12. NATURAL CAPITAL

GRI 103-1
GRI 103-2
GRI 103-3

Environmental protection is an essential component of Sogei's way of operating. The activity is carried out in compliance with international agreements and standards, conforming to the national laws, regulations and policies on health, safety and the environment.

The management of environmental issues is based on the principles of prevention, protection, information and participation and has as its fundamental objectives the saving of natural resources, the reduction of pollution and consumption, the safety of persons and, in general, the minimisation of negative impacts on the environment itself. These objectives are achieved through the implementation of investment policies in research and innovation, with the adoption of the most advanced technologies for the creation of products and processes with the best characteristics of environmental compatibility, safety and health protection, pursuing continuous improvement of the reference targets.

Company policies also provide for interventions aimed at promoting eco-sustainable behaviours in Sogei's spheres of influence - in particular Customers, suppliers and personnel, in order to reduce the indirect impacts of our activities such as those related to employee travel for work and company mobility, internal separate waste collection and the responsible use of paper.

12.1 ENVIRONMENTAL SUSTAINABILITY FOR SOGEI

GRI 307-1

Sogei promotes sustainable practices by consciously managing its activities and adopting initiatives aimed at reducing the environmental impact of the goods and services used.

Taking into account the importance that the issue of workplace safety and environmental protection assumes in the Company and also considering the dimensions of the organisational structure of Sogei and its activities, the complexity of the legislation, the technologies that can be used, the procedures, as well as the evolution of the technical regulations in these matters, starting from 2011, a number of managers of the Company have been granted specific powers for the functions and responsibilities of the employer in matters of health and safety in the workplace, as well as for the responsibility of environmental protection and fire prevention. In this context, certain internal structures aimed at promoting the protection of the environment and safety in the workplace operate in synergy with the existing company management systems, through training, the provision of information and the preparation of actions with the goal of encouraging culture, quality, safety and respect for the environment.

In 2021, no non-compliance with environmental laws and/or regulations was detected which led to the application of pecuniary penalties and non-monetary sanctions.

12.2 GREEN IT - CODE OF CONDUCT ON GREEN DATA CENTRES

GRI 302-5

Sogei has long since adopted the *Green IT* choice, for a sustainable and efficient approach in the adaptation and renewal of the infrastructure and technological systems, in order to contribute to the mitigation of the effects of climate change.

The choice of a sustainable IT infrastructure must also safeguard the high level of quality and reliability of the services - provided 24 hours a day for 365 days - that has always distinguished Sogei.

The reference criteria for this approach are highlighted below.

Sogei is constantly oriented towards *Green IT*, information technology, supporting the development of technological environments that are efficient from the point of view of energy consumption and with limited environmental impacts.

To ensure that Sogei's technological and plant evolution is in line with the Company's commitment to sustainability, Sogei refers to the framework of the *Code of Conduct on Green Data Centres*, an initiative of the European Commission, which aims to identify standards and best practices to support IT companies in defining a common eco-efficiency strategy for data centre management.

The purpose of the Code of Conduct is to define a European policy to reduce the environmental, economic and social impact of energy consumption and, at the same time, to provide an aid for better understanding and management of energy demand within the data centres, stimulating awareness on this issue and identifying best practices and energy efficiency enhancement objectives.

12.3 SUMMARY OF THE COMPOSITION OF THE SOGEI FARM SYSTEMS

GRI 302-3
PUE

In order to show a concise and significant overview of the parameters characterising the Sogei CED, a summary table with the main measures is shown to the side.

CED Parameters	2021	2020
CED PUE	1.70	1.73
Number of physical servers present	1,372	1,161
Number of virtual servers	9,654	6,967
Server consolidation report	7.04	6.0
Terabytes installed in the CED	49,700	32,000

The ratio between the total number of logical servers installed and the number of physical servers hosted in Sogei's Data Centres is 7.04 and is higher than last year's figure, following the merger of the RGS CED's servers into Sogei's CED. This value is obtained starting from the Sogei CMDB (Configuration Management Data Base) where, at the last survey (December 2021), it appears that the number of virtual servers is 9,654 and the number of physical servers is 1,372.

The PUE "Power Usage Effectiveness" - an internationally recognised index - is the main performance index for evaluating the effectiveness of energy use and the relative efficiency of a data centre infrastructure; it is defined as the ratio between the electrical power absorbed by the physical infrastructure serving the Data Centre (power supply, UPS systems - uninterruptible power supplies -, cooling, lighting, physical safety, fire protection, etc.) and the electrical load used by the IT (server, storage, switch, PC), according to the formula PUE = (Infrastructure load + IT load)/IT load.

The Sogei PUE was calculated on the annual average of the values detected by the monitoring and control system after having obtained the global annual electricity consumption (kWh/a) of the CED, separating the electricity consumption of the IT and the consumption of the electrical loads of the physical infrastructure equipment of the site. The PUE of the Sogei CED for the year 2021 was 1.70, a slight improvement on previous years. The PUE calculation includes the losses of all electrical and mechanical equipment that constitute the absorption items attributable to the Data Centre. This allows a high level of accuracy in PUE to be achieved.

12.4 ENERGY EMISSIONS AND CLIMATE CHANGES

The company is highly committed to limiting its energy consumption and, also thanks to the support of the Energy Manager, studies and implements continuous actions to rationalise and monitor consumption, both at the technological infrastructure and plant level, safeguarding the supply of highly reliable services. In addition, during 2021 it defined and released an internal Energy Management process, preparatory to a future ISO 50001 certification.

12.4.1 RENEWABLE ENERGY SOURCES

To meet its needs, also in 2021, Sogei purchased electricity produced exclusively from renewable sources, certified by the RECS (Renewable Energy Certificate System) certificate, confirming its commitment to reducing CO_2 emissions to mitigate the effects of climate change.

12.4.2 ENERGY CONSUMPTIONS

GRI 302-1

As in 2020, there was also an increase in electricity consumption related to data processing centres in 2021, albeit to a lesser extent than in the previous year. The increase was 0.5 GWh, or 1.67%.

Office complex A recorded a slight increase in electricity consumption compared to the previous year of 0.64%, while office complex B experienced a reduction of 7.74%.

As far as thermal consumption is concerned, in office complex A there was an increase of 13.85% while in office complex B there was a decrease of 12.83%.

The difference in natural gas consumption between the two complexes is partly explained by the different number of staff on the premises in different months of the year and partly by the different operation of the canteens.

The following table shows the overall consumption of electricity expressed in GWh and natural gas in standard cubic metres divided by the three main users: the data centres, the offices of complex A and the offices of complex B.

Total energy consumptions

		2021	2020
Electricity (GWh)	*CED*	*30.487*	*29.986*
	Offices	*3.738*	*3.714*
	Building complex A	34.224	33.700
	Building complex B (Offices)	1.644	1.782
	Total (fully certified renewable)	35.868	35.482
Natural GAS (Sm^3)	Building complex A (Offices)	359,666	315,903
	Building complex B (Offices)	68,832	78,967

		2021	2020
	Total (not renewable)	428,498	394,870

Below is a table showing the overall consumption of energy carriers used by Sogei (electricity and natural gas), both expressed in terms of Joules, as required by the GRI Standards.

It should be noted that the table expressed in GJ does not represent the primary energy but a direct conversion of the two vectors into Joules. In the case of natural gas, this conversion coincides with the primary energy as it is obtained from the product of the cubic meters consumed by the calorific value of the fuel.

Total energy consumptions in GJ

		2021	2020
Electricity (GJ)	*CED*	*109,752*	*107,951*
	Offices	*13,456*	*13,370*
	Building complex A	123,208	121,321
	Building complex B (Offices)	5,918	6,415
	Total (fully certified renewable)	129,126	127,736
Natural GAS (GJ)	Building complex A (Offices)	12,635	11,097
	Building complex B (Offices)	2,418	2,774
	Total (not renewable)	15,053	13,871

With regard to the two company sites in Via M. Carucci 99 (Building Complex A) and Via M. Carucci 85 (Building Complex B), the consumption in terms of electricity of the building complex A is approximately 95.4% of total consumption. This imbalance depends on the presence, within the Building Complex A, of the Data Processing Centres which alone in 2021 absorbed 85% of Sogei's overall electricity consumption, for powering of the IT equipment and related auxiliary equipment (refrigeration, UPS, etc.).

The analysis of the data shows an overall consumption of electricity 1.09% higher than 2020, against a 1.67% increase in consumption linked to the CEDs and at the same time a decrease in consumption of the office complexes by 2.08%.

12.4.3 ENERGY INTENSITY INDICES

GRI 302-3

In order to measure the average annual electricity requirement linked to the work activity of all the staff employed (employees and contract staff), the energy performance index called "Energy consumption per staff employed on site" is calculated, determined by the ratio between the total electricity consumption of the buildings (complexes of buildings A and B), net of consumption related to the Data Centres, and the personnel employed inside the buildings.

Electricity consumption includes the absorption of the refrigeration units used for the summer cooling of all buildings.

The index of electricity consumption by staff on site shows, for 2021, a further deterioration due to the very low staff attendance on site, obviously linked to the Covid-19 pandemic.

Energy consumption for staff employed on site (employees and contract staff)

		2021	2020
Staff employed on the sites	Annual average	235	483
Office electricity consumptions			
Office complex A	MWh_{el}	3,738	3,714
Office complex B	MWh_{el}	1,644	1,782
Total	MWh_{el}	5,382	5,496
Office complex A	GJ_{el}	13,456	13,370
Office complex B		5,918	6,415
Total	GJ_{el}	19,375	19,785
Office complex A and B	MWh_{el}	22.90	11.38
Office complex A and B	GJ_{el}/p	82.44	40.96

Two energy performance indices were also identified for monitoring of the thermal energy used for office heating, called “Office Heating Intensity”. For these energy performance indices, a more detailed level of measurement is available with respect to the consumption of electricity connected to the work activity; it was thus possible to separate the consumption of all the offices in complex A, dividing the consumption of the VAT building (Old Tax Register) from that of the NAT (New Tax Register), buildings built in different periods and also having different construction characteristics.

Looking at the data in the table below, it can be noted that in 2021 the reduction of thermal energy used for heating continued for building complex B. This can be observed both by normalising the consumption with respect to the surface area and by normalising it with respect to the degree days. For the offices in complex A, called VAT and NAT, an increase in consumption is observed, concentrated mainly in the VAT building. Observing the normalised values with respect to the degree days, there is an increase in percentage terms of more than 14.3% in the VAT offices and 11% in the NAT offices, while for the offices of complex B there is a decrease of about 21.4%. For the calculation, the "winter" degree day values were used, considering those referring only to the heating period for climate zone D, for which the switching on of the thermal systems for space heating is scheduled from 1 November to 15 April.

Offices Heating Intensity

DD - Degrees Day *m^2 – square meters of office*

Offices Heating Intensity	Unit	2021	2020
Building complex A- VAT OFFICES	GJ_{ter}/m^2	0.331	0.274
	GJ_{ter}/DD	3.03	2.65
Building complex A – NAT OFFICES	GJ_{ter}/m^2	0.316	0.269
	GJ_{ter}/DD	2.20	1.98
Building Complex B - OFFICES	GJ_{ter}/m^2	0.174	0.210
	GJ_{ter}/DD	1.36	1.73
Degrees Day	DD	1,594	1,508

12.4.4 INTERVENTIONS AND PROJECTS FOR THE REDUCTION OF ENERGY CONSUMPTIONS AND ENERGY NEEDS

GRI 302-4

In recent years, Sogei has implemented a monitoring and control system for electricity consumption, both of the systems serving the CED (i.e. cooling system, electrical continuity devices), and of the IT equipment, a system also used to calculate the PUE.

During 2020, an additional measurement system was installed, specifically dedicated to monitoring of the cooling energy produced by the CED cooling plant; high-precision water flow meters and additional temperature probes were included which make it possible to measure the cooling energy. This monitoring system makes it possible to evaluate the actual energy performance of the refrigeration units, providing useful information both for the evaluation of maintenance interventions and for the continuous improvement of the management logics implemented in the automatic control system, installed between 2018 and 2019.

In 2021, the technological renovation of the refrigeration plant continued, with the replacement of another old centrifugal refrigeration unit with a latest technology unit featuring a magnetic levitation centrifugal compressor. As the new refrigeration unit went into operation in the second half of December 2021, it has not yet been possible to see its positive effects on the PUE, which will presumably become apparent in the course of 2022.

At the beginning of 2021, additional instruments were installed to monitor the electricity consumption of the refrigeration plant in order to be able to count all absorption items individually; network analysers were added to the chilled water pumps, condenser pumps and individual evaporative towers.

In the second half of the year, work began on the design of new electrical panels for the cooling towers, which will house inverters to control the tower fans. This will lead to energy savings and the optimisation of the consumption of water from wells.

A study was also carried out for the replacement of the existing evaporative towers, which are expected to be replaced during 2022. Finally, a new system for the treatment of make-up and recirculation water, dedicated to the evaporative tower circuit, was installed.

In addition to the above, the study of further actions to reduce energy consumption related to the cooling of the Data Centre continued. In particular, there is a plan to create physical compartments to contain cold air in the Computer Rooms, as well as to implement new management logics for the CRAH systems and refrigeration units. In addition, work was consolidated on the design of a new redundant hydraulic distribution that takes into account aspects of energy efficiency, improving the distribution of loads on the refrigeration units and consequently optimising their operation.

Energy efficiency measures also continued in the thermal power stations of building complex A which will concern both the production methods and the methods of regulation and control of the same.

The renewal of the medium and low voltage electrical systems for powering the panels in the Computer Room continued.

12.4.5 EMISSIONS

GRI 305-1
GRI 305-2
GRI 305-4
GRI 305-5

CO_2 emissions can generally derive from direct emission sources and indirect emission sources.

The sources of indirect emissions derive in this case from the electricity, the refrigerant gases used in the refrigeration units and from the fire-fighting system. The contributions of the latter two sources can be considered null due to the absence of leaks in the refrigerant fluids and activations of the fire-prevention systems.

Direct emissions - For the direct emissions of greenhouse gases, connected to the combustion of natural gas for the winter heating of the offices and for the production of DHW (domestic hot water) for the four canteens distributed in the two building complexes, the emissions calculations were carried out using the emission factor for heat production indicated in the ISPRA reports, most recently the 317/2020 Report with the updated data for 2018 equal to 190.1 gCO_{2eq}/kWh. The calorific value taken as a reference for natural gas is 9.758 kWh/m^3, reported in the table of national standard parameters published in the ISPRA report in 2017.

Emissions t CO2 eq	2021	2020
Natural gas in Sm^3	428,498	394,870
Natural gas in GJ	15,053	13,871
Scope 1 - CO2 in tons (Gas)	795	732
Electricity in kWh	35,868,370	35,482,275
Electricity in GJ	129,126	127,736
Scope 2 - CO2 in tons (Electricity)	-	-

Indirect emissions - Emissions related to the consumption of electricity can be assessed as zero, thanks to the purchase of RECS (Renewable Energy Certificate System), essentially certified energy obtained only from renewable sources.

For electricity, therefore, the value of avoided emissions is indicated, calculated using the emission factors published by ISPRA in its report 343/2021, which indicates a preliminary estimate of the emission factor for 2020 of 258.3 gCO2/kWh. To ensure a consistent comparison, this value is applied to both the 2021 and 2020 consumptions, which are therefore different from those published in the previous report. The values used refer to electricity consumption and take into account the emissions originating within the national territory. They refer to the thermoelectric park including renewable energy production, net of pumping inputs.

The following table shows the values of indirect emissions avoided thanks to the purchase of renewable energy.

Indirect emissions AVOIDED t CO2 eq	2021	2020
Electricity in kWh	35,868,370	35,482,275
Electricity in GJ	129,126	127,736
Scope 2 - CO_2 in tons (Electricity)	9,265	9,165

Emission intensity indices - With regard to the emissions performance index, it should be noted that since it refers to the consumption of methane specifically for winter heating, the consumption related to canteens was subtracted.

Intensity of Emissions for Heating of Office Buildings	Unit	2021	2020
Building complex A - VAT OFFICES	$tCO_{2\,eq}$/DD	0.160	0.140
Building complex A - NAT OFFICES	$tCO_{2\,eq}$/DD	0.116	0.105
Buildings Complex B	$tCO_{2\,eq}$/DD	0.072	0.091

The index of intensity of emissions for the heating of office buildings was divided for the three buildings, in consideration of the fact that each of them has different building characteristics and orientation; moreover, each of these has its own thermal power plant with a dedicated PDR. The index shows the trend of the normalised absolute value with respect to the degree days, thus subtracting the meteorological effect.

12.5 THE WATER RESOURCE

GRI 303-1
GRI 303-2
GRI 303-3

Water as a shared resource - The reporting standard for water resources (GRI 303) was updated in 2018 by the *Global Reporting Initiative*, with the aim of introducing best practices in water management into reporting practice. The standard is consistent with the SDGs/Sustainable Development Goals of the United Nations 2030 Agenda, in particular with Goal 6, which addresses the issues of drinking water, sanitation and hygiene, as well as the quality and sustainability of water resources around the world.

In Sogei, the planning of extractions and consumption of water resources follows a logic of reduction of the associated impacts and is part of an environmental policy of responsible use and consumption of resources.

Sogei's water uses mainly relate to water used in cooling towers associated with refrigeration units for the disposal of heat produced in condensers.

The other uses of water are related to civil uses consisting of toilets and canteens in the office complexes and irrigation of green areas.

The availability of water from wells, necessary to ensure the functioning of the Data Centre, allows Sogei to have its own independent source of supply, limiting the impacts on the aqueduct network which, in the event of an accentuation of situations of water stress, could generate levels of problematicity.

Water discharges - The water used by the condensation circuit of refrigeration units is dispersed by evaporation into the atmosphere, while the water for domestic use flows into the sewage systems.

The water extractions of Sogei, referred to in the following table, are recorded according to the origin by source of supply; water from the municipal aqueduct and water from wells on site, the first used for sanitary purposes, the second to satisfy industrial needs.

Water extraction by source (Ml – Megalitres)[3]

	2021		2020	
	All areas	Water stressed areas	All areas	Water stressed areas
Surface waters				
Fresh water (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-
Other types of water (> 1,000 mg/L Total Dissolved Solids)	-	-	-	-

[3] *The definition of freshwater/other types of water, adopted by the GRI Standards, is based on ISO 14046:2014 and on the USGS (United States Geological Survey) document, Water Science Glossary of Terms, water.usgs.gov/edu /dictionary.html, (accessed 1 June 2018) and on the WHO (World Health Organization) document Guidelines for Drinking-water Quality of 2017.*

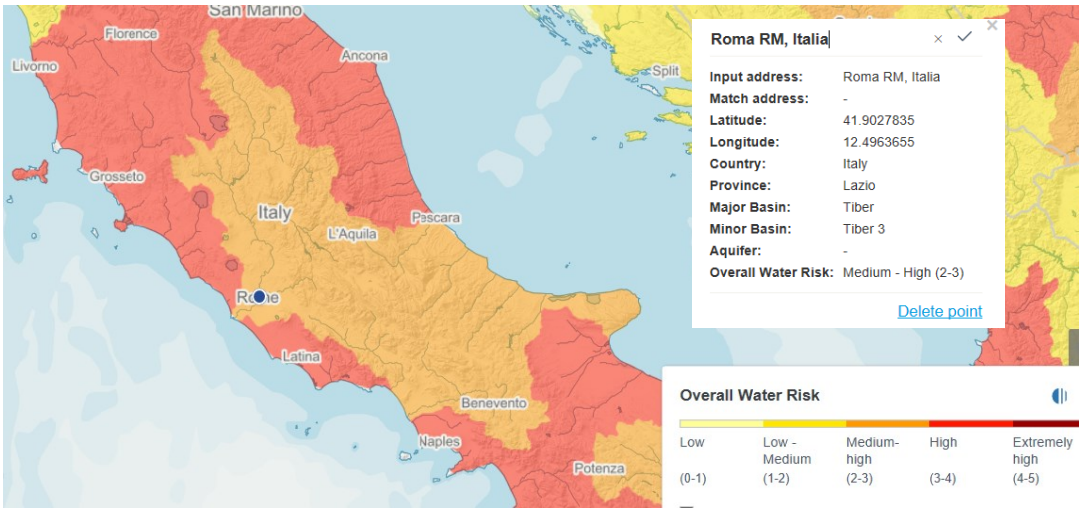
	2021		2020	
	All areas	Water stressed areas	All areas	Water stressed areas
Total surface waters	-	-	-	-
Groundwaters/Wells				
Fresh water (≤1,000 mg/L Total Dissolved Solids)				
Other types of water (> 1,000 mg/L Total Dissolved Solids)	-	51.4		56.0
Total groundwaters/wells	-	51.4	-	56.0
Sea water				
Fresh water (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-
Other types of water (> 1,000 mg/L Total Dissolved Solids)	-	-	-	-
Total sea water	-	-	-	-
Water produced				
Fresh water (≤1,000 mg/L Total Dissolved Solids)	-	-	-	-
Other types of water (> 1,000 mg/L Total Dissolved Solids)	-	-	-	-
Total water produced	-	-	-	-
Third party water resources/Public aqueducts				
Fresh water (≤1,000 mg/L Total Dissolved Solids)		28.6		35.5
Other types of water (> 1,000 mg/L Total Dissolved Solids)	-	-	-	-
Total third party water resources/Public aqueducts	-	28.6	-	35.5
Total water extraction	-	80.0	-	91.5

As required by the GRI 303-3 notice, the extraction data are reported in Mega Litres (1 cubic meter = 0.001 Mega litres). The table also shows the extractions in relation to the characteristics of the water, which is divided into: a) fresh water, i.e. water with a concentration of total dissolved solids equal to or less than 1,000 mg/l, or b) other types of water, which have a concentration of total dissolved solids greater than 1,000 mg/l.

Water Stress - Water stress refers to the ability, or inability, to meet the demand for water, both human and by ecosystems as a whole. Water stress can refer to the availability, quality or accessibility of water.

During the summer of 2017, the city of Rome was affected by an event of water scarcity and drought, which made it necessary to ration the water conveyed by the aqueducts. These situations did not repeat themselves over the following years. However, the geographical area of Rome, where Sogei is based, is classified as at risk of medium-high water stress[4]. See the map below.

[4] *As a tool for assessing water stress areas, reference was made to the* ***Aqueduct Water Risk Atlas*** *https://www.wri.org/aqueduct of the* ***World Resources Institute****. Water stress refers to the ability or inability to meet the demand for water, both human and by ecosystems as a whole. Water stress can refer to the availability, quality or accessibility of water.*



Source: Aqueduct Water risk Atlas

It is not believed that the uses of the water resource by Sogei to meet industrial needs have significant impacts on the availability of water for the reference area, but, in the table of extractions, they have been classified as having been carried out in areas with water stress.

12.6 WASTE

GRI 306-2

Responsible waste management, governed by a set of European Community and national regulations, represents a distinctive value for Sogei and provides evidence of Sogei's contribution towards a circular economy, which makes it possible to significantly reduce the environmental impact and bring benefits in terms of saving natural and financial resources.

Sogei's involvement, further stimulated by EU regulations on the Circular Economy, is increasingly directed towards the adoption of virtuous behaviours that are in line with the 2030 Agenda in the context of sustainable development objectives, and in particular with Goal 12: Ensuring sustainable patterns of production and consumption, point 5 of which recommends by 2030 the substantial reduction of waste generation through prevention, reduction, recycling and reuse.

The European waste strategy, adopted by Sogei, establishes a hierarchical preference for different waste management options, based on the effects each has on the environment, such as:

- reduction in waste production;
- recycling, composting and anaerobic digestion;
- energy recovery (waste-to-energy);

- controlled landfill;

Bearing in mind that, by way of example, it takes one tonne of paper to produce it:

- from the raw material: 17 trees, 440,000 litres of water and 7,600 kW of electricity;
- from recycled paper: 0 trees, 1,800 litres of water and 2,700 kw of electricity

and to produce a glass bottle:

- from the raw material: 400 grams of sand, 100 grams of soda ash, 90 grams of diesel and 100 grams of limestone;
- from recycled glass: only 10 grams of diesel.

in addition to assessing the impact of the natural degradation times of waste (e.g. paper handkerchief 3 months, newspapers and magazines, if shredded, about 3 months, if stacked, more than 10 years, plastics in general, 100 to 1,000 years, polystyrene, more than 1.000 years), it can be seen that Sogei's virtuous path towards environmental sustainability is based on the study and research of further measures to be introduced that will enable it to adopt an economic system that is increasingly able to sustain itself, to reuse materials after their use and to minimise waste.

In carrying out its business activities, Sogei mainly generates two categories of waste: waste that can be assimilated to urban waste and special waste, which in turn is classified as hazardous and non-hazardous.

Waste similar to urban waste - Sogei collaborates with AMA, the Municipal Environment Company of Roma Capitale, to implement separate waste collection within the company sites, through dedicated containers for each type of waste. A part of this waste (e.g. paper, plastic) is directly sent for recovery through operators authorised to manage special waste, following the same requirements as for special waste. For this reason Sogei benefits from reductions in taxes and tariffs established by the regulations in force.

Special waste - The largest share of this type of waste is non-hazardous waste (e.g. waste from paper, cardboard, plastic packaging, wooden pallets, etc.). Occasionally, waste may be generated that falls into the category of special hazardous waste (e.g. lead batteries). Special waste, in line with the provisions of the Consolidated Environmental Law, is sent for recovery and/or disposal thanks to contracts that the Company stipulates with authorised companies, in compliance with the requirements relating to the handling and traceability of waste (e.g. forms, loading/unloading register, MUD - Single Environmental Declaration Model).

In addition to the separate collection and disposal of waste, Sogei gives priority to the acquisition of environmentally friendly products, and requests clauses in its acquisition contracts requiring suppliers to take back packaging and scrap goods, or clauses obliging

suppliers of plant and building maintenance services to dispose of waste material. Furthermore, with a view to reducing food waste, the supplier must submit a report on the management of food surpluses every six months in the catering service supply contract.

Finally, Sogei, where possible, uses a contract that values certain disposals of recyclable materials or reusable components.

The volumes of waste disposed of during the year are shown below.

Waste (Kg)	2021	2020
Non-hazardous waste	380,845	555,117
disposal	0.0%	0.04%
recovery	100.0%	99.96%
Hazardous waste	62,259	64,147
disposal	0.2%	0.2%
recovery	99.8%	99.8%
Total	443,104	619,264

During 2022, the General Services Promotion and Information Plan will be implemented, a process of information and dissemination, to raise users' awareness of sustainability issues and green policies and, thus, enable an improvement in terms of separate collection and reduction in waste production.

In addition, the '*working smart*' project, adopted in 2021, will be implemented, which envisages a paradigm shift in the concept of the workstation and from which, through the digitisation of documents, anonymisation and elimination of the traditional employee workstation will lead to a significant improvement in waste management in the coming years.

12.7 SOGEI INTERNAL PROJECTS

12.7.1 SUSTAINABLE MOBILITY

GRI 305-5

Sustainability is now the new overall driver for the entire global ecosystem, from politics to economics, from social life to technological evolution.

In this context, sustainable mobility is one of the main actions to achieve the country's green objectives, as confirmed by various government decrees or by the NRP itself.

In particular, the year 2021 saw the consolidation of the role of the Mobility Manager who, as envisaged by the various regulatory measures, has taken on a central and cross-cutting role for the implementation of sustainable mobility, welfare and agile work policies as well as for the

health and safety of workers. This occurs as part of the measures to combat the spread of the pandemic, especially for transport management in the area of home-work and home-school travel, one of the main problems in containing Covid-19 infections.

Sogei thus confirmed its position at the forefront of mobility management. In fact, as early as 2016, the travel and mobility management group was set up with the aim of optimising and managing all factors related to corporate mobility in an integrated and green manner, including through the digitisation of the processes.

Over the years, the results have been excellent, with the dematerialisation of about 80% of the paper documents, 40% of virtual traffic generated by e-mail, the revision of the low environmental impact travel policy, the consolidation of the collective transport service in sharing mode that has limited the use of private vehicles and significantly reduced emissions due to travel to and from work, incentives for the use of the LPT, and other actions resulting from the annual Home-Work Travel Plan approved by the Mobility Agency of Roma Capitale.

As in the previous year, 2021 was strongly characterised by the pandemic that caused the limited presence of workers on the premises through the use of agile working, which is one of the main actions of Sustainable Mobility, as confirmed by the working tables coordinated by Roma Mobilità, which saw the consolidation of the primary role of Sogei in the network of Mobility Managers.

Thanks to the updating of the travel policy, with the introduction of guidelines and security measures for travel management, it has been possible to gradually restart corporate travel, which had been subject to a freeze due to travel restrictions in 2020, an action that is also an incentive for the recovery of business travel, one of the sectors most affected by the pandemic.

GRI 302-5

12.7.2 DISPOSAL OF ELECTRONIC EQUIPMENT

In 2021, 467 devices were decommissioned and 392 new devices installed in the various data centres, according to the table below.

From the point of view of the overall nominal electrical power, the decommissionings led to a reduction of 352,636 Watts of power, 1,035 Amps and 1,198,469 BTUs, while the new installations account for 551,358 Watts, 2,025 Amps and 1,867,503 BTUs, with an overall increase of 198,722 Watts, 990 Amps and 669,034 BTUs.

Site	Decommissionings	Installations
Sogei	467	378
DR	-	12
Mastai	-	2

Site	Decommissionings	Installations
Total	467	392