Business Plan
2026–2028

Unidata
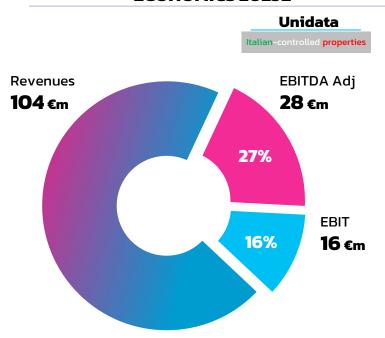
December 2025

INDEX

Overview Unidata Group

ECONOMICS 2025E

Unidata

Italian-controlled properties

Revenues
104 €m

EBITDA Adj
28 €m

27%

16%

EBIT
16 €m

EMPLOYEES 2025E

26% 74%

- Men ■ Women

2%

38% 60%

- Rome ■ Milan ■ Bari

15%

85%

- Staff ■ Line

214 Employees Rome–Milan–Bari

Average age ~ 40 years
Revenue per employee ~490 €k

ESG & BENEFIT COMPANY

Our commitment to the **Connected Society**
Fiber in grey and black areas
Smart City
Submarine cable

Our commitment to the **Planet**
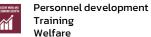Savings from IoT metering
Self-production of energy
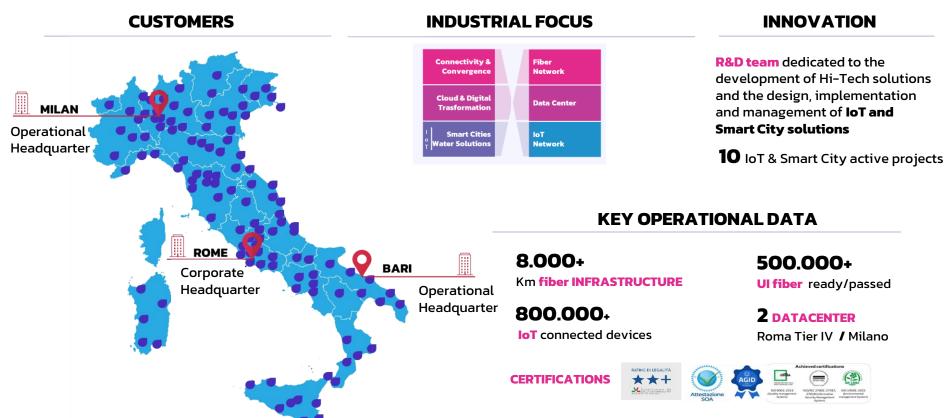and energy from renewable sources

Our commitment to our **People**
Personnel development
Training
Welfare

Overview Unidata Group

CUSTOMERS

MILAN
Operational
Headquarter

ROME
Corporate
Headquarter

BARI
Operational
Headquarter

INDUSTRIAL FOCUS

Connectivity & Convergence	Fiber Network
Cloud & Digital Trasformation	Data Center
Smart Cities Water Solutions	IoT Network

INNOVATION

R&D team dedicated to the development of Hi–Tech solutions and the design, implementation and management of **IoT and Smart City solutions**

10 IoT & Smart City active projects

KEY OPERATIONAL DATA

8.000+
Km **fiber INFRASTRUCTURE**

500.000+
UI fiber ready/passed

800.000+
IoT connected devices

2 DATACENTER
Roma Tier IV **/** Milano

CERTIFICATIONS

RATING DI LEGALITÀ ★★+

Attestazione SOA

AGID

Achieved certifications
ISO 9001: 2015 (Quality management System)
ISO/IEC 27001: 27001, 27018 (Information Security Management System)
ISO 14001: 2015 (Environmental management System)

Overview Unidata Group

Unidata begins to operate as a "**Hardware provider**"

Unidata is an "**Internet service provider**" and starts with **proprietary FTTH network** and **Data Center**

Listing on **Euronext Growth Milan**, Borsa Italiana market

Unidata becomes a **Benefit Corporation** affirming a more sustainable identity, focused on **ESG aspects**

Listing on **Euronext STAR Milan**, Borsa Italiana market

Unidata participates in the innovative project **#ROMA5G**

Unidata signs an agreement with the European fund **CEBF** for the acquisition of 11% in **CLIOfiber**

1985 · **2002** · **2020** · **2022** · **2023** · **2023** · **2024**

1999–01
Sale to the British group **Cable & Wireless** and buyback in 2001

2017
Unidata extends its offer to **Cloud and Internet of Things – IoT services**

2020
JV with **CEBF** to deploy **high-quality** FTTH networks in Lazio

2023
JV with **Azimut** to build a **submarine optical fiber cable** in the Tyrrhenian Sea

2023
Signed the deed of **merger by incorporation** of the **TWT Group** into Unidata (acquired the february 28, 2023)

2024
Unidata **reorganizes** its **strategy** and "**corporate identity**", presents the **new logo, mission and vision**

2025
Ready for Service Uniterreno **submarine cable** connecting Sicily, Sardinia, Rome and Genoa

INDEX

The digital market in Italy

Retail market, 2024 (€bn)

Information Technology Business	Digital Consumer	Mobile Network Services
37,9 €	**14,8 €**	**9,5 €**

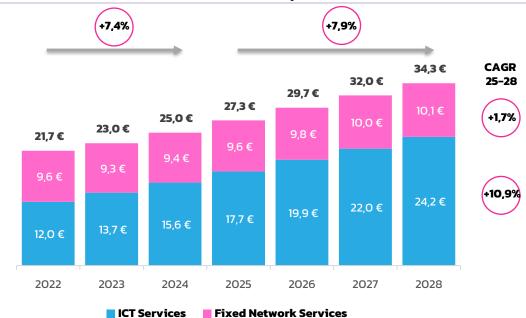| Fixed Network Services	Cloud Computing	IoT
		4,8 €
9,4 €	**8,0 €**	Cyber **2,0 €** / DC **0,8€**

Source: PTS analysis, 2025

Addressed market 25,0 €bn

- In **2024**, the value of the digital market was over **87 €bn**.

- The **market addressed by Unidata** represents **29% of this value (25,0 €bn)**.

- **Fixed Network Services** include voice and data services and amount to **9,4 €bn, of which 3,7 €bn refer to the business market**.

- **ICT services, amounting to 15,6 €bn**, include Cloud Computing, Datacenter, Cybersecurity and IoT services and solutions.

Fixed network and ICT services

Addressed retail market, 2022–2028 (€bn)

+7,4%

+7,9%

CAGR
25–28

+1,7%

+10,9%

Year	ICT Services	Fixed Network Services	Total
2022	12,0 €	9,6 €	21,7 €
2023	13,7 €	9,3 €	23,0 €
2024	15,6 €	9,4 €	25,0 €
2025	17,7 €	9,6 €	27,3 €
2026	19,9 €	9,8 €	29,7 €
2027	22,0 €	10,0 €	32,0 €
2028	24,2 €	10,1 €	34,3 €

■ ICT Services ■ Fixed Network Services

Source: PTS analysis, 2025
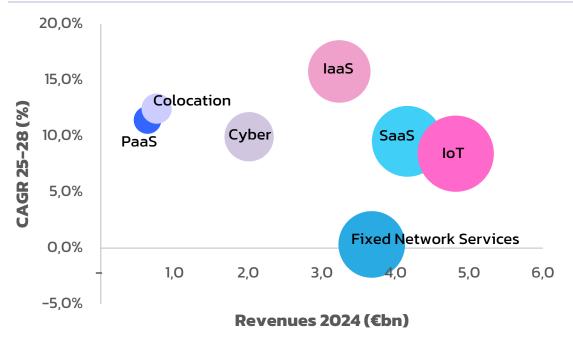
CAGR ➤

Driving role of ICT

- The targeted retail market will grow from **25,0 €bn in 2025 to 34,3 €bn in 2028 (CAGR +7,9%)**.

- **Growth** will continue to be **driven by ICT services** (CAGR +10,9%).

- The dynamics of **fixed network services** will remain limited **(CAGR +1,7%)** and focused on ultrabroadband connectivity.

The drivers of growth
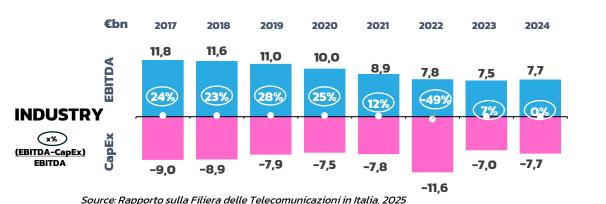
Retail Business market, (2024 €bn; CAGR 25–28)

Source: PTS analysis, 2025

Two-speed market

- **Dichotomy between the main ICT segments and connectivity**.
- **Double-digit growth** for infrastructure services (IaaS and Colocation).
- **Sustained growth for Cybersecurity and IoT services** (+9,9% and +8,4%, respectively).
- Progressive **migration of DSL services to FTTH** and, to a residual extent, FWA.
- Above-average dynamics for the **SoHo and SME** segment.
- Revenues generated by ICT services amount to **2,9 €bn in 2024**, with an annual **growth of 15%**.
- The main operators are focusing their growth strategies on the development of the **ICT offer and the B2B market.**

9

EBITDA and CapEx trends

INDUSTRY

€bn	2017	2018	2019	2020	2021	2022	2023	2024
EBITDA	11,8	11,6	11,0	10,0	8,9	7,8	7,5	7,7
	(24%)	(23%)	(28%)	(25%)	(12%)	(-49%)	(7%)	(0%)
CapEx	–9,0	–8,9	–7,9	–7,5	–7,8	–11,6	–7,0	–7,7

x%
(EBITDA−CapEx)
EBITDA

Source: Rapporto sulla Filiera delle Telecomunicazioni in Italia, 2025

UNIDATA

€m	2022	2023	2024	2025E
EBITDA	22,7	26,1	27,4	28,0
	(51%)	(33%)	(53%)	(58%)
CapEx	–11,1	–17,6	–13,0	–11,8

7,7 €bn EBITDA vs 7,7 €bn CapEx

- **EBITDA** from the telecommunications sector reached **7,7 €bn in 2024**, but still more than halved compared to 2010.

- Despite the recovery in margins, **EBITDA was largely absorbed by substantial investments** in the TLC sector.

- **Unidata's EBITDA consistently exceeds CapEx**: a clear sign of sustainability and growth.

INDEX

Moving companies to the future

VISION & MISSION

BEING AN EXCELLENCE IN THE DIGITAL ECOSYSTEM TO
GIVE MOMENTUM AND VALUE TO OUR FUTURE

VISION

MISSION

WE PASSIONATELY ACCOMPANY CUSTOMERS INTO THE DIGITAL FUTURE,
FACILITATING THE ADOPTION AND MANAGEMENT OF COMPETITIVE INNOVATIONS.
SATISFACTION IS THE COMMON FOUNDATION ON WHICH WE BUILD THE
RELATIONSHIP WITH CUSTOMERS, OUR COLLEAGUES AND THE COMMUNITY OF
WHICH WE ARE A PART

Strategic Guidelines
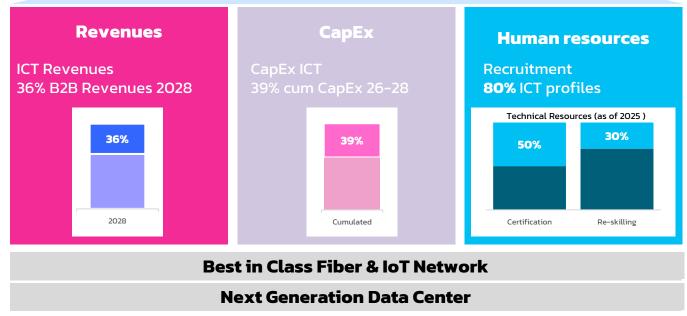
1 Focus on Growth

2 Innovative 4C (Connectivity, Communication, Cloud, Cyber) Services

3 Best in Class Network e Data Center

4 E2E and AI Digital Processes

5 People Engagement

6 Strategic Financial Management

Unidata's transformation from Telco to TechCo

Moving companies to the future

Revenues

ICT Revenues
36% B2B Revenues 2028

36%

2028

CapEx

CapEx ICT
39% cum CapEx 26-28

39%

Cumulated

Human resources

Recruitment
80% ICT profiles

Technical Resources (as of 2025)

50% Certification

30% Re-skilling

Best in Class Fiber & IoT Network

Next Generation Data Center

The Unidata ecosystem

Moving companies to the future

Revenues

101,3 €m	29,4 €m	5,4 €m	38,7 €m	27,8 €m
Mix%	29%	5%	38%	28%

2024A

	RETAIL		WHOLESALE	INFRASTRUCTURE
	BUSINESS–PA	CONSUMER–SOHO		

Business Partners

Reseller
white label

Dealer

Unifiber

fiberCop

Open fiber

....

UNiDATA

Systems*

Manufacturers

Asset Owners

Unidata is a vertically integrated operator, with its own network infrastructure, which offers a wide range of services both on the Wholesale (Carrier, Reseller, Telco) and Retail (Consumer, Business – Companies, PA) markets, also building fiber optic infrastructures for wholesale operators.

Providers

Wholesale only

Telcos

Partners

End Users

Sell

Buy

Buy & Sell

Company Playing Field

3 **Focus**

Markets

3 **Fields**

Connectivity & Convergence	Retail Services	Wholesale Services	Infra-structure	fiber Network
Cloud & Digital Trasformation				Data Center
IoT Smart Cities Water Solutions				IoT Network

Target & Competitors

Retail

 # Companies

ICT market value

215.900

Segment

	Segment	ICT market value
4.000 (2%)	**Enterprise & PA**	**53%**
22.900 (10%)	**Medium Business**	**47%**
189.000 (88%)	**Small Business**	

Source: ISTAT/CNEL 2023/24

Source: IXE Survey for Assintel Report, 2025

Wholesale

Wholesale market value

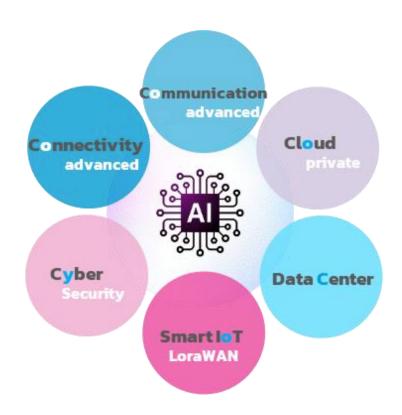|	Wholesale market value
TIER2	**21%**
TIER1	**79%**

Source: Osservatorio POLIMI 2025

Service portfolio

UNIDATA's solutions are based on a broad e technologically advanced portfolio of services.
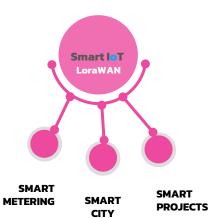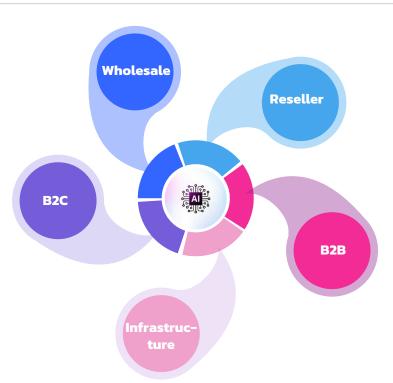
Smart IoT Applications

Water Management Efficiency	Smart Metering
Mobility Urban	Smart Parking Traffic flows Pedestrian flows
Urban Security	Building Access Control Outdoor Control
Efficiency	Water saving buildings – Smart Building Energy saving buildings– Smart Building Water Resources Monitoring
Environmental Quality	Indoor and outdoor air quality monitoring Control of sanitization cycles

Smart IoT LoraWAN

SMART METERING   **SMART CITY**   **SMART PROJECTS**

«Digital Hub» Omnichannel Service Platform

UniHub

Wholesale

Reseller

B2C

AI

B2B

Infrastruc-
ture

UNIDATA Digital Hub

- The development of a **common platform** for all sales channels is a key element.

- Overcome the fragmentation of internal platforms and integrate it all into a **single CRM**.

- **Artificial Intelligence** is a distinctive element for the optimization of:
  - **Analytics generation**
  - **Sales Process Analysis** (Business Process Flow)

- **UniHub** will allow access to services through a common marketplace in:
  - **"Push" Channels** – Salesforce, Business Partner, Reseller
  - **"Pull" Channels** – digital funnel (Telco, Cloud, Cyber, …)

- An "**all-in-one billing, automation and client management**" solution, it is an enabling factor for the development of a true marketplace common to all channels, capable of offering a complete eCommerce experience.

Action Points

1 **Service Roadmap**

2 **Skills**

3 **Partnerships**

- Continue to **design and develop the product and service portfolio**, in line with market best practices, with a specific focus on the integration of **hybrid cloud, cybersecurity and managed services solutions**.
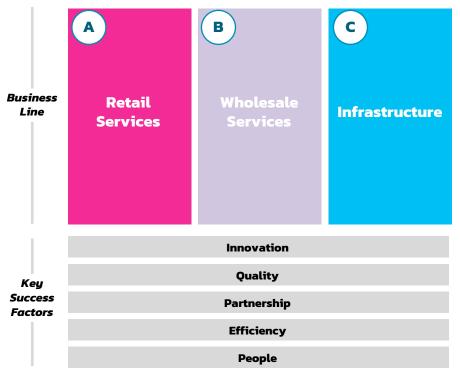
- Define a **targeted training plan for internal technical and commercial staff**, with the aim of strengthening key skills and aligning them with the evolution of the service portfolio.
- **Continue with the hiring plan**, acquiring new talent from the external market to support business growth and technological innovation.

- Plan the definition of **new strategic partnerships** with the main market players (e.g. in the Cloud and Cybersecurity sectors).
- **Identify potential M&A targets**, including among current partners.

The evolution of Unidata's positioning

Moving companies to the future

Evolution 2026–2028

Business Line

A Retail Services

B Wholesale Services

C Infrastructure

Key Success Factors

Innovation

Quality

Partnership

Efficiency

People

A Retail Services
- B2B focus with a consolidated presence in **Lazio and Lombardy**
- Relevance of **fiber connectivity** on your own network

- Provider of **integrated ICT solutions** (4C: Connectivity, Communication, Cloud, Cyber) to **support customers' digital transformation**
- Partnerships for the **implementation of value-added projects**

B Wholesale Services
- Consolidated leadership in the **reseller** market
- Relevance of **mature and shrinking markets** (voice)

- Evolution towards **Telco as a Service** (NOC/SOC) model
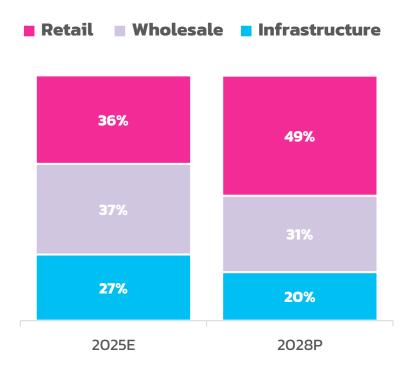- Management of the impact of **regulatory and institutional scenarios** (digital and switch–off)

C Infrastructure
- Proven ability to design, build, operate and maintain fiber optic networks

- Development of synergies with **Unifiber** (Fiber), **UniCenter** (DC) and **Unitirreno** (Submarine Cable)
- **Enhancement of system integration skills**

Revenues mix 2025E–2028P

Retail **Wholesale** **Infrastructure**

2025E	2028P
36%	49%
37%	31%
27%	20%
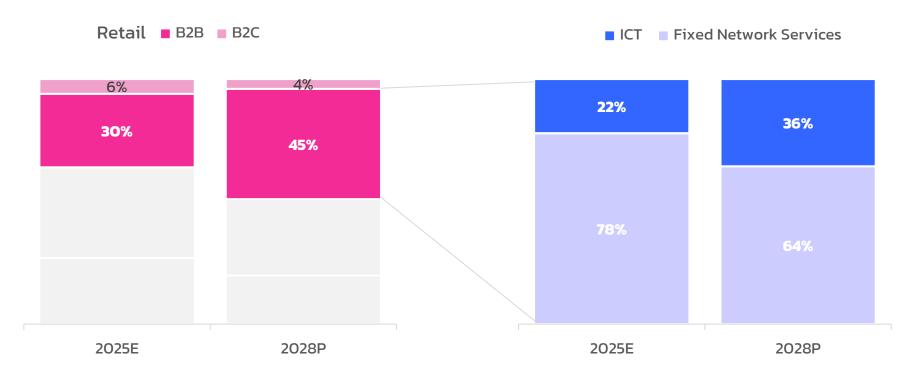
Revenues change MIX

- The weight of the **Retail** segment grew over time by **+13 pp%**. Robust growth appreciates in both relative and absolute terms.

- The contribution of the **Wholesale** segment increased in absolute terms, but decreased relatively on the overall weight of Revenues. **–6pp%.**

- The contribution of the **Infrastructure** segment **progressively loses importance,** both in absolute and relative terms

Revenues mix by market and service 25E–28P

Moving companies to the future

Retail ■ B2B ■ B2C

■ ICT ■ Fixed Network Services

	2025E	2028P
B2C	6%	4%
B2B	30%	45%

	2025E	2028P
ICT	22%	36%
Fixed Network Services	78%	64%

Business Lines by Commercial Channel
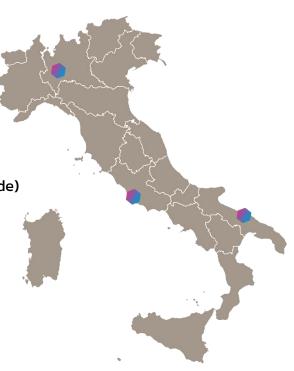
Retail Services

B2B – Business

- **Direct channel** (RM–MI–BA)
- **Indirect channel** Channel (Nationwide)

B2C – Consumer

- **e–Commerce** (Nationwide)
- **Canale Dealer** (Nationwide)

Wholesale Services

Reseller

- **e–Commerce** (Nationwide)

Service Provider

- **Direct channel** (Nationwide)
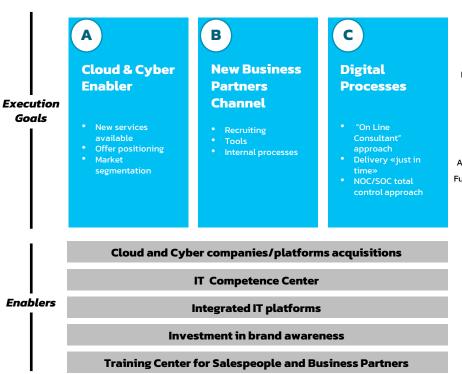
Projects

- **R&D – Business Development**

B2B Private – Strategy

Key Market

Execution Goals

A

Cloud & Cyber Enabler

- New services available
- Offer positioning
- Market segmentation

B

New Business Partners Channel

- Recruiting
- Tools
- Internal processes

C

Digital Processes

- "On Line Consultant" approach
- Delivery «just in time»
- NOC/SOC total control approach

Enablers

Cloud and Cyber companies/platforms acquisitions
IT Competence Center
Integrated IT platforms
Investment in brand awareness
Training Center for Salespeople and Business Partners

Selling Proposition – Integrated E2E solutions

	Communi-cation	Connecti-vity	IoT	Cloud	Cyber	Managed Services	System Integration
Actual mix	High						Low
Future mix	High						Low

B2B PrivateTarget Evolution

Type	Micro	Small	Medium	Large	Enterprise	Large Ent.
Employees	< 10	< 50	< 250	< 500	< 750	≥ 1000
Ricavi	≤ €2 mln	≤ €10 mln	≤ €50 mln	≤ €250 mln	≤ €500 mln	> €500 mln
Actual focus	High					Low
Future focus	High					Low

B2B Public Projects – Strategy

Key Market

Execution Goals

A

PPP – Solution Design

- Water Management
- Smart City

B

Managed Network & Services

- IT/Network centralized management e on–premise solver

C

Project Financing

- Private Financing as a lever to expand opportunities

Enablers

Strategic partnerships with IoT manufacturers

Strategic partnerships with financial entities

Integrated digital platforms
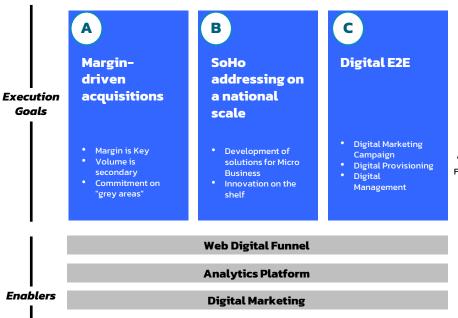
Selling Proposition – Turnkey Solutions

	Communi-cation	Connecti-vity	IoT	Cloud	Cyber	Managed Services	System Integration
Actual mix							Low
Future mix							Low

B2B PA Target Evolution

Type	PAL	PAC
Actual focus	High	Low
Future focus	High	Low

B2C – Strategy

Tactical market

Execution Goals

A
Margin-driven acquisitions

- Margin is Key
- Volume is secondary
- Commitment on "grey areas"

B
SoHo addressing on a national scale

- Development of solutions for Micro Business
- Innovation on the shelf

C
Digital E2E

- Digital Marketing Campaign
- Digital Provisioning
- Digital Management

Enablers

Web Digital Funnel
Analytics Platform
Digital Marketing
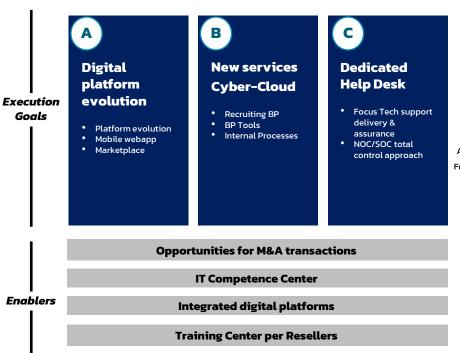
Selling Proposition – One Stop Shop

	Communi-cation	Connecti-vity	IoT	Cloud	Cyber	Managed Services	System Integration
Actual mix	High						Low
Future mix	High						Low

B2B Target Evolution

Type	Micro	Small	Medium	Large	Enterprise	Large Ent.
Employees	< 10	< 50	< 250	< 500	< 750	≥ 1000
Ricavi	≤ €2 mln	≤ €10 mln	≤ €50 mln	≤ €250 mln	≤ €500 mln	> €500 mln
Actual focus	High					Low
Future focus	High					Low

Wholesale Reseller – Strategy

Moving companies to the future

Cash Cow Market

Execution Goals

A

Digital platform evolution

- Platform evolution
- Mobile webapp
- Marketplace

B

New services Cyber-Cloud

- Recruiting BP
- BP Tools
- Internal Processes

C

Dedicated Help Desk

- Focus Tech support delivery & assurance
- NOC/SOC total control approach

Enablers

Opportunities for M&A transactions

IT Competence Center

Integrated digital platforms

Training Center per Resellers

Selling Proposition – Seamless processes

	Communi-cation	Connecti-vity	IoT	Cloud	Cyber	Managed Services	System Integration
Actual mix	High						Low
Future mix	High						Low

ResellerTarget Evolution

Type	Local OLO *switchless*	Local OLO *switched*	Regional OLO	National OLO
Actual focus	High			Low
Future focus	High			Low

29

Wholesale Telcos/OTT – Strategy

Key Market

Execution Goals

A
Network Unidata

- Wholesale Portal

B
Submarine Connectivity

- Tailored Services provided by Unidata

C
New Data Center

- Colocation Offer

Forza di vendita

Enablers

Selling Proposition – Telco as a Service

	Communi-cation	Connecti-vity	IoT	Cloud	Cyber	Managed Services	System Integration
Actual mix	High						Low
Future mix	High						Low

Wholesale Target Evolution

Type	Small Wholesaler	Medium Wholesaler	Large Wholesaler	OTT
Actual focus	High			Low
Future focus	High			Low

Infrastructure – Strategy

Tactical market

Execution Goals

A

Delivery Performance

- Workflow Management

B

Cost Efficiency

- Reuse of civil infrastructure

C

Take Up Enabling

- Ready for Service

Enablers

Coordination with JVs operational plans

Supplier loyalty

Interaction with public administrations

Civil infrastructure availability
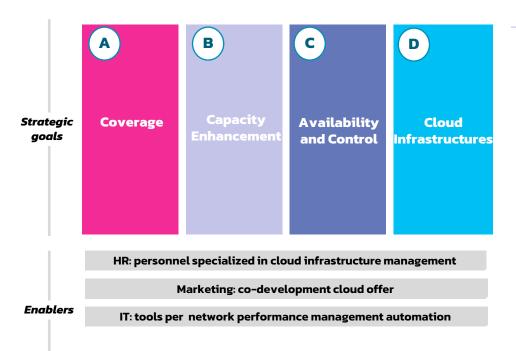
Selling Proposition – JVs Partnership

	Design	Creation	Delivery	Maintenance	Managed Services	System Integration
Actual mix	High					Low
Future mix	High					Low

31

Technology Strategic Goals
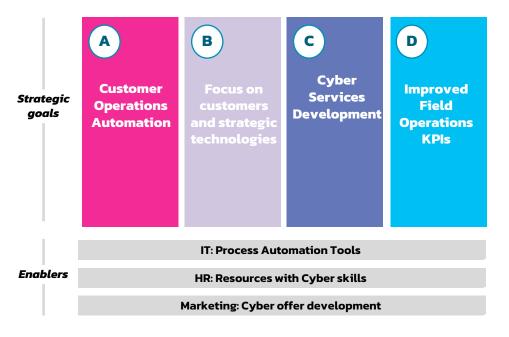
Support for innovation and growth

Strategic goals

A	B	C	D
Coverage	**Capacity Enhancement**	**Availability and Control**	**Cloud Infrastructures**

Enablers

HR: personnel specialized in cloud infrastructure management

Marketing: co-development cloud offer

IT: tools per network performance management automation

A Coverage

- Strengthening **Data Center connectivity and resilience**.
- **Selective development of PoPs** and networks according to commercial priorities.

B Capacity Enhancement

- **New high speed connections**.
- New **backbone routers and aggregation layers**.
- Upgrade links **up to 400 Gbit/s**.
- Increased **bandwidth to Big Internet**.

C Availability and Control

- **High availability control**.
- Focus on the **control of "non-proprietary" network components**.

D Cloud Infrastructures

- **Infrastructure empowerment**.
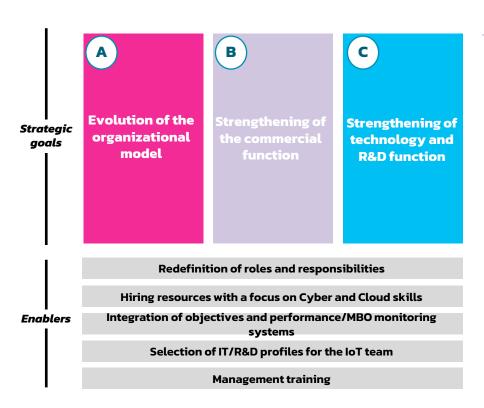- Investments for the development of the **IaaS offer**.

Operations Strategic Goals

Strategic goals

A	B	C	D
Customer Operations Automation	**Focus on customers and strategic technologies**	**Cyber Services Development**	**Improved Field Operations KPIs**

Enablers

IT: Process Automation Tools

HR: Resources with Cyber skills

Marketing: Cyber offer development

E2E Process Automation

A Customer Operations Automation

- **Automation tools**.
- **Workflow automation** development.
- **Self-service provisioning** forms.

B Focus on customers and strategic technologies

- **Helpdesk services.**
- **Premium support services.**

C Cyber Services Development

- Definition of **organization** dedicated to the **SOC**.
- Strengthening of resources and tools (**from SIEM to SOAR**)
- Definition of a **scalable**, **NIS2** compliant NOC/SOC model, consistent with a **Managed Service Provider approach**..

D Improvement of Field Operations KPIs

- **Root cause analysis** on interventions.
- **Rationalization** of procedures and strengthening of **remote analysis capabilities**.

People Engagement Strategic Goals

Strategic goals

A	**B**	**C**
Evolution of the organizational model	**Strengthening of the commercial function**	**Strengthening of technology and R&D function**

Enablers

- Redefinition of roles and responsibilities
- Hiring resources with a focus on Cyber and Cloud skills
- Integration of objectives and performance/MBO monitoring systems
- Selection of IT/R&D profiles for the IoT team
- Management training

Organizational transformation and skills

- Increase in FTE from 214 (2025) to 239 (2028).

A **Evolution of the organizational model**

- Mapping and definition of the "Solution driven" model.

B **C** **Strengthening of the commercial, technology and R&D functions**

- Onboarding and training of new business managers.
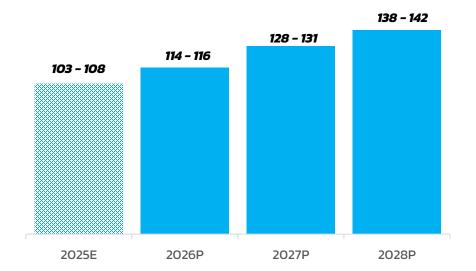- Assignment of qualitative/quantitative objectives for business managers.

INDEX

Key Financials – Revenues and EBITDA

Ricavi
CAGR 2025–2028 **11%**

YoY%

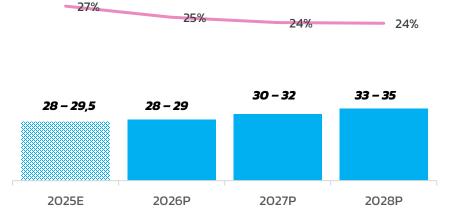| 2025E	2026P	2027P	2028P
103 – 108	*114 – 116*	*128 – 131*	*138 – 142*

EBITDA Adj
CAGR 2025–2028 **7%**

The decrease in the EBITDA margin is attributable to:
- the evolution of the service mix towards more dynamic and less risky segment;
- change in sales mix with an increase in ICT services (in line with industry margins);
- increase in market penetration outside the proprietary network footprint;
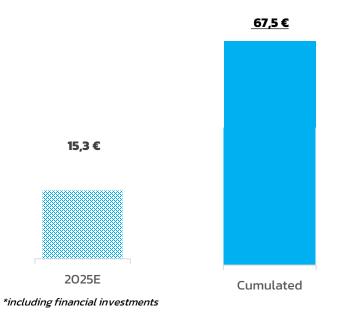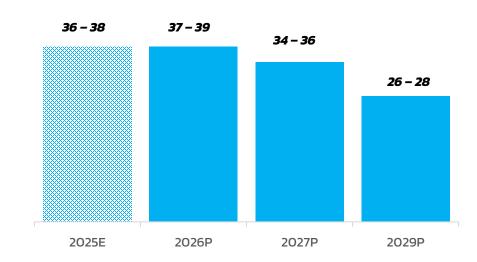- increase in the indirect sales network through Business Partners.

	2025E	2026P	2027P	2028P
Margin	27%	25%	24%	24%
Value	*28 – 29,5*	*28 – 29*	*30 – 32*	*33 – 35*

Key Financials – CapEx and NFP

CapEx*

67,5 €

15,3 €

2025E

Cumulated

*including financial investments

Cumulated 26–28

NFP

36 – 38

37 – 39

34 – 36

26 – 28

2025E

2026P

2027P

2029P

INDEX

Company Overview

Market Trends

Strategic Guidelines

Financials

Joint Ventures

ESG

Joint Ventures

UNIFIBER

UNITIRRENO

Project structure

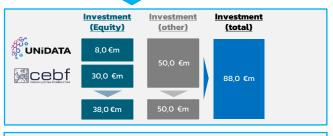
Objectives

UNIFIBER:
- Roll–out of the FTTH access network in "**grey areas**" located in the **Lazio and Puglia regions**.
- Unifiber owns the **passive FTTH network**.

UNITIRRENO:
- Development of submarine **cable infrastructure in the Tyrrhenian Sea** (from Mazara del Vallo, Olbia, Rome and Genoa).
- The project is officially operational from November 2025
- Development of infrastructure **links in Europe and Africa.**

The role of Unidata

UNIFIBER:
- **Design, construction and maintenance** of the fiber network.
- **Develop the FTTH fiber** network in the Lazio area.
- **Sale of the network** to **wholesale operators**.

UNITIRRENO:
- **Operational Management** through Cable Landing Station, Network & Security Operation Centers.
- **Sale of services** to **domestic customers**.

Financial structure of the project

UNIFIBER:

	Investment (Equity)	Investment (other)	Investment (total)
UNIDATA	8,0 €m		
cebf	30,0 €m	50,0 €m	88,0 €m
	38,0 €m	50,0 €m	

UNITIRRENO:

	Investment (Equity)	Investment (other)	Investment (total)
UNIDATA	12–18 €m		
AZIMUT	18–24 €m	44,0 €	80,0 €m
	36 €m	44,0 €m	

KPIs

UNIFIBER:

IRR: ~ 11,2%   Multiple (*comparable*): 18 – 20x EV/EBITDA

UNITIRRENO:

IRR: ~ 10,7%   Multiple (*comparable*): 12 – 13x EV/EBITDA

Joint Ventures

UniCenter (2026–2028)

Project structure

UNiDATA 25%
AZIMUT LA DIREZIONE PER INVESTIRE 75%
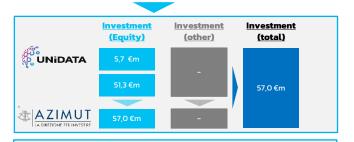100% → UniCenter

Objectives

- Construction of a **green and neutral Tier IV** Data Center of about **20 MW and 3.200 racks of capacity** (total area **20.000 m2**) with a **target of national and international customers**. **Renewable energy sources** usage to the maximum extent possible.

The role of Unidata

- Data Center **design and construction** support.
- **Operational management** of UniCenter.
- Provide its services to UniCenter at **market prices** to enable them to be sold to **other B2B operators**.

Financial structure of the project

	Investment (Equity)	Investment (other)	Investment (total)
UNiDATA	5,7 €m		
	51,3 €m	–	57,0 €m
AZIMUT	57,0 €m	–	

KPIs

IRR: ~ 17%	Multiple (*comparable*): 16 – 18x EV/EBITDA

INDEX

Unidata and ESG: a 3-step path

1 **2021**

- Publication, on a voluntary basis, of the first Sustainability Report (NFS), with reference to the 2020 financial year.

2 **2022**

- The Shareholders' Meeting approves the amendment to the Articles of Association that transform Unidata into a **Benefit Corporation**: profit purposes are accompanied by common **benefit purposes**. From the same year, the **Impact Report** was drawn up and published. The **Sustainability Committee** is established.

3 **2025+**

- The **Sustainability Report** and the **Impact Report** are merged into a **single document**. Start of the transition from **GRI (Global Reporting Initiative)** standards to **CSRD/ESRS** standards, in preparation for future regulatory obligations.
- **Preparation of the Sustainability Plan.**

ENVIRONMENT

SOCIAL

GOVERNANCE

ESG: objectives, activities, certifications

1 **Objectives**

- Alignment with **18 areas of the UN SDGs** and definition of 19 specific objectives in the 2025 Impact Report.

2 **Sustainable activities**

- Development and implementation of **IoT solutions for Smart Metering** oriented towards efficiency and responsible management of resources.

3 **Certifications**

- **ISO 9001, ISO 14001, Gender Equality Certification, Legality Rating**.

ESG: 3 strategic objectives and 19 specific objectives

1 Promoting the right to connection for all people as a lever for social inclusion.

2 Promote employee and employee satisfaction.

3 Implement a progressive evolution of its business and operating model towards a zero-emission economy.

4
1. UI in grey areas
2. 100% fibra
3. Cloud computing
4. Smart metering

6
5. Assessment and skills
6. Formation
7. Corporate climate
8. Mobility management
9. ESG incentives
10. Gender Equality

9
11. Car fleet
12. Reduced consumption
13. PSCL
14. Monitoring
15. Renewable
16. Photovoltaic
17. CRM
18. Paper usage
19. Supplier selection