
Sustainability Report Prometeia

2021



prometeia

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Letter to the Stakeholders

For the Prometeia Group, 2021 marked another year of growth for the economy and for our people, and one of transformation, with the aim of providing an even better service to our Clients.

The context in which we operate remains complex and difficult to interpret: the health crisis has resulted in a scenario characterised by profound uncertainty, poised to change the patterns of the global economic structure. None of this is new to us. Prometeia came to life in a world dominated by uncertainty, during the oil crisis of the 70s, and today, as back then, our task is still to clear the mist and support our Clients through the most challenging times.

The constant attention to financial discipline, reflected by the soundness and sustainability of our financial statements in the long term, the drive towards innovation and the lifelong learning of our people, have allowed us to continue to be one of the reference points of the Italian and European financial sector in 2021 as well.

Furthermore, our ownership structure enables us to think and act independently in a way that few can boast, and which is reflected in choices that are always professionally honest, transparent and courageous, with the sole aim of serving our Clients in the long term, to be the best possible partners in their development process.

For Prometeia, sustainability means drawing upon the values of our history, identity and work on a daily basis. A way of understanding the company that has long been reflected in our corporate values, rooted in the culture and actions of our people, and which has not followed, but rather anticipated, the regulatory changes on sustainability.

From 2011 to 2021, over the last 10 years, Prometeia has included more than 1,500 people in its workforce, with an average of 150 professionals

being hired per year, with important repercussions on the value generated for the community in which we operate: not just economic and social well-being, but also skills and professional development at the local level.

People are the core of Prometeia's future prospects. Competent, curious people, with a critical spirit, a sense of entrepreneurship, courageous and upright: these are the hallmarks of our professionals, who allow us to look ahead with confidence.

The Prometeia Group revenues in 2021, at 122.7 million euro, increased by more than 8% compared to the previous year, thanks to our continued presence on the market in our reference areas, and to the evolution of our offer, in particular in the ESG field: Clients are increasingly requesting our support in the interpretation and implementation of the European "green" regulation for the measurement of risks and their impact.

Always keen to set up excellent competence centres, Prometeia has opened a new practice, namely Credit Intelligence Optimization & Strategy, which aims to develop the offering in the field of bank lending policies also thanks to platforms designed to optimise the credit life cycle.

With the aim of generating the future growth prospects of our company, in light of the changes observed in the reference markets, the BoD approved the "Prometeia Digital Journey 2025", a strategic plan designed by the key managers, which places even more emphasis on Prometeia's commitment towards digital transformation, both internally and in relation to the market.

Our commitment to the growth of our people also led in 2021 to the review of our performance management system, which introduces the concepts of constant mutual feedback and an innovative and fully digital appraisal exchange method. This new process is part of a major corporate overhaul towards ever increasing digitisation.

Finally, in a context characterised by a growing and widespread use of technologies, which requires greater attention to potential security risks, it was decided to undertake a formalisation process to obtain the ISO/IEC 27001 Standard, which Prometeia achieved in 2021 through official certification, which is thus added to its existing ISO 9001.

I am increasingly proud of all that Prometeia has managed to achieve in 2021, through the work of over 1,000 people, and of the goals we have all attained together, a testimony to our relentless endeavours to serve the interests of the market and of the company itself.

Angelo Tantazzi

Methodological note

This Sustainability Report reports on the activities and the results of the Prometeia Group for the year 2021, with reference to the relevant issues with respect to the Community and the Environment.

The document is disclosed to all the stakeholders of the Prometeia Group through its publication on the company website, as well as through its presentation to all the Company's people.

The reporting scope

The scope of the business, corporate and environmental data and information subject to reporting includes the Companies Prometeia S.p.A., Prometeia Advisor Sim S.p.A., and Prometeia Associazione per le Previsioni Econometriche, operating at the following Italian offices:

- Registered office in Piazza Trento e Trieste, 3 Bologna - Italy
- Operational office in Via Brera, 18 Milan - Italy
- Operational office in Via Regina Margherita, 279 Rome - Italy

The Reporting Standards and the reporting process

This Report has been prepared in accordance with the Sustainability Reporting Standards defined by the Global Reporting Initiative (GRI).

The qualitative and quantitative information included herein was collected and consolidated through a data collection process updated in the first quarter of 2022, with the involvement of the corporate functions.

The main management models and policies adopted by the Group include the following:

- Organisational Model for the prevention of crimes against the company (Legislative Decree 231/2001)
- ISO 9001 Quality Management System Certification
- Information Security Management System Certification (ISMS) ISO 27001
- 231 Code of Ethics and related implementation system
- Personal Data Protection Model
- Protocol for anti-Covid-19 measures
- Policy for the use of IT tools
- Whistleblowing policy
- Performance assessment policy

Key events in 2021

INSTITUTIONAL RELATIONS

- Prometeia is Partner of the Parliamentary Budget Office panel, which produces macroeconomic forecasts.
- Prometeia is a member of the Steering Council, established under the Office of the Italian President of the Council of Ministers, with the task of guiding, strengthening and streamlining the planning activity in the field of economic policy coordination at DIPE (Department for programming and co-ordinating economic policies, general structure of the Presidency of the Council of Ministers).
- Prometeia participates in the Banking Supervision Market Contact Group of the European Central Bank, a forum for discussions between the ECB banking supervision and the market professionals involved in matters relating to the banking sector in the Eurozone. The BSMCG discusses developments in the banking sector, structural and regulatory trends and the impact of the ECB's banking supervision activities.
- Prometeia participates in the NPL Advisory Panel of the European Commission; the group is an advisory entity set up by the Commission sub-departments (DG FISMA) to provide advice and expertise in the area of non-performing loans (NPLs) to the Commission.

BUSINESS PROCESSES

- Attainment of ISO 27001 Certification
- Digitisation of business processes

MARKET OFFERING

- 2025 Digital Journey Plan *(ref. page 29)*
- Establishment of the Credit Intelligence Optimization & Strategy practice, which develops the offering in the field of banking lending policies
- Extension of the ESG offering for banks *(ref. page 27)*
- Set-up of the Appia Platform, developed by Prometeia in collaboration with leading Confindustria associations, which integrates digital analytics and advisory services for the analysis of the current price trends and prospects for over 70 production inputs (commodities) feeding manufacturing production
- Weekly Economic Indicator, real-time Italian GDP forecast through the combined use of big data, machine learning and traditional indicators, summarised in a tool capable of monitoring the trend of economic activity at high frequency

AWARDS *(ref. page 26)*

- RiskTech 100
- WealthTech 100
- IDC Fintech Rankings
- Best Economic Forecaster in 2021
- Global M&A Review by Refinitiv

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Profile

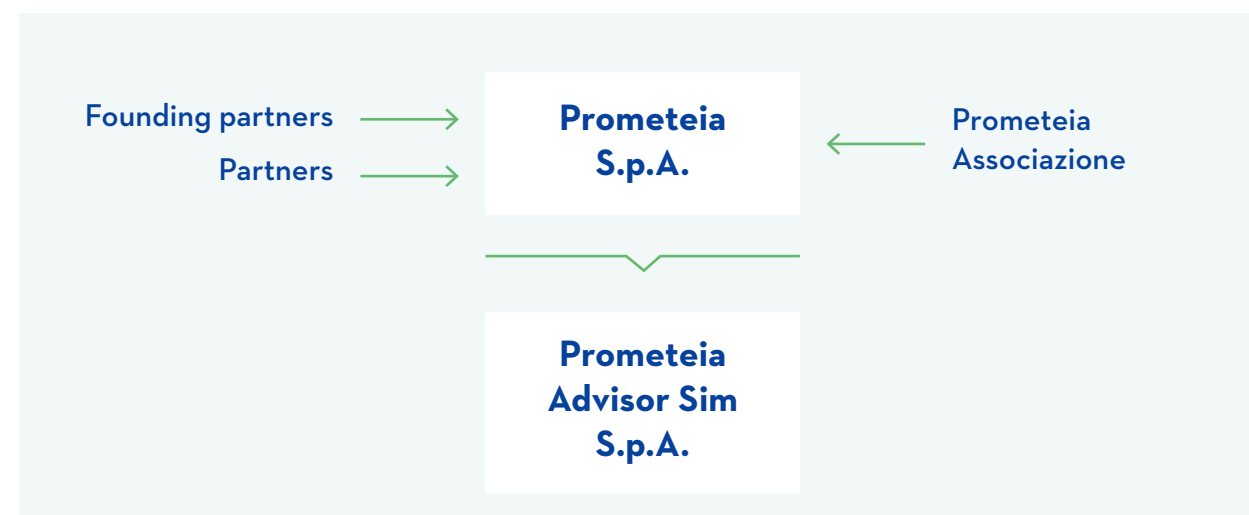
The Prometeia Group is a consulting, software development and economic research company, specialised in cutting-edge solutions for data, technologies and training to support banks, insurance companies, financial intermediaries, companies, public and private entities and services dedicated to institutional investors.

The Group can rely on a team of over 1,000 professionals, 41% of whom are under the age of 30, with very diverse training and academic backgrounds (over 100 different degree courses among our resources).

For almost half a century, the linchpin of the Prometeia business model has been the combined action of its system of values, made up of excellence in terms of skills, entrepreneurship, client focus in the long term, team spirit and economic sustainability of financial statements.

The group is made up of Prometeia Associazione, Prometeia S.p.A. and Prometeia Advisor Sim, wholly owned by Prometeia S.p.A.

The ownership structure of Prometeia S.p.A., which has been the hallmark of the Group since its foundation, is a guarantee of a great degree of autonomy and independent thinking and actions.



History

Prometeia was founded in Bologna in 1974 as an independent institute for economic research. However, its story began a few years earlier, between 1969 and 1973, when future Nobel laureate in economics Lawrence Klein involves Professor Beniamino Andreatta, for Italy, in the Link Project - a quarterly macroeconomic model for forecasts on the global economy.

These are the years of the first oil crisis, which exploded in 1974. It is in this period of macroeconomic uncertainty, never before experienced on such a vast scale, that the need arises for companies, including Italian ones, to adopt precise and consistent economic forecasts. This led, towards the end of 1974, to the birth of Prometeia Associazione per le Previsioni Econometriche, which officially began its activity in 1975.

The attention drawn internationally through the Link Project allows Prometeia Associazione to participate in the analysis and forecasting activities of other international research groups such as Data Resources, and to receive funding from the European Commission to build a structural model for the Italian economy, to be included in a project for the assessment of the effects of the creation of the Single Market on the economies of future member countries.

A few years later, in 1981, a new business was born and developed, namely Prometeia Calcolo Srl, initially owned by Prometeia Associazione, with the aim of providing forecasts on and for the different industrial sectors, and developing in-depth analyses into markets and financial intermediaries.

On the strength of its expertise in processing large amounts of information and state-of-the-art IT tools, Prometeia Calcolo becomes the first centre in Italy capable of merging data and advanced technologies at the service of the financial industry and industrial firms, to which it provides forecasts and analyses of the main economic, monetary and banking parameters and

it stands out as a forerunner of contemporary fintechs.

While, on the one hand, Prometeia Associazione's analysis is enriched with new tools, such as dynamic equilibrium and overlapping generations models, processing of microeconomic data relating to household and business behaviours, on the other hand, the business of Prometeia Calcolo, which later became Prometeia S.p.A., is increasingly geared towards a business model that is unique on the market, consisting of the integration of economic research, analysis, consultancy and the development of software application solutions.

The legacy of this process led in 2006 to the birth of Prometeia Advisor Sim which, through specific business lines, assists the Italian institutional market throughout the entire asset management process, in accordance with legal requirements. Wholly owned by Prometeia S.p.A., Prometeia Advisor Sim has become a leader in Italy in independent financial advisory services dedicated to institutional investors (banking foundations, social security agencies, pension funds and health funds). It also provides advisory and outsourced reporting services to family offices and entrepreneurial families.

From 2010 onwards Prometeia began its expansion on international markets, quickly becoming a recognised player for Risk Management and Wealth Management solutions and platform development.

In conjunction with its constant geographical growth, in recent years Prometeia has integrated its offering thanks to the contribution of the following organisational units: Data Science, which guides Clients along the data-driven digital transformation process, Strategic Advisory & Corporate Finance, which deals with strategic advisory services especially for LSI banks, and Credit Intelligence Optimization & Strategy, which develops the offering in the field of bank lending policies. From a thematic point of view, more and more attention is being paid to solutions with a focus on ESG & Climate Risk, in order to support the financial industry from both a regulatory and forecasting point of view.



Mission and values

Prometeia's goal lies in its very name. In Greek mythology, Prometheus is the one who can foresee. And just as Prometheus brought fire to men, Prometeia brings its solutions to clients, endeavouring to anticipate their needs. In daily work activities, "foreseeing" also means understanding - before the Clients - the possible avenues, whether they be easy or difficult to follow, to guide them through the process, thanks to proprietary solutions.

Since 2010, the year in which the corporate values were introduced, Prometeia has embarked on a process geared towards sustainability, in order to honour its commitment and to assess the impact of its activities on Stakeholders, Clients, the environment and the Community. Prometeia's values represent Prometeia's way of understanding the company and the context in which it operates, they are rooted in the corporate culture and have not followed, but rather anticipated, the regulatory changes on sustainability.

PROMETEIA'S CORE VALUES:

- *People and reputation, the most important asset.*
- *Professionalism and excellence in skills, to be pursued with rigour and commitment.*
- *Pride in the professional quality of one's work and ambition to provide highly reliable technological solutions.*
- *Medium to long-term profitability, sustainable growth.*
- *Entrepreneurial spirit and attitude that go beyond organisational roles.*
- *Client focus in the long term.*
- *Discipline and teamwork.*

Global presence

Since 2010 Prometeia has embarked on an international expansion process that has led it to become one of the leading operators in the European and Turkish markets.



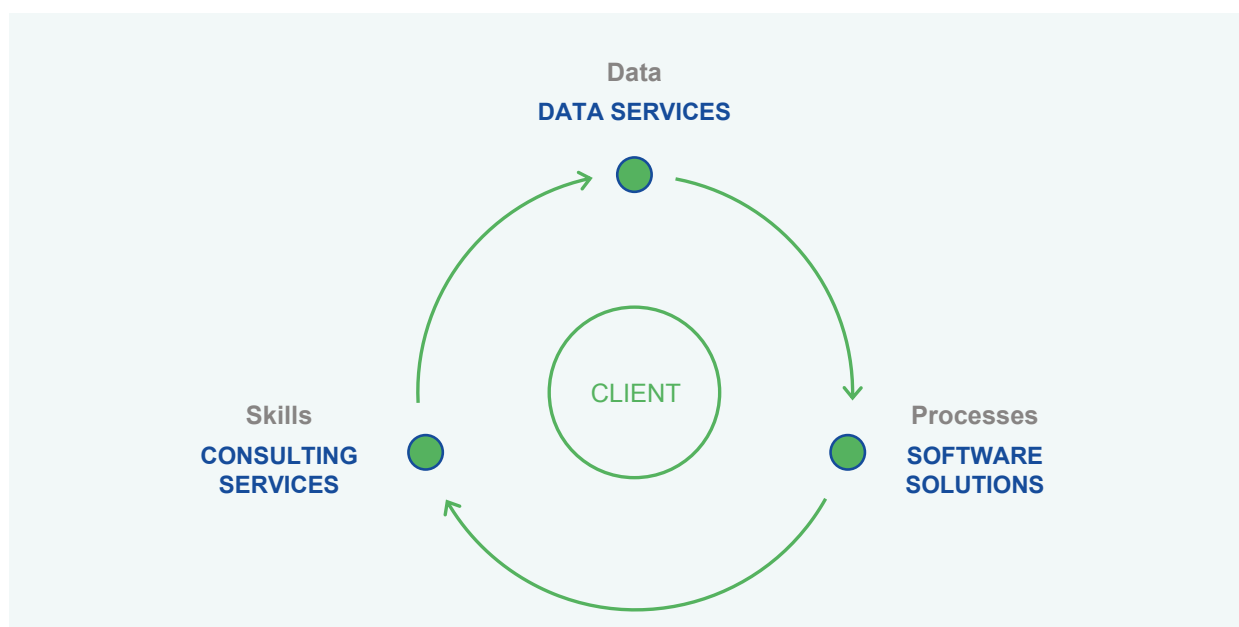
Business model

Prometeia is active in the specialist advisory services sector through three main areas: Advisory, Tech Solutions and R&D, in turn broken down into specialisation and implementation areas:

| ADVISORY | TECH SOLUTIONS | R&D |
|--|---|--------------------------|
| Risk, Planning & Control | RiskTech Solutions | Modeling & Data Science |
| Wealth Management & Financial Distribution | WealthTech Solutions | Research, BI & Reporting |
| Strategic Advisory & Corporate Finance | Applied Data Science & Advanced Analytics | Digital BI Solutions |
| Financial Advisory for Institutional Investors (Prometeia Advisor Sim) | | |

Prometeia operates on the Italian and international market by adopting a client-centric business model capable of providing comprehensive solutions: specialist advisory services, data and software solutions.

Consequently, Clients can rely on Prometeia as a one-stop shop for all their needs.



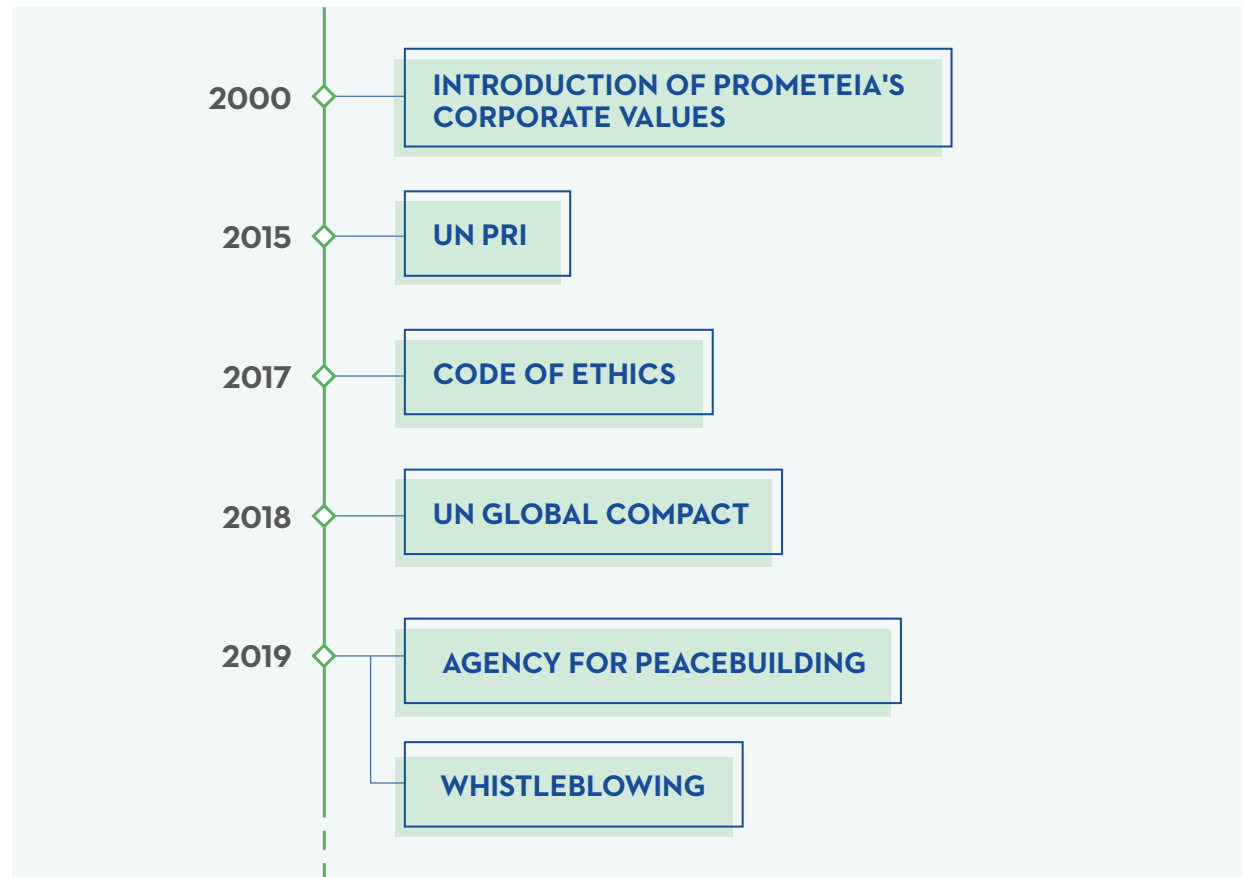
Governance model

The main governance bodies of Prometeia S.p.A. are set out below:

- **the Shareholders' Meeting:** composed of the shareholders of Prometeia S.p.A., it is the expression of the company's will, resolving with the methods and on the matters provided for by the law and the Articles of Association, in both ordinary and extraordinary session;
- **the Board of Directors:** together with the Board of Statutory Auditors, it is the body at the top of the Company's governance. It is vested with full powers for the ordinary and extraordinary management of the Company, save as those expressly assigned to the Shareholders' Meeting pursuant to the law;
- **the Board of Statutory Auditors:** tasked with supervising compliance with the law, the Articles of Association and the Company's principles of correct management;
- **the Financial Reporting Manager:** tasked with preparing the company's accounting documents;
- **the Supervisory Body:** tasked with supervising the functioning and observance of the Organisation, Management and Control Model pursuant to Legislative Decree no. 231 of 2001, checking it periodically, and updating it as necessary;
- **the Data Protection Officer** as per GDPR (DPO): tasked with monitoring the compliance of the organisation with regard to data protection obligations and liaising with the competent supervisory authority.

The office of Managing Director is held by a Director endowed with special power of attorney and specific operational powers by virtue of resolutions passed by Prometeia's Board of Directors. The independent auditors are BDO.

Code of Ethics, 231 Model, Whistleblowing and adherence to the UN Principles



In 2017 Prometeia adopted a Code of Ethics, approved by the Board of Directors at its meeting of 29 May 2017, and its subsequent amendments and additions.

The Code of Ethics is in keeping with the Group's mission and values, and outlines the rules of conduct on the basis of the latter. Compliance with these principles by all those working at Prometeia or on its behalf is crucial for the proper conduct of business, as well as for Prometeia's guarantee of reliability.

Prometeia undertakes to ensure that anyone who is working with its Group companies (collaborators, suppliers, Clients) adopts a conduct in line with the general principles laid down by this Code and, to this end, to disclose the contents thereof to anyone who has relations with the Company.

Prometeia operates in a highly competitive and constantly evolving regulatory and technological context, and it is therefore essential that its business be based on principles of clarity and transparency, faithful observance of the law, respect for the interests of Clients, suppliers, employees, institutions and of the Community as a whole.

The Code of Ethics forms an integral part of the "Organisation, Management and Control Model" adopted by Prometeia in 2010 pursuant to Legislative Decree no. 231/2001, implemented on 21 July 2011 and subsequently updated on 18 December 2014, on 17 December 2015 and on 26 February 2016.

As of 2019, Prometeia also decided to implement and make available to all employees and co-workers a confidential communication channel specifically dedicated to reports of possible unlawful conduct or infractions to the detriment of the company, based on precise and consistent facts of which the whistleblower has become aware by virtue of the duties they carry out (i.e. whistleblowing).

In 2015 the company joined the United Nations Principles for Responsible Investment (UN PRI). Subsequently, in 2016 Prometeia became a Member of the Forum for Sustainable Finance (FFS), and in 2018 it joined the United Nations Global Compact. Since 2019 Prometeia has also joined the Agency for PeaceBuilding, whose mission is to promote the conditions to enable the resolution of conflict.

But it is above all through its corporate values that Prometeia fulfils its social responsibility, from maintaining the company's economic situation, throughout the company's history from its establishment to to-date, to investing in people and talent development, from the governance system, which ensures full independence to the Company, to excellence in the services we provide to our Clients.

The ten UN Global Compact principles

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

The seventeen Sustainable Development Goals (SDGs)



Quality certifications

In 2018 Prometeia obtained the ISO 9001 Certification, which covers the following processes:

1. planning and creation of reports relating to economic and market micro and macro analyses;
2. design, development, installation, integration, consultancy for software applications with Risk Management content;
3. planning and delivery of training activities on the market.

In daily work activities, the Certification translates into a higher quality standard of company processes and procedures: from sales management to procurement procedures, from consultancy to the design and implementation of software solutions. The foregoing is included in coded documents, in order to achieve excellence and operational efficiency in meeting the needs of Clients and, more generally, of all Stakeholders.

In July 2021, Prometeia also obtained the ISO 27001:2015 Certification, which lays down the requirements for the Information Security Management System (ISMS).

The ISO/IEC 27001 standard is an internationally recognised standard that encompasses security management systems. The purpose of the standard is to identify risks in terms of confidentiality, integrity and availability of information and put in place security measures commensurate with the activity carried out.



An ISMS defines the rules for the protection of:

- Confidentiality;
- Integrity;
- Availability.

An ISMS requires:

- Effectiveness - i.e. the ability to do what is planned;
- Compliance - i.e. the ability to comply with the obligations set out in the corporate documents;
- Each and every employee, partner, collaborator and supplier is called upon to ensure (as defined) both Prometeia's ISMS aspects, reporting through the instances of Non-Compliance any possible situation that might impact what was planned or defined in the ISMS documents.

The possible effects of ineffectiveness and instances of non-compliance are listed below:

- breach of regulations, laws, directives;
- breach of contractual aspects;
- breach of regulatory aspects;
- breach of internal rules.

Each of these situations can have significant impacts, not only in terms of certification but above all for the company's image and business.

An ISMS protects information in the event of an attempted breach and ensures the continuity of services. It is based on the following principles:

- awareness of the need for information security;
- assignment of responsibilities for information security;
- integration between the commitment undertaken by management and the interests of stakeholders (Clients, suppliers, partners, employees, etc.);
- improvement of corporate values;
- risk assessments giving rise to appropriate countermeasures in order to achieve acceptable risk levels;
- security as a key element of information systems and products/services;

- active prevention and identification of information security incidents;
- guarantee of a comprehensive approach to information security management;
- the continuous reassessment of information security and the implementation of the necessary changes and improvements.

The benefits of an ISMS include the following points:

- assistance to top executives in the consistent management and responsible conduct of one's approach to information security management, in the context of the management and governance of corporate risks, including education and training of operations and systems managers, with a holistic approach to information security;
- the promotion of information security best practices, globally accepted in a non-prescriptive manner, giving Prometeia the freedom to adopt and improve the related controls according to specific circumstances and to maintain them even in the event of internal and external changes;
- the adoption of a common language and conceptual basis for information security, making it easier to trust business partners with a compliant ISMS, especially if they require ISO/IEC 27001 certification issued by an accredited certification body;
- increased confidence from the parties concerned;
- more effective economic management of information security related investments.

Awards

In 2021 Prometeia obtained four further awards in addition to those attained in previous years, thanks to its constant endeavours towards the innovation of solutions for Clients:



→ double award from **Chartis Research**, leader in Risk Management analysis at the global level, both as the best solution in the Balance Sheet Risk Management area, for the second year running, and for Capital Optimization in the latest edition of RiskTech100, where Prometeia entered the top 25 global ranking for the first time;



→ Prometeia has once again been selected for the 2021 **WealthTech 100** edition, the annual list of the world's 100 most innovative providers of digital solutions with a lasting impact on the wealth management and asset management industry;



→ placement in the top 100 (70th place) of the 2021 **IDC Fintech Rankings**, annual rankings of the best providers of hardware, software and services to the financial industry worldwide;



→ Prometeia ranked ninth among the advisors in 2021 by number of deals in Refinitiv's **Global M&A Review** rankings (Italy's mid-market deals), thanks to the number of M&A transactions closed during the year;



→ award as **Best Overall Economic Forecaster** for the Italian economy, for the second consecutive year, in the 2021 edition of the FocusEconomics Analyst Forecast Awards.

Sustainability strategy in Prometeia's offering

Prometeia S.p.A. offering

Through its daily work, Prometeia provides solutions to tackle the challenges of sustainable development. In the ESG & Climate area, Prometeia supports Clients with data, scenarios, methodologies, research and training in assessing the impacts of climate change and in regulatory compliance on sustainability issues.

→ **Services for banks:** data, methodologies and solutions for assessing Climate Risk, which are applied in banks' planning and control processes and reporting in compliance with regulatory guidelines. Support to intermediaries in the drafting of strategic plans and in advisory services to companies.

→ **Services for wealth & asset managers:** products and services to guide the change, from an ESG perspective, by distributors and asset managers in the design, management and assessment of financial and insurance products, as well as in the methods used to provide investment services. Software components (platforms and processing engines) to support ESG consultancy.

→ **Services for institutional investors:** support to institutional investors with solutions to tackle the challenges of sustainable development and integrate ESG factors within an efficient financial management process.

→ **Research and training:** macroeconomic and sectoral analyses and forecasts on markets and financial intermediaries with inclusion of ESG and climate risk factors. Training on regulatory and business issues linked to ESG and Climate Risk.

Prometeia's Turkish branch has developed a digital transformation project for Darüşşafaka Society, the most important non-governmental organisation in Turkey in the field of education, which since 1873 has provided scholarships, housing and high-quality education to talented

but financially disadvantaged and orphaned children. In collaboration with the Turkish Digital Transformation Commission, Prometeia has drawn up a 5-year digital transformation roadmap with the goal to maximise the effectiveness and efficiency of the activities.

Prometeia Advisor Sim S.p.A. offering

Sustainability has gone hand in hand with our consultancy services ever since 2008, when Prometeia Advisor Sim provided advisory activities for the first time for drafting a management mandate focused on socially responsible investing (SRI), with the subsequent selection of a manager.

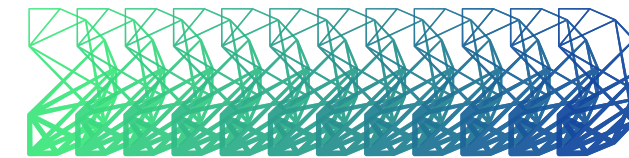
Prometeia Advisor Sim includes sustainability targets into its consultancy services, offering Clients a holistic perspective that encourages the inclusion of ESG criteria at all stages of the investment process, from the definition of policies to the choice of strategies and tools used to achieve financial and sustainability goals.

Prometeia Advisor Sim believes that investors play a key role in the achievement of sustainable development by significantly guiding, through its choices, the transition to a low-emission economy, the attainment of greater social equality and long-term growth.

At the same time, climate change, worsening inequalities and the shortage of resources are global challenges that can significantly affect the performance of investments and, consequently, taking ESG factors into account is strategic and vital for anyone managing property portfolios.

In 2017, a pool of professionals dedicated to sustainability was established within Prometeia Advisor Sim and, in 2020, a specific ESG jurisdiction was introduced with the aim of anticipating developments in the regulatory framework, the market and, above all, to continue to model and offer added value for Clients.

Prometeia Digital Journey and corporate digitisation initiatives



PROMETEIA DIGITAL JOURNEY 2025

In full coherence with Prometeia's core values, linked to Client care in the long term, the ambition to provide highly reliable technological solutions, teamwork and the development of cutting-edge skills, in 2021 Prometeia launched a Development Plan called Digital Journey, which outlines the strategic guidelines to 2025 that enable to consolidate the functional and technical contents of the solutions provided to Clients.

This Plan is strongly geared towards digital transformation and the search for new solutions to support Clients in the challenges of their digital transformation, through the development of Prometeia's offering in line with the main technological macro-trends, such as Cloud Computing.

As part of the technological revolution currently underway, some of the most relevant trends for financial intermediaries are set out below:

- Swift and gradual spread of the Cloud;
- Big Data, the increased ability to generate, collect and store information generates huge volumes of heterogeneous data by source and format which can be analysed to generate new knowledge to be used to make more conscious decisions across all sectors, including the financial sector;
- Artificial Intelligence enables to analyse Big Data thus making it possible to create more accurate and faster forecasting services and models. The impacts span across all processes within the financial sector: from marketing to Risk Management, from cyber risk to lending to economic forecasts;
- Cloud and Big Data use brings HPC (High Performance Computing) techniques and technologies to the fore, which allow the processing of massive quantities of data with complex computational aspects in times that had been unthinkable until now;
- Open Banking: also as a result of the PSD2 regulation, intermediaries are developing business models capable of capitalising on customers' 'multi-bank' information through the progressive opening of banking systems via the use of open APIs.

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Clients

The focus on the Client in the long term and the pursuit of excellence in skills with rigour and commitment has allowed Prometeia, in 2021, to support the development of over 400 companies, distributed as follows:



Suppliers' management

The Quality Policy is the commitment undertaken by Prometeia vis-à-vis its Clients and suppliers and, in order to honour it, a Quality Management System has been designed and implemented in accordance with UNI EN ISO 9001 standards, introduced by Prometeia in 2018.

This translates into a better quality of daily work, as well as into compliance with all standards: from sales management to procurement, all business processes are documented and codified so as to have a universally recognised quality system.

When entering into a contract, suppliers are required to sign the Code of Ethics, which outlines the principles and guidelines behind the Group's activities, guiding the behaviour and actions of all those it liaises with.

By signing the Code, suppliers undertake to adhere to these principles and to ensure that their sub-suppliers, if any, adhere to them as well. The violation of the principles enshrined therein constitutes a breach of contract, with the company's right to terminate the existing contract with immediate effect, depending on the severity of such breach.

SUPPLY CHAIN PROFILE

The quality and sustainability of the services and solutions provided by Prometeia are not only dictated by the impact deriving from direct use by our people, but also by the conscious choice of the supplies of technologies and services used by the Company.

For this reason, the procurement process and the responsible use of natural resources, technologies and external services represent a key element of the Company's sustainability strategy.

Prometeia has a very wide and high-profile network of suppliers: transparent relationships have been built with them over time, which are able to generate value not only in the short term, but also in the long term.

Concurrently, the constant innovation process of the services that are offered to the market and to Clients, as well as the need to adopt the latest data analysis and management technologies, requires the search for new suppliers and partners capable of ensuring highly qualified supplies.

Prometeia works largely with Italian and European Union suppliers, which guarantee the application of the highest standards of quality and reliability, and which show strong attention to issues relating to respect for human rights and health and security, the fight against corruption and respect for the environment.

SUPPLIERS' SELECTION AND QUALIFICATION

A quality service or solution is the result of shared standards, cooperation, joint efforts, and stable relationships based on mutual trust with all suppliers and partners.

Prometeia believes in the importance of developing synergies and increasingly close and profitable collaborations with those who not only guarantee reliability in terms of performance, but who also share the Company's values and expectations in terms of ethical, environmental and social standards.

All suppliers undergo a stringent qualification process: at the time of application, suppliers undertake to comply with Prometeia's fundamental principles and values, as well as to ensure the quality of the services and technologies provided, and to adhere to delivery methods and meet lead times.

This system is essential to protect us from the corporate, environmental and reputational risks associated with non-responsible supply management.

The procurement processes follow a consolidated operating practice, consisting of the following stages:

- scouting, in order to identify supplies to be used in projects, where agreed-upon with Clients;
- internal qualification (face-to-face verification of several aspects, including those related to sustainability);
- issuance of the purchase order (this phase involves the signing of contracts and clauses, if any).

More specifically, the scouting activity is also conducted to identify new potential suppliers, in order to ensure alternative supplies in the event of procurement risks.

For Prometeia, quality is also all about health and safety, respect for human rights, environmental protection and, in general, ethics in the conduct of business along the entire value chain.

Being a socially responsible company implies taking on a commitment that extends far beyond its borders, embracing the entire supply process.

Most suppliers are strategic partners and this is why our relations with them go beyond the economic-commercial sphere. The suppliers involved in the provision of our services and in the purchase of technology platforms exceed 500.

The Community

Prometeia responsibly assumes an active supporting and cooperative role vis-à-vis the territories and the Communities in which it operates. Prometeia believes that the future of the world depends above all on the health of its most defenceless inhabitants: children.

To this end, the Company decided to support organisations and associations that care for the little ones and their families, and which support clinical research in the countries where they operate.

Prometeia's commitment to the Community takes place through:

1. donations, aimed at supporting Associations caring for children and their families;
2. sponsorships, in support of projects with a positive impact on the country.

Most of the investments are in favour of the Community on a cultural, social and scientific level, and involve long-term plans and/or strategic partnerships.

This is a stable share that accounts for the most significant part of donations, demonstrating an orientation towards long-term collaborations that can guarantee real benefit and value for the Community.

Prometeia provides permanent support to Antoniano, the non-profit organisations Cucciolo, Bimbo Tu, Ageop Ricerca and Lösev from Ankara.



Year and place
of foundation:
1963, Bologna

Objective:
Helping through
music, art,
culture, theatre
and, above all,
solidarity

ANTONIANO

Antoniano is a onlus parziaria of an ecclesiastic body (a special non-profit organisation), known for its activities in the area targeted at the most needy. For over 60 years Antoniano has also been actively engaged in art, culture and theatre, as well as music with the Piccolo coro dei bambini (Little Children's Choir). Antoniano is, above all, about solidarity: a meal for the hungry, a home for those who are all alone and a new opportunity for those looking for a better and brighter future, away from war. Renewing its close cooperation with Antoniano represents an important commitment for Prometeia, which aims to guarantee tangible support to those living through hardship.

"At Antoniano we believe that meals are a starting point for everything: the first step to get to know the people we help, to create trust and establish a long-lasting relationship that enables us to guide them towards their social and work reintegration", explains fra Giampaolo, Antoniano's director. "Thanks to Prometeia's precious cooperation, in 2021 Antoniano's canteen served more than 3,800 meals. A financial contribution but not only that: in 2021 Prometeia worked alongside Antoniano also over the Christmas holidays, making its premises available to welcome our solidarity banquets presented to company employees. A great opportunity to support Antoniano's hospitality projects and at the same time raise awareness among employees, who have generously decided to support us."



Year and place
of foundation:
1995, Bologna

Objective:
Supporting
preterm babies

CUCCIULO

Founded in Bologna in 1995, Associazione Cucciolo aims to support preterm babies. "In 2021, also thanks to Prometeia's support, - explains Cucciolo's President Maddalena Casadio - we were able to purchase technologically advanced equipment such as a new ultrasound system for the Neonatal Intensive Care Unit and 2 paediatric cribs for rooming-in to be used to transfer newborns from the ward to specialist clinics". With Prometeia's contribution in 2021 it was also possible to continue to pursue the "Umanizzazione pittorica" project, strongly sought after by Associazione Cucciolo, and aimed - as Casadio explains - at "creating a nurturing and colourful environment that welcomes children in a familiar setting by putting the little patients and their parents at ease as much as possible during long hospitalisation periods".



BIMBO TU

Bologna-based Associazione Onlus Bimbo TU was born in 2007 with the aim of helping children affected by diseases of the central nervous system and/or solid tumours.

Year and place of foundation: 2007, Bologna

Objective: Helping children affected by diseases of the central nervous system and/or solid tumours

In 2021, the Group's contribution went towards the "Hospitality" project, the service that guides families along patients' health care process, from the time of discharge throughout the entire treatment period. "Bimbo Tu's commitment with this project - explains Alessandro Arcidiacono, president of the Association -, is to be available to assist families in any way they may need: with playful and recreational activities in the wards, with the supply of medicines if necessary, with the reorganisation of the home environment in the event of patients with motor difficulties. The aim - concludes the president - is to guarantee constant support to families, to never leave them alone".



AGEOP RICERCA

Ageop Ricerca is the Paediatric Haematology Oncology Parents Association which has been based in the Paediatric Oncohematology Department of the S. Orsola Polyclinic in Bologna since 1982. It was founded with the aim of welcoming and assisting children with cancer and their families.

Year and place of foundation: 1982, Bologna

Objective: Welcoming and assisting children with cancer and their families

In 2021 Prometeia renewed its support for Ageop Ricerca and its health care projects, contributing to the purchase of Casa Gialla's garden through the #Lottoanchio campaign. "Casa Gialla, owned by the Association, - explains Francesca Testoni, general director of Ageop - represents a functional and child-friendly place of care in which to spend long periods of oncological therapy. The purchase of the outdoor space, so precious to our little patients, represents for them the opportunity to experience life outdoors after long hospitalisation periods. Thanks to these spaces - concludes the general director - the little ones and their families have an extra place where they can feel at home and find some much-needed light-heartedness".



LÖSEV

Founded in Ankara in 1998, Associazione Lösev pursues the aim of helping children with leukemia and their families. In 2020 and 2021, with Prometeia's support, Lösev was able to increase its support for children with leukemia and their families throughout Turkey. The non-profit organisation aims to ensure that all children receive effective treatment, as well as social, economic and psychological support free of charge. 87% of households helped by Lösev are on low income and 11% are on zero income.

Year and place of foundation: 1998, Ankara

Objective: Helping children with leukemia and their families



PROMETEIA FOR THE 2021 G20 INTERFAITH FORUM

Prometeia was one of the main sponsors of the G20 InterfaithForum, "the G20 of religions", which was held in 2021 in Bologna, one of the main side events of the G20 under Italian presidency, which consisted of over three days of debates and meetings to build a dialogue between religious leaders, spiritual authorities, intellectual figures and political leaders on issues and programmes of global scale and relevance such as immigration, peace, justice, youth, education, poverty and inequality, the environment.

Objective: Promoting global solutions by collaborating with religious leaders and political representatives

Financial training and contribution to the public debate

Since its foundation in 1974, Prometeia has contributed to the dissemination of Italian and international economic analysis knowledge and tools aimed at companies and the banking system.

This has significantly contributed to building the public debate on issues concerning the economy and the development of the financial industry, with a special focus on the banking sector.

Prometeia's contribution also had a major impact on the institutional level and translated into the interactions that the Group has and has had with central banks, governments, institutions and international public bodies, and in general authorities responsible for overseeing economic and financial decisions.

The quality of training, to be understood as the ability to provide information delivered by subject matter experts, represents the Company's flagship, not only vis-à-vis Clients, institutions and the market in general, but also school and university students, in line with the corporate values of disseminating knowledge at all levels.

PROMETEIA ASSOCIAZIONE AND COMMITMENT TO ECONOMIC RESEARCH

Prometeia Associazione is the official representative for Italy of the Link Project (sponsored by the United Nations) and a member of the AIECE (Association of European Conjuncture Institutes).

In Europe, it has provided a fundamental contribution to setting up the Euroframe (European Forecasting and Research Association for the Macro-Economy) network, which conducts quantitative analyses, independent forecasts and provides economic policy

guidelines for the European Union as a whole and individually for its Member Countries.

PROMETEIA AND THE INSTITUTE OF INTERNATIONAL FINANCE

Since 2019 Prometeia has joined the Institute of International Finance (IIF) which is the global association of the financial industry, with almost 450 members from 70 countries. It liaises with the leading regulators and policymakers worldwide, such as the IMF, the World Bank, the Basel Committee and the IASB (International Accounting Standards Committee).

Prometeia delivers its training courses and spreads its knowledge in a variety of ways, according to the following scheme:

| | 2021 |
|-------------------------------------|-------------------|
| PUBLISHED REPORTS AND PAPERS | 50+ |
| WEBINARS | 30+ |
| CLASSROOM PRESENTATIONS | 10+ |
| SPONSORSHIPS | 10+ |
| IN-PERSON EVENTS | 3 |
| EVENTS AS A SPEAKER | 80+ |
| HOURS OF UNIVERSITY LECTURES | 190+ |
| CLIENT TRAINING HOURS | 1,400,000+ |

Our contribution to the dissemination of knowledge was also significant in 2021: the Prometeia Group as a whole reached over 4,000 people through events organised on specific topics:

| | NO. OF WEBINAR PARTICIPANTS |
|-------------------------------|-----------------------------|
| PROMETEIA SPA | 2,117 |
| PROMETEIA ASSOCIAZIONE | 1,776 |
| PROMETEIA SIM | 573 |
| TOTAL | 4,466 |

Our in-depth articles published on our institutional website and on our social media channels exceeded over 400,000 views overall:

| LINKEDIN POSTS | IMPRESSION* |
|---|-------------|
| Discover our offer for ESG & Climate | 184,997 |
| Being in Zurich is essential | 70,374 |
| Prometeia has been elected Category Leader in all four RiskTech Quadrants® | 61,149 |
| Grazie a tutti coloro che hanno partecipato, dal vivo o da remoto, al nostro meeting di fine anno | 32,699 |
| In Italia ci saranno sempre più banche specializzate e meno banche generaliste | 11,624 |
| Italian GDP growth in 2020 was better than expected (-8.9) | 11,370 |
| Prometeia ha ricevuto, anche quest'anno, l'award di Repubblica degli Stagisti "Best Stage" | 11,019 |
| Rispetto al 2019 Prometeia avanza di 7 posizioni al 23° posto generale in Italia | 10,899 |
| After the rebound in economic activity in Q3-2020, Italy's GDP in Q4 is estimated to decline | 10,002 |

* Number of times the content has been viewed or displayed on LinkedIn members' news feeds

Reference period: 1 January - 31 December 2021

| ARTICLE | VIEWS |
|--|-------|
| Italia nel 2030 colma gap di crescita con l'Europa se NGEU è sfruttato in pieno | 1,487 |
| Rapporto di Previsione dicembre 2020 - Highlights | 1,328 |
| Prometeia Advisor Sim compie 15 anni: una storia di successo e la sfida dell'innovazione | 875 |
| Prometeia Brief - Italy in the Global economy May 2021 | 868 |
| Rapporto di Previsione di settembre 2021: Ragioni di ottimismo e banche di prova per l'economia italiana nei prossimi mesi | 857 |
| Climate change, rischio di credito e rischio di transizione climatica in Italia: quanto sono collegati? | 836 |
| Tassi negativi sui depositi bancari, un trend in evoluzione | 822 |
| Al via il programma Diversity & Inclusion di Prometeia | 786 |
| Le soluzioni Prometeia per ESG & Climate | 716 |
| Moratorie e garanzie sui prestiti, un confronto europeo | 670 |

Reference period: 25 March - 31 December 2021

Relations with the academic world

Prometeia has very close ties with the academic world, which take the form of sponsorships of Masters and Degree Courses, or teaching assignments entrusted to our internal professionals, with the aim, in line with our values, of helping the Community develop new skills for the job market.

Three of the 50 masters recommended by Risk.net, the leading international magazine dedicated to risk management, derivatives and complex finance, are in partnership with Prometeia:

- the Second-cycle degree in Finance and Risk Management from the University of Florence;
- the Master in Finance, Insurance & Risk Management from Collegio Carlo Alberto;
- the Second-cycle degree in Quantitative Finance from the University of Bologna.

UNIVERSITY OF BOLOGNA

Advanced Training Course in Mathematical Finance*
 Second-cycle degree in Financial Markets and Institutions
 Second-cycle degree in Economics and Economic Policy
 Second-cycle degree in Quantitative Finance*
 First-cycle degree in Economics and Finance
 First-cycle degree in Economics, Markets and Institutions

COLLEGIO CARLO ALBERTO OF TURIN

Master in Finance, Insurance & Risk Management*

UNIVERSITÀ CATTOLICA DEL SACRO CUORE OF MILAN

Master in Credit Risk Management*

MIP - POLITECNICO DI MILANO SCHOOL OF MANAGEMENT

International Master in Financial Risk Management

IPE BUSINESS SCHOOL OF NAPLES

Master in in Advanced Finance*

UNIVERSITÀ CA' FOSCARI OF VENICE

International Master in Economics and Finance

SAPIENZA UNIVERSITÀ OF ROME

Master in Banking and Finance*

JOHN HOPKINS UNIVERSITY

MA in Global Risk

UNIVERSITY OF FLORENCE

Second-cycle degree in Finance and Risk Management*

UNIVERSITY OF MODENA AND REGGIO EMILIA

Second-cycle degree in Financial Analysis, Consulting and Management

IMPERIAL COLLEGE LONDON

MSc Risk Management and Financial Engineering

LONDON SCHOOL OF ECONOMICS AND POLITICAL SCIENCE

MSc Risk and Finance

KOÇ UNIVERSITY

Technology and Innovation Management Track (Tech MBA)

ISTANBUL TECHNICAL UNIVERSITY

Management Engineering Department

* Sponsored Master

People

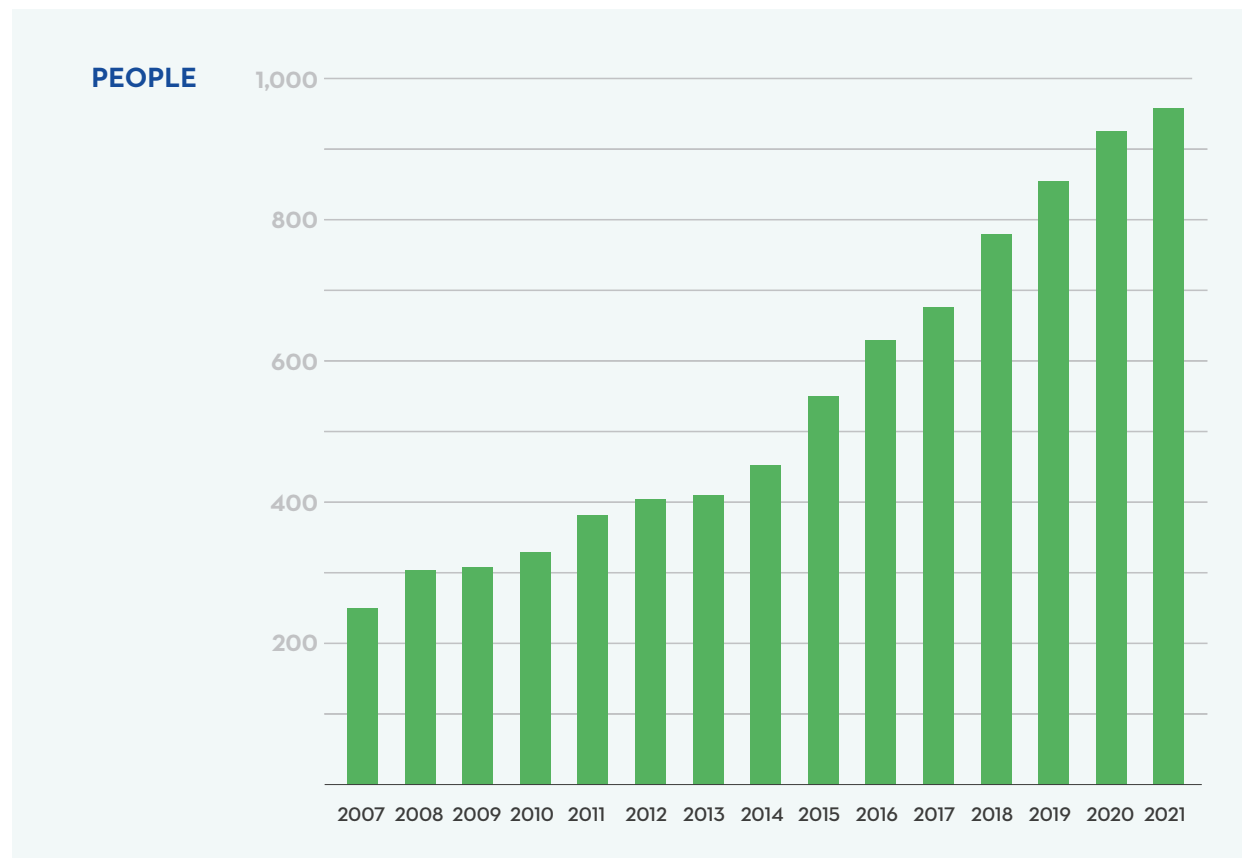
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- 58 Welfare and benefits

Human capital represents a strategic asset for Prometeia, capable of generating crucial impacts on the whole Community.

The people working within the organisation are key Stakeholders that Prometeia undertakes to protect, whilst promoting their talent and growth, with a view to fostering operations, the sharing of information and know-how and the development of skills within the Group.

Prometeia believes that each and every resource can bring value and that this is why they are constantly placed at the centre of projects aimed at personal and professional development, through a number of phases and initiatives covering the following areas:

- Training;
- Performance Management;
- Health and safety;
- People Engagement;
- Welfare and Benefits.



Lifelong learning

The knowledge and techniques gained over the years by Prometeia's people represent a wealth of extremely diverse and valuable skills.

Together with the growth and evolution of the business model, the educational background of the Group's resources has increasingly diversified over the last 5 years, reaching, in 2021, more than 100 different types of degree courses: the dominant area represented by economics and finance has been accompanied more and more by disciplines such as mathematics, physics, computer science, engineering and data science.

In coherence with Prometeia's core values, people's skills development lies at the top of the list of the Group's objectives.

Prometeia's people must be devoted to life-long learning, where the greatest value is attached to what they are still willing to learn, rather than to what they have already learned; the willingness to train on an ongoing basis responds to the need to cope with changes in the market and in the context.

Prometeia's training courses are structured in four different areas, each of which has the aim of promoting individual development within the organisation:

- **Evolving Training:** focus on the development of soft skills;
- **Developing Training:** focus on the development of hard skills, specialist and technical knowledge;
- **Inspiring Training:** focus on sharing company best practices;
- **Designing Training:** focus on content and running of the relevant business processes.

An average of 44 hours of training per employee was provided in 2021, for a total of over 47,000 total training hours. All training courses were delivered both in person and online.

| TRAINING HOURS | 2021 | 2020 | 2019 |
|-------------------|---------------|---------------|---------------|
| EVOLVING | 13,796 | 6,433 | 8,835 |
| DEVELOPING | 20,387 | 23,939 | 12,209 |
| INSPIRING | 112 | 40 | 4 |
| DESIGNING | 13,363 | 6,652 | 2,844 |
| TOTAL | 47,658 | 37,064 | 23,892 |

In addition, with the support of a specialised company, a training course dedicated to inclusion and diversity issues relating to all areas was also designed in 2021, and will be held in 2022.

As at 31 December 2021, the women working within the Prometeia Group accounted for 33% of the total workforce; female managers account for 26%; out of 8 business lines, 5 are headed by women.

For Prometeia, the commitment to achieving gender equality in the workplace remains a top priority, through work/life balance initiatives and ongoing management training.

Performance management

Performance represents the contribution that each person brings through their actions, both as an individual and as part of an organisational unit, through cooperation, towards the achievement of the corporate goals and objectives for the fulfilment of Clients' needs.

In 2021, Prometeia reviewed the performance assessment system, involving different organisational units, and drawing useful insights from tried and tested internal best practices.

Continuous feedback on the work activities, in accordance with project planning, and mutual, bottom-up and top-down feedback among people represent the cornerstones of this system.

Furthermore, the process has been fully digitised.

This has led to the transition of the Group's assessment system from an "appraisal oriented" system to a "development oriented" system, increasingly focused on people's skills development within the working context in which they operate.

The process continues to be based on objective quantitative and qualitative criteria and identifies the contribution of each individual employee to the creation of value for the company according to the role covered, the type of activity carried out, the relevance of their skills and the sharing process within the work teams, as well as the specific reference job market (i.e. the respective professional family).

The performance assessment objectives are: to foster professional growth through constant feedback, to direct mutual feedback towards professional development and growth, to support people in their training process, to target individual performance by identifying areas for improvement, to consider feedback in the context of the ongoing development process and in relation to certain projects and specific objectives, to guide behaviours by enhancing work and the contribution of each person to both professional and company growth.

In order to encourage full sharing of the assessment process, an internal communication campaign was created which involved all Group employees and specific and face-to-face training was provided to all the stakeholders involved in the assessment process.

This training will continue in 2022, with the aim of training people to communicate effectively; create the right conditions for it to be effective and apply some practical rules that turn the assessment into an opportunity for growth; finally, take the opportunity to set out a people's development plan and take appropriate improvement actions.

Health and safety



Prometeia considers health and safety in the workplace a core value, part and parcel of its business. This area is constantly supervised and monitored with standard and extraordinary measures and actions.

The monitoring was further strengthened in the pandemic period, in compliance with the regulations and to protect personnel in all Italian and foreign offices.

With specific reference to the 2020-2021 two-year period, and to the management of the Covid-19 emergency, Prometeia has adopted all the necessary procedures and measures to ensure the continuity of activities with the highest safety standards.

In May 2020, a Corporate Safety Protocol was put in place to combat and contain the spread of the Covid-19 virus and aid the resumption/continuation of business activities. Personnel policies (business trips, company offices) were developed for Clients, suppliers and external collaborators. The Protocol has been constantly updated to adapt it to the issuance of new decrees and all amendments and additions were promptly implemented. By way of example, new technologies have been adopted such as the temperature sensor, which has simplified

temperature detection operations of incoming personnel. In addition, regular night-time sanitisation was carried out at all premises to ensure prevention and greater safety of the Group's people.

Moreover, an ad hoc insurance cover was taken out for all employees.

People's health and safety has always been at the forefront of each and every decision taken by Prometeia in the Covid-19 emergency period. Since the beginning of the health crisis, everyone has been guaranteed the possibility of working remotely to manage all projects, both with Clients and with colleagues.

In May 2020 Prometeia entered into an agreement with Ruolo Terapeutico, a psychoanalytic psychotherapy clinical centre and training school based in Milan, also active throughout 2021. This cooperation has led to various initiatives aimed at supporting the professional and personal growth of the Group's resources in a historical period where the health situation has dramatically revolutionised the way people work and collaborate.

People engagement

People engagement and internal communication activities are designed to inform the Group's people on corporate decisions, on the main outside news, as well as on internal business and research initiatives, with the aim of encouraging debate.

The channel used for such communications is the Pr(HOME)teia app, the agile and essential tool that accompanies life in Prometeia day by day.

It is installed on all company smartphones and is essential to interact with the company's physical spaces and to stay up-to-date at all times.

Following Covid-19, a new feature was introduced which facilitated remote and face-to-face work management, whilst never losing sight of the importance of people's health and safety.

PrHOMeteia

In 2020, the "Stay at PrHOMeteia" newsletter was created which, with the easing of the restrictions linked to the pandemic, then became "PrHOMeteia":

- Collection of testimonies, in the form of videos and photos, of the lockdown and remote working period, by colleagues;
- PromCast: Prometeia's podcasts, intended for all Italian colleagues, featuring Prometeia's research content;
- Reading tips, recommendations of online exhibitions, etc.: over 80 submissions from 30 March until the end of 2021;
- Training events and useful communications;
- Welcome To with videos from new colleagues (interns and new hires).

Morning Break and Happy Hour

Starting from March 2020, a new internal press review has been conducted and sent every day at midday with market trends, economic data, news updates, as well as the evening's "Happy Hour" edition.

Christmas Meeting

Following the 2020 "Digital Christmas Meeting" in fully digital mode, in 2021 the end-of-year meeting was back on the agenda in Bologna, and was held in hybrid mode, with a live broadcast for colleagues who were unable to attend in person. The top management's speeches focused on the Group's growth, particularly on that of its people.

The end-of-year meeting has always represented an important opportunity to consolidate people's sense of belonging to Prometeia and to share their successes and challenges. This meeting also featured a special guest: Bebe Vio, who recounted her story in terms of challenges, authenticity and passion. A strong and tangible message for all Prometeia's people.



CSR survey

In 2021 Prometeia conducted an internal survey on Corporate Social Responsibility issues, with the aim of involving and raising people's awareness, measuring their level of knowledge on some governance aspects (Code of Ethics, adoption of 231 Model, etc.), and assess their perception on the most relevant issues, so as to put forward ideas and suggestions on the possible commitments that the Prometeia Group could undertake on Corporate Social Responsibility issues.

Around 60% of the company population participated in the survey.

The survey represented an important opportunity for people to exchange views and to engage them on sustainability issues, and provided useful insights into the definition of a concrete action plan consistent with the company's values and objectives.

Other initiatives

In the 2020-2021 two-year period, due to Covid-19, the "Natale Bimbi" and "Corri con Prometeia" events were temporarily suspended.

The purpose of "Natale Bimbi" is to have employees' children participate in their parents' corporate life: taking advantage of the Christmas atmosphere, in Bologna and Milan, events are organised where children, together with their parents, watch a show or play together doing arts and crafts.

"Corri con Prometeia" is an event aimed at all sports fanatics: all colleagues participating in a city marathon become Prom Ambassadors and sponsor, with their run, all the charities supported by the Group.

Welfare and benefits

Prometeia is committed to promoting the best professional and working conditions for its people. The actions undertaken are based on the following three pillars: Compensation, Welfare and Benefits.

COMPENSATION

The Compensation factor is based on a fixed and a variable component, and is linked to the achievement of results. The annual MBO system sets individual goals, guiding people to achieve the best results and defining tailor-made development processes.

WELFARE

Launched in 2015, and renewed for 2021 as well, Prometeia's Welfare Plan includes all the initiatives undertaken by the company to foster the well-being and social security of employees and their families.

The components of corporate welfare can cover a number of different areas: health and protection, social security, family care, assistance, free time, work-life balance. It all depends on the choice made by individual employees, who may decide to allocate the welfare bonus made available to them by Prometeia.

The benefits are manifold: the Welfare Plan has a positive impact on the company's productivity and competitiveness, responding to the needs expressed by workers for the creation of a comfortable environment, which can translate into a distinctive feature of the company and thus become a competitive lever for value generation.

The services provided include:

- Health Services;
- Reimbursement of expenses for education and care to elderly or non-autonomous people;
- Refunds for transport costs;
- Leisure time: wellness, entertainment, sport and culture packages;
- Social security: option to integrate pension funds;
- Financing: option to request an interest contribution for loans.

BENEFITS

The third pillar is represented by Prometeia Benefits, which encompass all the Group's partnerships with external facilities that contribute to the well-being of our people: cultural, recreational or sporting initiatives.



Commitment to the environment

62 Leed Gold Award for Prom HQ

67 Mitigation of environmental impacts

Leed Gold Award for Prom HQ



"The decision to focus on a green building is one of the milestones in Prometeia's sustainability process, which for us has always been synonymous with the future"

Angelo Tantazzi, Chairman of Prometeia

Prometeia's headquarters in Bologna, inaugurated in September 2019, received the LEED® Gold (Leadership in Energy & Environmental Design) certification from the Green Building Council, the international body in charge of assessing the environmental sustainability features of buildings and promotes a sustainability-oriented approach.

The assessment is based on the analysis of performances in different sectors such as energy and water saving, CO₂ emission reduction, the improvement of the ecological quality of interiors, materials, resources used, project designs and site selection.

According to the Green Building Council, compared to a standard building of the same size, Prometeia's Bologna office reduces water consumption by 45% and energy consumption by 30.7%. 77.7% of the occupied areas can take advantage of natural light and photovoltaic panels, which cover 5.6% of the energy consumption requirements.

The finishing materials have been selected on the basis of certified environmental performance and, when possible, with recycled materials of regional origin. The building has a large space dedicated to bicycle storage and an internal car park that encourages alternative mobility with spaces reserved for carpooling and electric cars.

In the square in front of the headquarters, Prometeia has planted new trees that do not require permanent irrigation.

The characteristics of the site and the activities carried out to meet the LEED® Gold Certification assessment criteria are set out below.

POSITION AND TRANSPORTS

Environmental aspects related to the building's location and its relationship with the surrounding environment:

- Site selection in a highly urbanised area within the city of Bologna, close to services and public transport;
- Availability of internal car park and alternative mobility incentives: most of the spaces are reserved for carpooling and electric cars with the related charging station. Large area dedicated to bicycle racks.

SITE SUSTAINABILITY

Environmental aspects related to the site where the building was constructed and its relationship with the surrounding environment:

- Sustainable construction site management;
- Reduction of the "heat island" effect through the selection of high reflectance flooring and roofing materials.

WATER MANAGEMENT

Use, management and disposal of water in buildings by monitoring the efficiency of water flows and promoting the reduction of water consumption and the reuse of rainwater:

- Reduction of internal water consumption by 45% compared to the reference standard building with the installation of low-consumption time-controlled taps and dual-flush toilets with low water consumption;

- Water and electricity consumption accounting system;
- Outdoor green space with a choice of plants that do not require permanent irrigation.

MATERIALS AND RESOURCES

Environmental issues related to the selection of materials, the reduction in the use of virgin materials, the disposal of waste and the reduction of the environmental impact due to transport:

- Separate collection of demolition and construction waste in the construction stage;
- Separate waste collection in designated areas on each floor of the building and central collection point;
- Choice of an existing building to be renovated. The absence of demolitions allowed lower embodied CO₂ emissions*, limited to the building envelope, installations and finishes. This choice was made possible through an assessment of seismic vulnerability and anti-seismic adaptation;
- Choice of finishing materials with certified environmental performance and, where possible, with recycled materials of regional origin.

*embodied carbon refers to the carbon dioxide generated during the production of building materials, their transport and construction on site but also to the release of emissions at the time of demolition.

ENERGY AND ATMOSPHERE

Promotion and improvement of the energy performance of buildings, use of energy from renewable or alternative sources and control of the energy performance of the building:

- 30.7% reduction in energy consumption compared to the reference standard building made possible by the following structural and material choices: building envelope with high thermal insulation; South facade with high solar control glass; North facade with high thermal and high insulation glass light transmission; 4-pipe air conditioning system, with multipurpose heat pump unit, which allows individual control of the room temperature in every single room, independently from the others, and remarkable flexibility of use and elasticity of operation.
- Systems control and management system;



- Choice of low consumption lighting bodies;
- Renewable energy (photovoltaic technology) for a production value equal to 5.6% of the building's energy consumption;
- Reduction of the "heat island" effect through reflective waterproofing on the roof;
- Contract for the supply of electricity from renewable sources with guarantee of origin;
- Advanced commissioning (commissioning is a quality control process of the building envelope and systems, which must be designed, built, calibrated, tested, verified and maintainable in order to meet client needs).

ENVIRONMENTAL QUALITY

Health, safety and comfort, energy consumption, effective air change and air contamination control:

- Increase in ventilation with fresh outdoor air, in adherence to the minimum standards required by law, to ensure better indoor air quality;
- Prompt monitoring of CO₂ values in all meeting rooms with alarm signalling via app;
- No smoking in all rooms inside and outside the building, with the exception of the dedicated smoking area;
- The thermal comfort controls required by ISO and CEN standards are provided for 100% of the spaces with single occupants and for 100% of the spaces shared with multiple occupants;
- Availability of natural light for 77.67% of occupied areas;
- Use of adhesives, sealants, paints, insulating materials with very low emissions of volatile organic compounds;
- Flush out at the end of the works and before the building handover, to "wash" the building with fresh air and remove any dust and volatile organic compounds that may be present inside.

Mitigation of environmental impacts



On the occasion of World Environment Day, on 5 June 2021, Prometeia presented the "Foresta Prometeia" initiative undertaken together with a web platform that allows to plant a tree remotely and see it grow online.

Prometeia purchased 200 cocoa trees to be planted in Cameroon and chose to donate a tree to its Clients on the occasion of the launch of new projects.

The trees are visible online, in the "Foresta Prometeia" and a personalised e-mail is sent to the Group's Clients to follow the history of the tree and its specific context. The trees planted by Prometeia absorb 11,000 kg of CO₂ from the atmosphere which would be enough to fill as many as 84,615 basketballs.



SUSTAINABLE TECHNOLOGIES

Printing systems

In 2021, the project - started in 2020 - to replace the entire Group's printer fleet with new units with the best energy ratings was completed. Furthermore, by choosing "Certified Global Reforestation Projects" suppliers, Prometeia is able to reduce its impact more and more: for every 8 thousand printed sheets, a tree is planted in an area of the world subject to reforestation. In 2021 Prometeia contributed to reforestation with the planting of 61 trees.

Virtualisation

The infrastructure, data storage and processing operations are carried out through IT facilities owned by Prometeia, specifically with servers, advanced storage devices and networking equipment.

A virtualisation environment is used in order to reduce the amount of electricity required to run the servers. This has made it possible to reduce the number of physical servers required by 70%.

Virtualisation also guarantees significant power savings due to the lower need for dissipation of waste thermal energy; in addition, the physical space required to host the systems is also reduced, with further energy savings on lighting and air conditioning. This measure also allowed to improve systems management and business continuity.

Storage with SSD systems

Prometeia uses several enterprise data storage devices with high performance, security and availability standards. The company is gradually migrating storage from mechanical disks to SSD systems. The elimination of rotating physical plates involves the reduction of electrical consumption and thermal energy to be dissipated. The solid state disks used have also shown a higher reliability than their mechanical counterparts, with a sharp drop in failures and related disk replacement interventions. IT was thus possible to obtain a reduction in support calls to technology providers and therefore a reduction

in emission levels due to the transportation of physical spare parts and on-site interventions.

Reuse

Prometeia's ICT material is purchased with financial lease plans.

At the end of its life cycle, the material is not transferred to a disposal area but resold by the leasing company to a new entity. This is also the case for client systems and results in a reduction of the impact at electronic material landfills. Appropriate data-erase procedures are implemented before returning the material to the leasing company.

Teleconferencing and business travel

In 2019, the company implemented a teleconferencing system available in meeting rooms, client systems and mobile devices for company personnel.

The system enables to achieve a significant reduction in Prometeia's personnel transfers between offices and supplier visits.

During the 2020-2021 two-year period the teleconferencing system was used massively, also due to the Covid-19 emergency, significantly reducing business travel for our personnel, consultants and third-party sales staff.

GRI content index

| GRI Standard | Disclosure title | Section |
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| 306-2 | Management of significant waste-related impacts | Commitment to the environment |
| 306-3 | Waste generated | Commitment to the environment |
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| GRI Standard | Disclosure title | Section |
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