with the “**Smart City 2025**” award granted by the **Observatory of the Politecnico di Milano**. The award honoured Open Fiber for the “Open-air laboratory” project in Pitigliano, celebrating the Company’s ability to digitalise urban and territorial contexts, making innovation a concrete tool for inclusion and relaunch for the entire Italian landscape heritage.

## SMART GRID AND DSO 4.0 PROJECT: THE INTELLIGENT EVOLUTION OF NETWORKS

The integration of optical fiber into energy infrastructures enables the technological leap towards **Smart Grids**, transforming electricity network management from a centralised model to a distributed and capillary system. Through the introduction of advanced remote monitoring and automation solutions in substations, this evolution **optimises** energy distribution and drastically reduces service interruptions. A pillar of this transformation is the **DSO 4.0 – Digital Network** project, aimed at creating a resilient and highly reliable communication system serving E-Distribuzione. This digital infrastructure allows for the implementation of advanced functionalities, significantly improving overall network performance and ensuring smarter and more sustainable management of national energy resources.

## FIBER SENSING: THE NETWORK AS A WIDESPREAD SENSOR FOR THE TERRITORY

The Open Fiber infrastructure is evolving from a simple data transmission channel to a high-precision geotechnical and environmental monitoring platform. Through the integration of advanced optical systems, optical fiber is transformed into a **distributed sensor** capable of detecting thermal or mechanical disturbances in real-time, offering a cutting-edge tool for the protection of urban areas and civil infrastructure.

<sup>19</sup> Fixed Wireless Access.

This technology, which exploits the capillarity of the national network, found its first seismic application in the **MEGLIO Project**, developed in collaboration with partners of excellence such as INGV (National Institute of Geophysics and Volcanology) and INRIM (National Institute of Metrological Research) for earthquake detection via laser interferometry.

The innovation path continued with the **FaaS (Fiber-as-a-Sensing)** project, carried out together with the Politecnico di Torino, with the aim of **maximising** the use of the existing network for increasingly capillary seismic monitoring services.

At the end of 2024, this vision assumed an international dimension thanks to the launch of **SENSEI**, a European research project funded by the **Horizon Europe**<sup>20</sup> programme. By exploiting next-generation photonic technologies, SENSEI allows the detection of cable deformations and vibrations without interfering with data traffic, transforming the telecommunications infrastructure into an intelligent, resilient network capable of monitoring the environment in real-time, generating new high-value-added services for the entire community.

## RESEARCH AND INNOVATION: THE RESTART PROGRAMME

Open Fiber is a key player in **RESTART**, the most ambitious Research and Development programme ever implemented in Italy in the telecommunications sector. Funded by the NRRP<sup>21</sup> and in synergy with the European *Horizon Europe* and *Digital Europe*<sup>22</sup> programmes, the project involves a network of excellence comprising universities, research centres, and leading operators. Through the **RESTART Foundation**<sup>23</sup>, the Company oversees the technological challenges of the future – from 6G to the integration of Artificial Intelligence into networks – participating in six structural projects focused on sustainability and innovation:



- **quantum security:** with the **Rigoletto** project, Open Fiber contributes to the definition of network architectures with high transmission capacity and energy efficiency, and with maximum security through *Quantum Key Distribution* (QKD);
- **intelligent infrastructure:** the Company coordinates the **Sensing Net** project, transforming the existing network into a seismic and environmental monitoring system for the protection of urban and regional contexts;
- **optical switch:** with the **Graphics** project, Open Fiber participates in strengthening the photonic market with the aim of creating a fully optical active switch;
- **energy efficiency:** through the **TeleSmEg** programme, optical fiber becomes the tool for the advanced control of energy consumption;

<sup>20</sup> European Union Framework Programme for Research and Innovation for the period 2021-2027.

<sup>21</sup> Mission 4, Component 2 “From research to business”, Investment 1.3 “Partnerships extended to universities, research centres, companies for the financing of basic research projects” funded by the European Union NextGenerationEU, theme 14 “Telecommunications of the future.”

<sup>22</sup> European Union funding programme centred on the introduction of digital technology to businesses, citizens and Public Administrations.

<sup>23</sup> The implementing body, the hub of the Research and Innovation Programme, and the body responsible for the launch, full implementation and management of the Innovation Ecosystem Research and Innovation Programme.

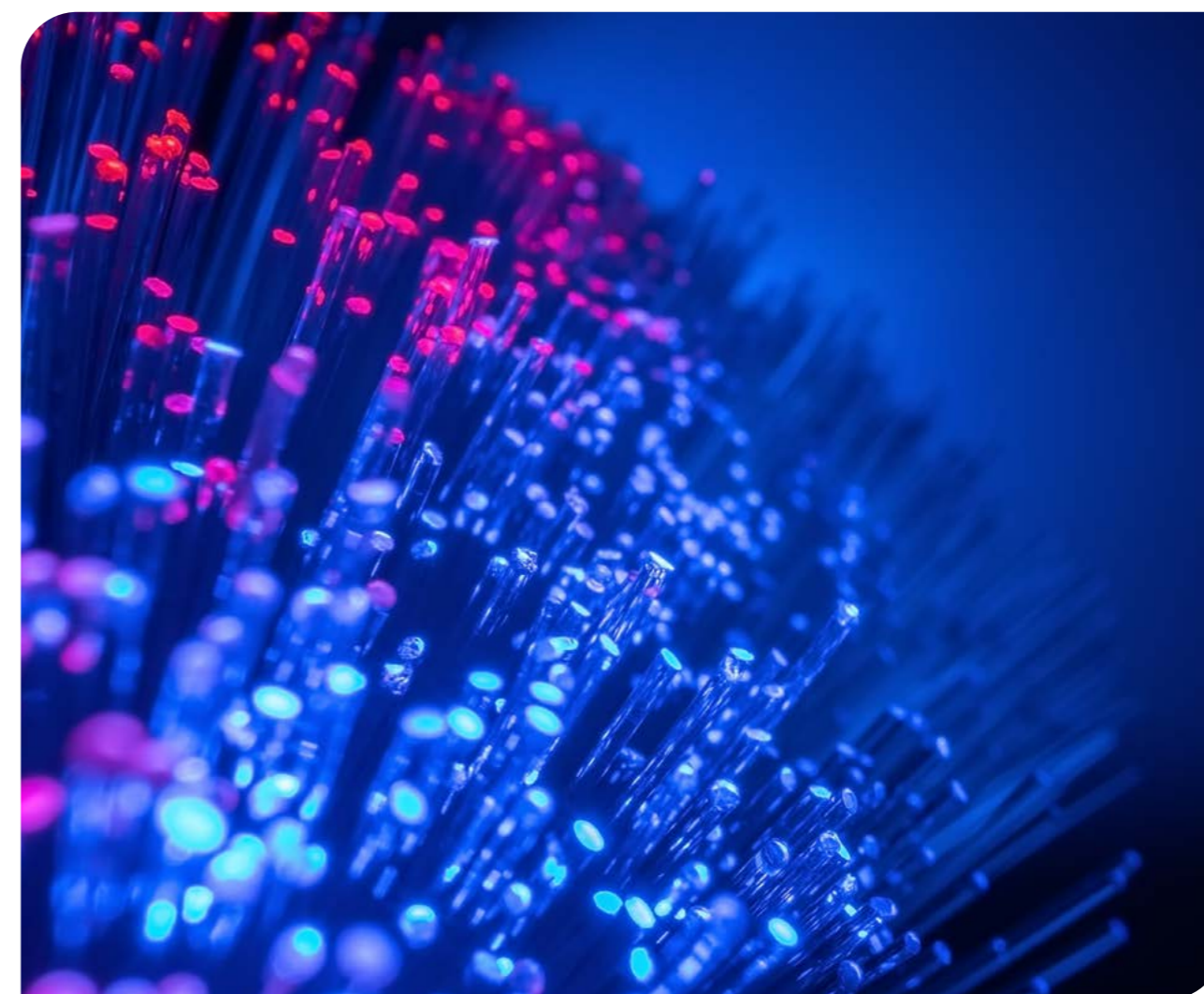
- **Edge Computing:** through the **PESCO** programme, optical fiber becomes the tool for developing distributed and pervasive *Edge Computing* architectures;

- **inclusivity and new standards:** the **Net4Future** project aims to define new regulatory frameworks and network architectures that incentivise innovation, guaranteeing the development of increasingly inclusive and sustainable digital infrastructures.

Thanks to the **“RESTART Grand Challenges”**, Open Fiber helps outline the evolution of the TLC sector, transforming academic research into concrete technological solutions for the competitiveness and resilience of the country.

## DIGITAL TWIN: EFFICIENCY AND SUSTAINABILITY WITH REALCITY

Digital innovation at Open Fiber finds its highest expression in **RealCity**, the digital twin system that offers a three-dimensional, navigable, and measurable representation of the territory. This software platform allows for the visualisation of buildings, roads, and network components, enabling technicians to verify the state of locations completely remotely. The adoption of RealCity accelerates the design and construction phases of the infrastructure, **optimising** network management and improving operational efficiency. By reducing the need for physical site inspections, the tool contributes directly to the **sustainability of the business model**, **minimising** travel and the environmental impact of engineering processes.



# GOVERNANCE AND BUSINESS CONDUCT



## GOVERNANCE AND CORPORATE ORGANISATION

Open Fiber adopts a traditional governance system, structured around a **Board of Directors**<sup>24</sup>, responsible for strategic management, and a **Board of Statutory Auditors**, in charge of supervision and control. The corporate structure reflects a solid shareholding base, with control exercised by **Open Fiber Holdings S.p.A.** (60% owned by CDP Equity and 40% by the Macquarie Group), ensuring a long-term vision aligned with the country's major infrastructural investments.

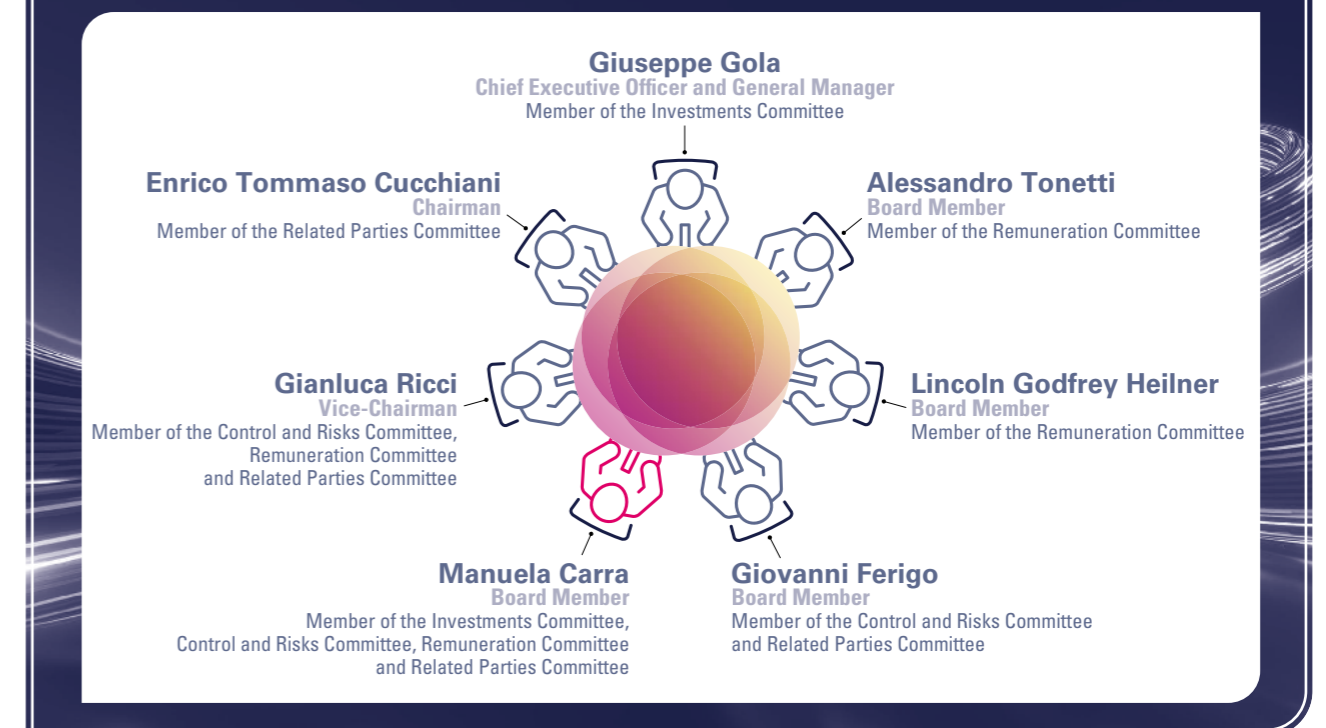
To effectively oversee business challenges and operational flows, the Company has established specialised technical committees, including the **Sustainability Committee**. Chaired by the Chief

Executive Officer and composed of the heads of the Departments involved in managing ESG issues and the corporate Sustainability focal points<sup>25</sup>, the Committee performs a proactive and advisory role for the Board of Directors. Its primary objective is to integrate environmental, social, and governance risks and opportunities into the corporate strategy, ensuring constant dialogue with stakeholders and the creation of shared value over time.

## ETHICAL BUSINESS CONDUCT

For Open Fiber, ethics is not merely a formal compliance requirement, but the value-based compass that guides every activity towards sustainable and inclusive growth. The **Code of Ethics** represents a concrete commitment to all

**FIGURE 17: COMPOSITION OF THE BOARD OF DIRECTORS AS OF 31 DECEMBER 2025**



24 According to the resolution passed by the Shareholders' Meeting on 11 November 2024, the Board of Directors consists of seven members. During 2025, (i) Enrico Tommaso Cucchiani was appointed by co-option by the Board of Directors on 3 June 2025 to replace Paolo Ciocca, the former Chairman of the Board of Directors, and (ii) Lincoln Godfrey Heilner was appointed by co-option by the Board of Directors on 11 September 2025 to replace Peter Mark Horrobin, a former member of the Board of Directors.

25 By organisational provision dated 16/05/2025, sustainability activities were merged into the People & Sustainability Department.

**FIGURE 18: RESPONSIBILITIES IN THE REALM OF SUSTAINABILITY**



stakeholders, ensuring that every action is aligned with the principles of transparency and responsibility. To give substance to this commitment, Open Fiber has adopted a robust **Organisation, Management and Control Model** aimed at preventively mitigating the risk of offences, the importance of which is evidenced by the constant investment in training, which in 2025 involved the **entire corporate population** with updated modules on ethics and compliance.

The resilience of the business model is also guaranteed by an advanced **Enterprise Risk Management (ERM)** system, overseen by the Board of Directors and the Management Team. The ERM process is designed to proactively identify and manage events that could influence the achievement of strategic objectives, integrating industrial and financial risks with **ESG risks**. This approach allows the Company to respond with agility to market dynamics, safeguarding competitiveness in the long term.

Finally, the **Data Privacy Governance** model ensures full regulatory compliance and maximum confidentiality in data processing, both internal and third-party, consolidating the trust of citizens and institutions in the **Organisation's** operations.

**OPERATIONAL EXCELLENCE AND RESILIENCE: CORPORATE MANAGEMENT SYSTEMS**

The Company places the protection of territories and the safety of all those who contribute to the

**OPEN FIBER CODE OF ETHICS' PRINCIPLES**

- IMPARTIALITY
- CONFIDENTIALITY
- FAIRNESS
- CONFLICTS OF INTEREST
- RELATIONS WITH SHAREHOLDERS
- VALUE OF HUMAN RESOURCES
- PROTECTION OF THE INDIVIDUAL
- FAIR COMPETITION
- QUALITY, ENVIRONMENTAL PROTECTION AND RESPONSIBILITY VIS-À-VIS THE COMMUNITY
- HEALTH AND SAFETY

achievement of corporate objectives at the heart of its strategy, translating this commitment into an intrinsically high-performing and sustainable infrastructure. The **QHSE (Quality, Health, Safety, Environment) Integrated Management System**, certified since 2020 according to international standards **ISO 9001, ISO 45001, and ISO 14001**, guarantees rigorous compliance with quality, occupational health and safety, and environmental responsibility objectives. During 2025, this model was further strengthened with the achievement of the **ISO 39001** certification, specific to **road safety management**, consolidating the commitment to protecting workers involved in operational activities. Alongside physical security, the Company oversees **Cyber Security and Business Continuity** with the utmost attention, recognising their critical value for the stability of the national network. The information security management system, modelled on the **ISO 27001** (for which Open Fiber is also certified) and **ISO 22301**<sup>26</sup> standards, ensures the protection of strategic data and processes. To foster a conscious digital culture, the Company has promoted **Cyber Security Training & Awareness** programmes aimed at all personnel, enhancing the ability to recognise and manage cyber threats.

To support corporate resilience, Open Fiber adopts a **Business Continuity Plan** based on *Business Impact Analysis*, which allows for the identification of critical processes and the definition of timely recovery strategies. This methodological approach guarantees a structured response to adverse events, ensuring the protection of stakeholders and the stability of essential services offered to the country.

**EMPOWERING THE SUPPLY CHAIN**

Open Fiber promotes a procurement model based on a **transparent and rigorous qualification process**, extended both to direct investments (Black Areas – Clusters A&B) and to funded infrastructure plans (White Areas – Clusters C&D and Grey Areas – Italia a 1 Giga Plan). To collaborate with the Company,

partners must satisfy not only economic reliability requirements but also **ESG criteria**, including the traceability of raw materials and the possession of international certifications (e.g. ISO 9001, ISO 14001, ISO 45001, ISO 50001). This process is integrated with business intelligence analysis to monitor **reputational risk** and ensure full compliance with the Code of Ethics throughout the supply chain.

The maintenance of these standards is guaranteed by a periodic **Vendor Rating** system, which assigns each operator an index (IVR) based on technical, environmental, and social parameters. This monitoring allows the Company to reward operational excellence and incentivise the continuous performance improvement of its suppliers.

The commitment to a **Sustainable Procurement** model is further strengthened by Open Fiber's participation in Open-es as a Value Chain Leader Partner. This digital platform allows for the measurement of suppliers' ESG performance, supporting them in their sustainable growth journey. To support the implementation of the sustainable procurement strategy, during the 2024-2025 two-year period, the entire Procurement Department was involved in a training programme on the principles of the *Sustainable Procurement Policy* and the objectives of the Sustainability Plan.

**OPEN-ES VALUE CHAIN LEADER PARTNER**

**Over 260**  
suppliers  
**registered**  
on Open-es

**173**  
suppliers  
**active**  
on Open-es



\*as of December 31, 2025

<sup>26</sup> Business Continuity Management Systems.



Design and Layout

**PRC** | PROMOTION  
RESEARCH  
CONSULTANCY