2022 IMPACT REPORT

FASTWEB

CONTENTS

1

FASTWEB'S PATH TO BECOMING A BENEFIT COMPANY   3

2

FASTWEB'S SUSTAINABILITY OBJECTIVES   5

3

FASTWEB'S SUSTAINABILITY IMPACTS   10

4

METHODOLOGICAL NOTE   14

1

FASTWEB'S PATH TO BECOMING A BENEFIT COMPANY

Fastweb is a leading telecommunications company in Italy with 2.7 million fixed network customers and 3.1 million mobile network customers. Fastweb has always invested in innovation and network infrastructures to provide the highest quality ultrabroadband services throughout the country with the ultimate aim of contributing to the digitalization of society.

The company's mission of "Helping everyone build their future, with confidence - YOU ARE FUTURE", consists of three key pillars: a more connected future, a more inclusive future and a more eco-sustainable future. Fastweb's strategic vision puts people first so everyone can take part in the future reshaped by the ongoing digital transformation. To help everyone build their future with confidence, the company invests continuously in high-performance Gigabit networks and innovative services, encourages the broadest possible development of digital skills among the population, promotes an inclusive culture that celebrates the uniqueness of each individual by nurturing talent, and supports the fight against climate change. To this end, the company has set ambitious emission reduction targets approved by the Science Based Target Initiative and is intent on becoming completely carbon neutral by 2025.

One of the top 20 companies named by the Financial Times in its list of Europe's Climate Leaders 2022, Fastweb has received a long-term expected rating of "EE+" from Standard Ethics.

Innovation, sustainability and the decision to generate solid value added for all stakeholders form the cornerstones of Fastweb, which has modelled and continuously expanded its operations over time. The distinguishing feature of Fastweb's business model is its strong focus on innovation, to which the company devotes a large part of its activities, partnering with institutions, university hubs and start-ups to nourish and spread a culture of open innovation, create a virtuous ecosystem, accelerate the transformation of innovative ideas into tangible projects and respond rapidly and effectively to the challenges of the market.

FASTWEB'S SUSTAINABILITY REPORTING PATH

Every year since 2012, Fastweb has voluntarily published a Sustainability Report to report on its deep commitment to sustainability through environmental, social and governance initiatives. The company has always applied the Global Reporting Initiative (GRI) standards in its sustainability reporting, opting for the "in accordance – comprehensive" approach for full compliance with these standards. The annual sustainability reports are, for Fastweb, a way for the company to explain its vision, the milestones it has reached and its objectives for the short, medium and long term, reporting on its work to protect the environment, the approach it takes with workers, its relationship with the local area and community and how it generates value for its stakeholders. Alongside the Sustainability Report, since 2022, the Impact Report is another way to explain and report on Fastweb's sustainability.

THE PATH TO BECOMING A BENEFIT COMPANY

On 1st January 2022, with an amendment to its by-laws, Fastweb became a Benefit Company, thereby confirming its intention of integrating sustainability in its business and combining the objectives of economic sustainability with those of creating positive impacts on society and the environment. Fastweb is now officially a company that operates with a sustainable development model for all stakeholders and shares the value generated and its growth in the surrounding community.

IMPACT AREAS

A more connected future	A more inclusive future	A more eco-sustainable future
We contribute to the country's digitalization with ultrabroadband networks and digital solutions to improve quality of life. We guarantee data protection and a fully transparent offer.	We offer everyone the best training tools to take part in the digital revolution and seize its opportunities. Our working environment is dynamic and inclusive	We are working to become a carbon neutral company by 2025, through energy efficiency and the careful use of resources and by offering our customers sustainable digital solutions.

Under Italian Law No. 208 of 28 December 2015 (paragraphs 376-384), a Benefit Company is a company that in the performance of its economic activity, in addition to the pursuit of profit, also pursues one or more common benefit objectives and operates in a responsible, sustainable and transparent manner with people, communities, territories and the environment, cultural and social assets and activities, bodies and associations and other stakeholders.

Fastweb decided to become a Benefit Company to formalize its mission of sustainability, which has also entailed including in its corporate purpose the pursuit of a common benefit objective, specifically that of "developing a more connected, sustainable and inclusive future" through the four key pillars detailed in section 2 of this Report.

TIMELINE

2003	First ISO 9001 certification — Quality management system
2007	First ISO 14001 certification — Environmental management system
2010	First OHSAS 18001 certification — Occupational health and safety management system (replaced in 2019 with ISO 45001)
2012	Publication of the first Sustainability Report
2020	Fastweb joins the Science Based Target Initiative
2021	First SA8000 certification — Social accountability management system / First ISO 50001 certification — Energy management system / "EE" ESG rating issued by Standard Ethics
2022	Fastweb becomes a Benefit Company / First ISO 37001 certification — Anti-bribery management system

2

FASTWEB'S SUSTAINABILITY OBJECTIVES

2.1

FASTWEB'S COMMON BENEFIT OBJECTIVES

The integration of sustainability in Fastweb's business can also be clearly seen in its strategic vision YOU ARE FUTURE, which puts people first, setting the objective of ensuring everyone has access to the opportunities generated by the ongoing digital transformation, harnessing it to build a more connected, more inclusive and more environmentally sustainable future. This means developing a network infrastructure with Gigabit speed connectivity in areas that currently lack it and teaching the skills needed to best use digital services, through free training courses that are open to everyone. The company believes it is equally important to pursue these objectives while also fighting climate change and protecting the environment in general, upholding Fastweb's founding principles: sustainability, transparency and ethics.

The development of a more connected, more sustainable and more inclusive future is also the common benefit objective that Fastweb has set as a Benefit Company.
This objective consists of four key pillars:

► pursuing a positive impact for people and communities, supporting the availability and use of high-performance networks and fostering technological empowerment and digital literacy;

► promoting the widespread development of digital skills and the establishment of an inclusive culture, including through support for talent development;

► promoting solutions that generate a positive impact in the development of telecommunications and telephony systems, minimise the environmental impacts of their physical structures and help fight climate change;

► encouraging the engagement of its employees in the pursuit of the company's objectives and in the pursuit of their professional, personal and family-life well-being.

2.2

A MORE CONNECTED FUTURE

"A more connected future" is the first pillar in Fastweb's strategy and it reflects the company's goal of helping to accelerate the digitalization of Italy by helping to expand the availability and use of high-performance networks and encouraging technological emancipation and digital literacy. This is a major challenge for Italy, considering that connections at 1 Gbit/s speed are only typically available in large cities. In small and medium-sized towns, network access remains at significantly slower speeds, while connectivity needs have increased exponentially, partly due to the health emergency, and will continue to increase in the future.

To narrow the digital divide with respect to high-performance connections, Fastweb intends to offer more and more people the chance to connect to the internet via stable and secure ultra high-

performance networks, generating a positive impact by creating new opportunities for all. In line with this goal, its target for 2022 was to deliver connections at speeds equal to or greater than 1 Gbit/s to 2 million homes and businesses, considering a baseline of 6.26 million users at the end of 2021. In 2022, it achieved and significantly surpassed this target, reaching 3,080,000 homes and businesses set up for connection speeds of 1 Gbit/s or more.

OBJECTIVES ACHIEVED IN 2022 – "A MORE CONNECTED FUTURE"

OBJECTIVE	DESCRIPTION	TARGET	YTD	
			TARGET	VAR vs TARGET
Number of homes connected using technologies that support speeds of 1 Gbit/s or faster	We want to give more and more people the chance to connect via stable and secure ultra high-performance networks.	2,000,000 homes	3,080,000 homes	+54%

To accomplish this, Fastweb has implemented a series of targeted actions, like increasing GPON and 26-GHz Ultra FWA coverage, while buying bitstream connections from Open Fiber and participating in the VULA Consumer Project.

2.3
A MORE INCLUSIVE FUTURE

The second pillar in Fastweb's strategy is the desire to create a "more inclusive future" inside and outside the company.
To accomplish this, the company is committed to encouraging the spread of digital skills through specific courses that are open to everyone, so that the digital skill gap and the technological transition can effectively become a real opportunity for people and companies.
This commitment to guaranteeing more inclusion has also taken shape in a company culture centred around Diversity, Equity and Inclusion, creating a safe and inclusive workplace where people can express their uniqueness, in order to make these principles a fundamental requirement in the performance of company operations.

Fastweb's goal of narrowing the digital skill gap translated into an ambitious target for 2022: reaching 10,000 participants in the digital skill courses offered through Fastweb Digital Academy (www.fastwebdigital.academy), the school for the digital professions founded in 2016 by Fastweb and Fondazione Cariplo. At year end, the number of trainees had reached 52,076, many more than Fastweb's target, demonstrating the success of the company's live streaming and on-demand courses, which made

it possible for anyone to enroll and receive the training directly from their own home, with total flexibility.

To promote digital inclusion, another important development in 2022 was the opening of the STEP FuturAbility District in May. It is a space dedicated to technology knowledge, featuring an interactive and dynamic experiential path and an extensive, varied cultural and scientific programme. The programme has involved famous people and prestigious speakers in the world of science, technology and culture.

In this context, Fastweb set the target of involving 1,500 participants in the STEP cultural programme in 2022, a milestone it far surpassed with 2,753 participants.

Sensitive to the importance of Diversity, Equity and Inclusion, Fastweb has invested in raising its employees' awareness, setting a target of 35% of employees trained in D&I through specific courses in 2022. Again in this case, the percentage reached exceeded the target, with 73% of Fastweb's people involved in these courses by the end of 2022. In addition to the many workshops held for employees, the partnership with Università Cattolica led to a high participation rate.

Reflecting the way in which Fastweb has made D&I a priority, the company had also set a target of hiring 50% more women in 2022 compared to 2021, showing its commitment to taking concrete action in order to achieve gender equality. This commitment entailed awareness raising initiatives within the

company and the deployment of specific, targeted hiring policies. Through these initiatives, Fastweb achieved its target for the number of women hired, as they accounted for 38% of all new hires in 2022, a clear improvement on the 25% of 2021.

OBJECTIVES ACHIEVED IN 2022 – "A MORE INCLUSIVE FUTURE"

OBJECTIVE	DESCRIPTION	TARGET	YTD DECEMBER	VAR vs TARGET
Contribute to narrowing the digital skills gap – people trained through Fastweb Digital Academy	We are committed to helping young people and workers train to build their future, thanks to the free courses at Fastweb Digital Academy.	+10,000 courses participants	52,076 courses participants	+421%
Diversity and Inclusion training courses - % of employees trained	We have embarked on a Diversity & Inclusion training and awareness path that involves everyone at the company.	35% of office workers	73% of office workers	+108%
50% increase in the number of women hired on 2021	We are committed to making our company increasingly inclusive, which is why we set the goal of hiring two times as many women as in 2021.	+50% women hired VS 2021 (25%)	38% of new hires are women	+3%
STEP: number of participants in the scientific-cultural programme	We want to help people build a better future. This is why we organize a series of scientific and cultural events in the STEP FuturAbility District to engage the community.	1,500 participants	2,753 participants	+83%

2.4
A MORE ECO-SUSTAINABLE FUTURE

Fastweb's commitment to environmental protection is the third strategic pillar, for a "more eco-sustainable future", which has led the company to embark on a continuous path in the fight against climate change. This path took tangible shape with the setting of targets for the reduction of emissions and the improvement of the network infrastructure's energy efficiency. The ultimate target is to become carbon neutral by 2025.

In line with this strategy, in 2021, Fastweb set ambitious environmental protection targets for 2022. These targets included reducing Scope 1 emissions by 22% considering 2018 emissions as the baseline. The company has made significant efforts to achieve, and surpass, this target, reducing Scope 1 emissions by 41% by the end of 2022. These initiatives have included the progressive replacement of the company car fleet, with the end aim of having all hybrid or electric cars by 2030, and the decommissioning of heating and cooling systems at the company's sites by 2025. These actions have made it possible to achieve and outperform the company's target of reducing emissions in 2022 and at the same time bring the company one step closer to its goal of carbon neutrality by 2025.

The target set for Scope 2 emissions in 2022 was to continue buying 100% of electricity from renewable sources, a practice that Fastweb had already adopted in 2015. This target was reached through the annual renewal of supply agreements with the purchase of Guarantees of Origin directly from the power supplier.

To become carbon neutral by 2025, Fastweb is also committed to improving energy efficiency. In this context, Fastweb set the target of reducing consumption in 2022 by 250,000 kWh per year, which it met and surpassed by 1083%, with 2,957,048 kWh saved. Fastweb was able to largely outperform this target thanks to the international context and the increase in energy prices, which have accelerated all energy savings projects. These included initiatives like the decommissioning of obsolete telecommunication devices, the construction of another photovoltaic power plant in addition to the three that were already in place, and the retrofitting of the air conditioning systems in the PoP (Points of Presence).

Furthermore, Fastweb is committed to offsetting residual emissions that cannot be eliminated through the company's actions. It offsets these emissions by purchasing carbon credits from forestation projects or building sites for the production of renewable energies. Specifically, the credits may be used to offset Scope 1 and Scope 3 emissions arising from the supply of services to customers, like laying optical fibre. In this area, Fastweb has set the target of offsetting 60,000 tonnes of CO2 in 2022, which it exceeded by purchasing 77,878 credits,

corresponding the same number of tonnes of CO2. The surplus credits purchased made it possible to offset another fraction

of Scope 3 emissions beyond those mentioned above, i.e., emissions related to customers' use of services and products.

OBJECTIVES ACHIEVED IN 2022 – "A MORE ECO-SUSTAINABLE FUTURE"

OBJECTIVE	DESCRIPTION	TARGET	YTD DECEMBER	VAR vs TARGET
Reduction in direct CO_2 emissions – vs 2018 baseline	We are committed to fighting climate change and this is why we strive to reduce our direct CO2 emissions every year. We want to reduce our direct (Scope 1) emissions by more than 22% in 2022 compared to 2018.	-22% (2018)	-41%	+86%
Use of renewable sources	We have purchased electricity produced from renewable sources since 2015. We renewed our commitment again in 2022 to help eliminate the indirect (Scope 2) emissions from the purchase and consumption of electricity.	100%	100%	0%
Energy efficiency – reductions in kW/h	To continuously improve our energy efficiency, we have committed to completing projects that improve the efficiency of our infrastructure by 2022, with overall potential power consumption reductions of roughly 250,000 kW/h per year.	250.000 kW/h	2.957.048 kW/h	+1083%
CO_2 offsets -> Tonnes purchased	Where we are unable to reduce residual emissions, we offset them through forestation projects and/or the construction of sites for the production of renewable energies.	60.000 t	77.878 t	+30%

2.5
OBJECTIVES FOR THE FUTURE

To demonstrate its continuous commitment to the development of a more connected, more inclusive and more eco-sustainable future, Fastweb has set new and ambitious targets for each strategic pillar for 2023. In terms of digitalization, the company aims to further increase the number of homes with access to technologies that support speeds of at least 1 Gbit/s, reaching 1,220,000 connected homes.

As for social inclusion, the new targets for 2023 include boosting the training programme to reach 30,000 partecipants trained in digital skills through Fastweb Digital Academy and 50% of employees trained in D&I through specific courses. In addition, Fastweb plans to continue increasing the number of women it hires, so that they come to account for 50% of total hires in 2023, increasingly expanding the share of women working at the company. Moreover, STEP will remain a cornerstone of Fastweb's pursuit of a more inclusive future, with the objective of reaching 2,600 participants in the STEP cultural programme in 2023.

Last but not least, in terms of environmental protection, Fastweb is committed to maintaining the target of reducing its direct CO2 emissions, in particular by 32% on the 2018 baseline, despite the recovery of activities after the end of the pandemic.

Furthermore, the company will continue buying power that is 100% produced from renewable sources. Similarly, the offsetting of emissions will continue, reaching 109,000 tonnes of residual CO2 emissions in 2023.
As for energy efficiency, the company plans to reduce consumption by 5 GW/h.

OBJECTIVES AND TARGETS FOR 2023

PILLAR	OBJECTIVE	2023 TARGET
"A more connected future"	Increase the number of homes connected using technologies that support speeds of 1 Gbit/s or faster	1,220,000 homes
"A more inclusive future"	Contribute to narrowing the digital skill gap, helping young people and workers receive training through Fastweb Digital Academy	30,000 courses participants
	Raise awareness throughout the company about Diversity & Inclusion, through training courses	50% of employees trained
	Hire more women	50% of all new hires are women
	Increase the number of participants in the STEP scientific-cultural programme	2,600 participants in person
"A more environmentally sustainable future"	Reduce direct CO_2 emissions	-32% compared to the 2018 baseline
	Purchase electricity produced from renewable sources.	100% of electricity purchased from renewable sources.
	Increase energy efficiency while reducing consumption	- 5GWh of energy
	Offset residual CO_2 emissions through forestation projects and/or the construction of sites for the production of renewable energies	109,000 tonnes of CO_2 offset

3

FASTWEB'S SUSTAINABILITY IMPACTS

Impact area Law no. 208/15	Paragraph	Associated GRI Disclosures
Corporate governance	3.1 Sustainable governance	205-3 Confirmed incidents of corruption and actions taken 2-27 Compliance with laws and regulations
Environment	3.2 Management of environmental impacts	302-1 Energy consumption within the organization 305-1 Direct (Scope 1) GHG emissions 305-2 Energy indirect (Scope 2) GHG emissions 305-3 Other indirect (Scope 3) GHG emissions 305-5 Reduction of GHG emissions 306-3 Waste generated
Workers	3.3 Fastweb's impacts on people	403-9 Work-related injuries 404-1 Average hours of training per year per employee 405-1 Diversity of governance bodies and employees 406-1 Incidents of discrimination and corrective action taken
Other stakeholders	3.4 Sustainable growth with the community	413-1 Operations with local community engagement, impact assessments, and development programs 413-2 Operations with significant actual and potential negative impacts on local communities 308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria

3.1
SUSTAINABLE GOVERNANCE

As described in Section 1, Fastweb has embarked on an ongoing path to integrate sustainability in its business and balance economic sustainability objectives with the generation of positive impacts on society and the environment, adopting a stakeholder company model.
In line with this goal, after becoming a Benefit Company, Fastweb established an Impact Committee responsible for setting common benefit objectives, monitoring their achievement and managing relationships with stakeholders. The Committee reports to the Board of Directors (BoD), which appoints its members, and the Impact Manager is chairman of the Committee.
The Committee plans and supervises sustainability strategies and initiatives in collaboration with the Sustainability department, which, under the responsibility of the External Relations & Sustainability Officer, reports directly to the CEO.

Fastweb has multiple ways of communicating with its internal and external stakeholders, including special events and meetings, targeted feedback initiatives and online interaction on the website, intranet, social media etc. Since 2015, Fastweb has actively gathered feedback from its stakeholders in collaboration with The RepTrak Company, through interviews, surveys and questionnaires in order to gain an understanding of their perceptions, needs and expectations.

Relationships with stakeholders are generally characterized by one of the

key principles underlying Fastweb's operating approach: transparency, which drives all its business conduct, as demonstrated by the many internal safeguards in place to ensure proper management.
These safeguards include various measures that Fastweb has adopted to ensure the transparency and substantial and procedural correctness of its personnel's work, such as tools to prevent bribery and to promote an ethical culture, like the Code of Ethics, the Code of Conduct, the 231 Model, the Anti-Corruption Guidelines and the Anti-Trust Guidelines.

No instances of bribery were recorded in 2022, as in previous years.
In the broader scope of compliance with laws and regulations, the company incurred only one sanction from the Data Protection Authority in relation to customers' data protection.

GRI 205-3 - Confirmed incidents of corruption and actions taken

	Unit of Measure	2021	2022
Total number and nature of confirmed incidents of corruption	no.	0	0
Total number of confirmed incidents in which employees were dismissed or disciplined for corruption	no.	0	0
Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption	no.	0	0

GRI 2-27 - Compliance with laws and regulations

	Unit of Measure	2022	
Instances of non-compliance with laws and regulations	no.	1[1]	

[1] The declared instance of non-compliance relates to a sanction imposed by the Data Protection Authority.

3.2
MANAGEMENT OF ENVIRONMENTAL IMPACTS

GRI 302-1 Energy consumption within the organization – indirect energy consumption (electricity purchased)

	Unit of measure	2021	2022
Offices	GJ	15,695	15,938
	kWh	4,359,688	4,427,351
Fastweb Air (radio base stations)	GJ	10,963	16,092
	kWh	3,045,249	4,469,928
Shops	GJ	2,166	2,306
	kWh	601,602	640,527
Network infrastructure	GJ	487,029	488,365
	kWh	135,285,772	135,656,989
Total	**GJ**	**515,852**	**522,701**
	kWh	**143,292,311**	**145,194,795**

GRI 302-1 Energy consumption within the organization – direct energy consumption

	Unit of measure	2021	2022
Petrol	GJ	4,778	7,754
	l	144,239	234,667
Diesel	GJ	12,651	12,321
	l	350,101	342,068
Natural gas	GJ	2,117	1,748
	Sm³	58,775	55,248
Photovoltaic systems	KWh	158,394	152,349
	GJ	570	548
Total	**GJ**	**20,116**	**22,371**

GRI 305-1 Direct (Scope 1) GHG emissions
GRI 305-2 Energy Indirect (Scope 2) GHG emissions
GRI-305-3 Other indirect (Scope 3) GHG emissions

Type of emissions	Unit of measure	2021	2022
Direct (Scope 1)[2]	tCO_{2eq}	1,991	2,178
Indirect (Scope 2)[3] Market-based[4]	tCO_{2eq}	0	0
Indirect (Scope 3)[5]	tCO_{2eq}	170,269	219,271

GRI 305-5 Reduction of GHG emissions

	Unit of measure	2021	2022
Reduction of GHG emissions through offsets[6]	tCO_{2eq}	61,300	77,878

GRI 306-3 – Waste generated

	Unit of measure	2022
Packaging (paper, cardboard, wood and mixed material)	kg	8,940
Scraps from electric and electronic devices	kg	8,151
Batteries	kg	48
Fractions collected separately (excluding paper and cardboard packaging)	kg	830
Bulky waste (furniture)	kg	15,510
TOTAL	kg	33,479

3.3
FASTWEB'S IMPACTS ON PEOPLE

GRI 403-9 Work-related injuries

Employee injury rates		Unit of measure	2021	2022
Number of injuries	Total recordable injuries	no.	1	2
	Of which fatal	no.	0	0
	Fatality rate	-	0,0	0,0
	Of which with serious consequences	no.	0	1
	Rate of injuries with serious consequences	-	0,0	0,22
	Recordable injury rate	-	0,22	0,44

GRI 404-1 Average hours of training per year per employee by worker category

Hours of training[7]	Total hours		Number of employees		Hours per capita	
	Unit of measure	2022	Unit of measure	2022	Unit of measure	2022
Executives	h	420	no.	86	h/n	4,88
Middle managers	h	2,678	no.	374	h/n	7,16
Office staff	h	16,606,5	no.	2,627	h/n	6,2
Total	h	19,704,5	no	3,087	h/n	6,38

GRI 404-1 Average hours of training per year per employee by gender

	Total hours		Number of employees		Hours per capita	
	Unit of measure	2022	Unit of measure	2022	Unit of measure	2022
Training provided to male employees	h	13,400	no.	1870	h/n	7,16
Training provided to female employees	h	6,304,5	no.	1217	h/n	5,18
Total	h	19,704,5	no.	3.087	h/n	6,38

[2] Scope 1 emissions: direct emissions that occur from sources that are controlled or owned by an organization and that are therefore included in its "organizational boundaries" (e.g., emissions associated with the use of fossil fuels to run a fleet of owned vehicles, to heat spaces or for production, greenhouse gases leaking from air-conditioning and refrigeration units and process emissions).

[3] Scope 2 emissions: indirect emissions due to the production of electricity, steam or heat (e.g., district heating) produced by third parties at sites other than where they are used, but still within the company's scope of responsibility as end user.

[4] The "Market-based" calculation method for Scope 2 emissions is based on the CO_2 emissions of the energy suppliers from which the organization buys electricity on the basis of a contract or on market-related factors. Since Fastweb purchases 100% of electricity from sources that are certified as renewable, this indicator is 0.

[5] Scope 3 emissions: indirect emissions (not included in Scope 2) produced upstream and downstream of a company's value chain

[6] In 2022, Fastweb offset 77,878 tCO_{2eq} of Scope 1 and Scope 3 emissions relating to operations and consumers' use of products and services. To calculate the reduction of GHG emissions through offsets, it was assumed that 1 $tontCO_{2eq}$ was reduced for every credit purchased. Since the company purchased 77,878 credits, the corresponding amount of $tontCO_{2eq}$ was considered offset.

[7] Live training delivered in both physical and virtual classrooms

GRI 405-1 Diversity of governance bodies and employees

Number of employees by gender and age

Executives

		2022	
		no.	**%**
GENDER	Men	71	83%
	Women	15	17%
AGE GROUP	< 30 years	0	0%
	30 ≤ x ≤ 50	21	24%
	> 50 years	65	76%

Middle managers

		2022	
		no.	**%**
GENDER	Men	281	74%
	Women	93	24%
AGE GROUP	< 30 years	0	0%
	30 ≤ x ≤ 50	137	36%
	> 50 years	237	62%

Office staff

		2022	
		no.	**%**
GENDER	Men	1518	56%
	Women	1109	41%
AGE GROUP	< 30 years	94	3%
	30 ≤ x ≤ 50	2044	76%
	> 50 years	489	18%

GRI 406-1 Incidents of discrimination and corrective actions taken

	Unit of Measure	2021	2022
Incidents of discrimination	no.	0	0

3.4
SUSTAINABLE GROWTH WITH THE COMMUNITY

GRI 413-1 Operations with local community engagement, impact assessments and development programs

	Unit of Measure	2022
Operations with local community engagement, impact assessments and development programs	%	100[8]

GRI 413-2 Operations with significant actual and potential negative impacts on local communities

2022

There were no significant negative impacts on communities in the reporting year as a result of Fastweb's operations.

GRI 308-1 New suppliers that were screened using environmental criteria

	Unit of Measure	2022
Total number of new suppliers	no.	253
New suppliers that were screened using environmental criteria	no.	110
Percentage of new suppliers screened using environmental criteria	%	43

[8] The figure indicated refers to operations in Italy. For additional details, please refer to the Impact Assessment in the 2022 Sustainability Report – paragraph "Fastweb's impacts on the country's socio-economic development".

GRI 414-1 New suppliers that were screened using social criteria

	Unit of Measure	2022
Total number of new suppliers	no.	253
New suppliers that were screened using social criteria	no.	110
Percentage of new suppliers screened using social criteria	%	43

4

METHODOLOGICAL NOTE

Fastweb's Impact Report is being published for the first time in 2023 and refers to the period from 1st January to 31 December 2022. However, where possible, data on 2021 and 2022 have also been presented in order to provide readers with a view of the performance of these indicators in the past two years. The Impact Report is another sustainability reporting tool for Fastweb, in addition to the Sustainability Report.

Fastweb has chosen the GRI Sustainability Reporting Standards of the Global Reporting Initiative (GRI) as the external assessment standards to follow when reporting on its impacts.

The GRI Standards meet the requirements of Italian Law no. 208/15 (see Law no. 208/15, Annex 4), which require the external assessment standards used by a Benefit Company to be:

► Thorough and well-structured in assessing the impact of the company and its actions in the pursuit of a common benefit;

► Developed by an entity that is neither controlled by the Benefit Companyn nor related to it;

► Credible in that they are developed by an entity that:

   ► has access to the necessary expertise to assess the social and environmental impact of the operations of a company as a whole;

   ► applies a scientific and multidisciplinary approach to developing the standards, possibly with a public consultation period.

► Transparent in that the related information is made public.

The reporting boundary of the Report includes Fastweb S.p.A. and Fastweb Air S.r.l. Although only Fastweb S.p.A. is a Benefit Company, Fastweb Air S.r.l. is included in the reporting boundary due to the difficulty of separating it and distinguishing, for most of the data, between the two companies. The data and information reported in this document were collected through interviews with representatives and data collection forms, in accordance with the Standards.

The reporting topics cover the four impact assessment areas established by Law no. 208/15 (see Annex 5) and reflect Fastweb's material topics identified in the materiality analysis.

In accordance with the 2021 update of the GRI Standards, Fastweb performed the materiality analysis using the new methodology, which defines the material topics as those that represent the organization's most significant impacts on the economy, environment and people, including impacts on their human rights, as a result of its operations and its business relationships.

The new process consists of analysing the external pressures on the sector in which Fastweb operates, consequently identifying the main impacts generated or related to the organization and its value chain, and assessing their significance. Lastly, after having established the priority of impacts, Fastweb identified the material topics. Reference should be made to Fastweb's 2022 Sustainability Report for more complete details.

CALCULATION METHODOLOGIES

The key assumptions and calculation methods adopted for the reporting of the GRI indicators in this Report are described below.

WORKFORCE INDICATORS

All the workforce indicators refer to employees with permanent employment contracts, employees with fixed-term employment contracts and apprentices in service at 31 December of the reporting year.

INJURY RATES

The injury rates were calculated as follows:
► Fatality rate: number of fatal accidents/workable hours*1,000,000;
► Rate of injuries with serious consequences: number of injuries, including injuries in transit, leading to more than 40 days of absence from work (excluding accidents that caused fatalities) /hours worked * 1,000,000;
► Recordable injury rate: number of injuries that occurred during the year (including illnesses) / hours worked * 1,000,000.

The rates are calculated including workers with permanent and fixed-term contracts and apprentices, but they exclude interns and temporary workers. The first day is the date when the injury is reported. Recorded injuries are those with a prognosis of three days or more.

ENERGY CONSUMPTION

To convert the volume of energy consumption by primary source into GJ the rates indicated in the international GRI 3.1 standard were used for 2022-2022 reports. In particular, 1MWh=3.6 GJ was used. Petrol and diesel were converted from litres to kg considering the conversion factors indicated in the GHG protocol document - Stationary Combustion Tool - ver. 4.0, in particular: 1 litre of petrol = 0.74 kg of petrol; 1 litre of diesel = 0.84 kg of diesel (http://www.ghgprotocol.org/calculation-tools/all-tools). Compressed natural gas was converted from cubic metres into kg using the conversion factor indicated in the same document (1 m³ of natural gas = 0.7 kg of natural gas).

Energy was converted into Gigajoules (GJ) to calculate 2021 and 2022 energy consumption for diesel, petrol and natural gas for the comparability of data. The conversion rates in the "Defra - Department for Environment, Food and Rural Affairs" (2021) database have been used for this conversion.

Energy consumption in December 2022 is based on estimates. The consumption of the Fastweb Air radio base stations in November 2022 was also estimated.

GREENHOUSE GAS EMISSIONS

The calculation of emissions was carried out on the basis of internationally recognized guidelines, in particular the "Corporate Accounting and Reporting Standard" of the Global Greenhouse Gas Protocol (the reference standard for monitoring climate-altering emissions) and the "ICT Footprint - Pilot testing on methodologies for energy consumptions and carbon footprint of the ICT - sector" developed by the European Commission.

The emission factors refer to Ecoinvent v3.8 database and the impact method used is Environmental Footprint v 3.0 (based on IPCC AR5, GWP 100).