

IMPACT REPORT 2024

TECHNICONCONSULT FIRENZE SRL SOCIETÀ BENEFIT
PART OF TECHNICONCONSULT GROUP

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The original language release (italian) is the official and authorized version of the release. This translation is only a means of assistance and should be compared with the original language text, which is the only version of the text that will be legally valid.

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LETTER FROM MEMBERS TO STAKEHOLDERS

In December 2022, Techniconsult Firenze Srl officially amended its corporate bylaws to become a Benefit Corporation.

This transition marked a formal, transparent, and public commitment to sustainability, reinforcing values that were already deeply embedded in the company’s culture—such as profit-sharing, employee welfare, and environmental responsibility.

“We realized we were already on the right path: the path of sustainability.”

With this awareness, the company chose to align its market positioning with a clear sustainability-driven approach—promoting a work culture focused on employee well-being, environmental care, and alignment with the values of our Life Science clients. Today, Techniconsult Firenze Srl Benefit Corporation is experiencing a phase of significant transformation and growth.

This includes not only economic expansion and team development but also the increasing scale and complexity of the projects we manage—primarily in the pharmaceutical sector. Our goal is to strengthen our presence in the national Life Science market and, in the medium term, expand internationally within the pharmaceutical industry.

Becoming a Benefit Corporation hasn’t changed our mission—it has amplified it. Our commitment to **employee well-being and customer satisfaction** is now formally integrated into our environmental, social, and governance (ESG) objectives.

In May 2023, we published our first Impact Report, outlining our shared goals for 2022. This year marks the release of our third report. The initiatives we’ve undertaken span across **governance, environment, employees, and clients**. Over the years, we’ve worked to foster a dynamic workplace where people can grow professionally and contribute meaningfully to the company’s evolution.

On the environmental front, we established a dedicated Sustainability Department to design and implement sustainable strategies—not only internally, but also for our clients. This includes energy efficiency solutions and environmental consulting.

In 2024, we began the process of pursuing **B Corp certification**. We completed and submitted the B Impact Assessment (BIA) in March 2025, and

we plan to undergo the certification audit by the end of the year. Looking ahead, we recognize that ESG topics will become increasingly central to the market. Our challenge is to embrace this shift and

be ready for it. A future where sustainability is not integrated into business operations is simply no longer an option.



PIERANGELO GALLIGANI E ROSARIO LO PRESTI



We became a Benefit Company on 19 December 2022 and “we did it not because it was fashionable but because we realized that our ways of doing things and our actions were and will always be in line with the principles of Benefit Companies”.

DECLARES ONE OF THE FOUNDING MEMBERS, ROSARIO LO PRESTI

WHO WE ARE

Techniconsult Firenze Srl Benefit Corporation has been a benchmark of Italian excellence since 1987, offering engineering, Commissioning & Qualification, and General Contracting services with a strong focus on the Life Sciences sector.

From the very beginning, Techniconsult has stood out for its ability to meet the high-quality standards demanded by the pharmaceutical industry. This is achieved through an integrated design approach and the use of cutting-edge technologies such as BIM, CFD, Process Simulation, Virtual Reality, and Augmented Reality—tools that are increasingly essential in managing complex projects.

Together with Tecma Srl Benefit Corporation and AQE Srl, Techniconsult Firenze is part of the Techniconsult Group, which provides integrated services for the pharmaceutical industry.

The Group is committed to continuous growth—both internally, by expanding its team, developing new business units, and founding new companies; and externally, by forming strategic partnerships with complementary organizations. The goal is to build a coordinated network of companies capable of covering the entire lifecycle of a Life Sciences facility.

OUR STORY

Techniconsult Firenze Srl Benefit Corporation is a dynamic and fast-growing company where people are at the heart of everything we do—they are our greatest strength.

The Group is determined to keep expanding its expertise by growing its internal team, launching new business units, and creating new ventures. At the same time, it seeks to build strategic alliances with like-minded organizations that share the vision of creating a coordinated ecosystem capable of managing the full lifecycle of industrial plants in the Life Sciences sector—and beyond! Interio ciclo di vita in uno stabilimento industriale dedicato al Life Sciences, e non solo.

1987

He is born **Ingegneri Associati** dedicated to engineering plant engineering.



1993

It is founded **Techniconsult Florence** Srl engineering company specializing in the Life Sciences industry.



2016

He is born **Tecma Srl** 100% controlled by Techniconsult Firenze Srl. Dedicated reality to construction and maintenance.



2022

Last born of the group, **AQE Srl** “Automation Quality Engineering”, 50% controlled by Tecma Srl.



2023

A **single group** which responds to the needs of its partners at 360°.



Oggi

We are proud of what we have become **Benefit companies**, sharing this way of acting and these principles.



Even today the company is led by the founding members who have chosen to pass down the quality and passion to their children



OUR VALUES

The aspect that differentiates us on the market is our soul, our values; we are a living organism that adapts to the customer’s needs at all times and believes in growth through skills. We share the following values:

- Ethics
- Inclusion
- Diversity
- Sustainability
- Professionalism
- Innovation
- Respect
- Passion
- Flexibility

Values that are transformed into quality and the pursuit of excellence, pursuing with rigor, but at the same time with great flexibility, the development of a tailor-made service to our Customers.

The founding members of TC have always believed in the social role of the TC Group, placing People and the Planet at the center of their work, in addition to Profit, starting from our territory.



OUR VISION

“Side by side, we lay the foundations to improve the quality of life.”

Our main objective is to provide continuous support to the customer and become a trusted partner throughout the entire life cycle of a project: from initial consultancy, to design, to procurement assistance, to construction site management, to construction of the works , to Start-up, Commissioning and Qualification activities and plant maintenance.

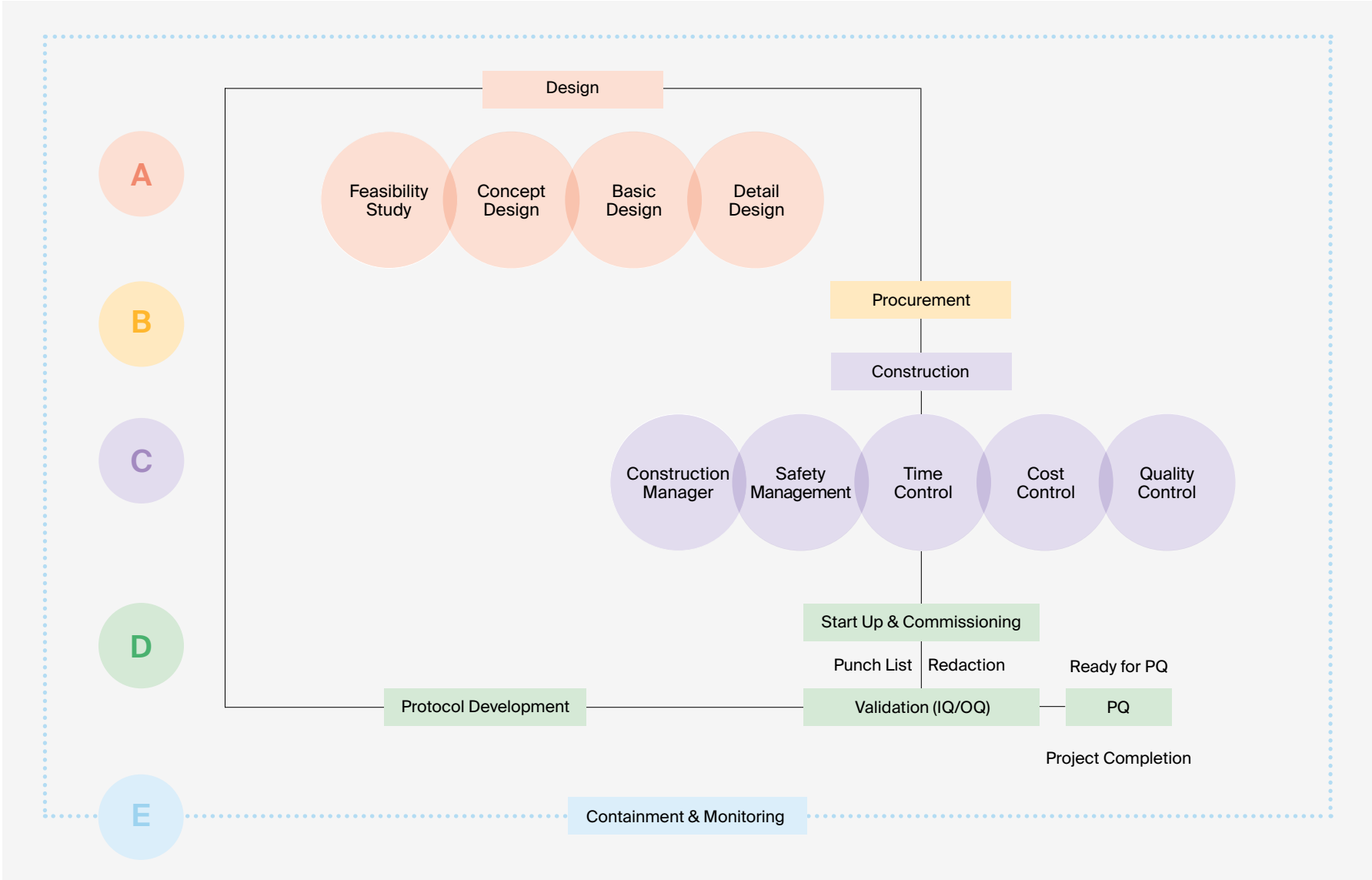
OUR MISSION

The experience in the pharmaceutical sector has brought Techniconsult an important added value: respecting rigid and high safety standards for the definition of the plant layout, the identification of material and personnel flows, the verification of compliance with European cGMPs and FDA requirements.

The passion we put into what we do is the fundamental aspect that contributes to consolidating relationships of mutual trust with our Customers, creating real long-term partnerships.

“Quality, continuous innovation and complete integration in the services provided to the customer constitute our winning mix”

PIER ANGELO GALLIGANI,
FOUNDING PARTNER.



OUR BUSINESS MODEL

Techniconsult is one of the three companies that make up Techniconsult Group specialized in life sciences. The Group's Value Proposition has as its core the concept of “Partnership” with the customer.

The Group, with a team of department managers with decades of experience in the pharmaceutical sector, offers its partners highlevel and specialized consultancy right from the first project steps. Thanks to its strong knowhow, highly qualified staff as well as its personalized service offering, the Group has managed to obtain an important position in the pharmaceutical engineering market. The company has an important national territorial coverage with offices in various regions of Italy which allows it to be able to serve new customers. The service offering is based on integrated services, with a continuous expansion of the catalog of opportunities.

The Group's corporate Value Chain is characterized by activities and services offered in the engineering field, starting from the design phase, construction of the systems and validation and maintenance activities.



OUR BUSINESS MODEL

The previous image schematizes the engineering activities carried out by Techniconsult in the life cycle of a life science project. The main phases are summarized below.

- A) The Process Engineering Department gives initial support to our Partners in defining the technology and process systems relating to primary and secondary pharmaceutical plants, including API Bulk and Biotech. In this phase there is an integrated design between the different work categories: Process Equipment, structural works, civil works, pharmaceutical finishes, HVAC systems, Black Utilities, Electrical & special systems and automation systems.
- B) The next phase is the Design phase which develops various steps both for greenfields and for the revamping of existing facilities: Concept Design, Basic Design, Detail design; at the end of this last step or in any case in the launch of tenders, Techniconsult can support the Customer in defining the vendor list, issuing requests for offers, analysis and technical/economic alignment of the offers received, sharing the choice of suppliers and verification of procurement contracts.

- C) In the Permitting Activity, in addition to the preparation of the documentation necessary for permitting during the design phases, Techniconsult is able to follow the presentation activities of the various authorization requests to the bodies.
- D) In the Construction phase, flexible but orderly management is guaranteed for the correct achievement of the objectives with a construction management team dedicated to managing the project to guarantee a high standard of quality by achieving the objectives set in terms of time and costs.

Project management, planning, monitoring and control activities ensure that:

- There is an organization and coordination of the Team
- The Client's information, comments and requests are understood by the Team and correctly applied in the execution of the Project
- The resources and their skills are adequate for the correct execution of the project as planned
- The Client is informed of any event that may lead to a delay in the completion of the project and establish a corrective action plan.

Furthermore, the Project Manager:

- Will proactively identify and mitigate project risks
- Will coordinate the work team to achieve the objectives, involving discipline specialists when required, in order to provide support, answers and clarifications on the project and manage follow-up during its development, when necessary
- Will manage and coordinate value engineering sessions during project development

The Project Manager will be continuously aligned with the Client's Project Manager, in order to have complete and integrated control of the project. In addition to Project Management activities, throughout the construction phase, the Construction Management team will coordinate and supervise the activities in the field, ensuring the adherence of themselves to the contractual clauses, drawings, specifications and timing of the project.

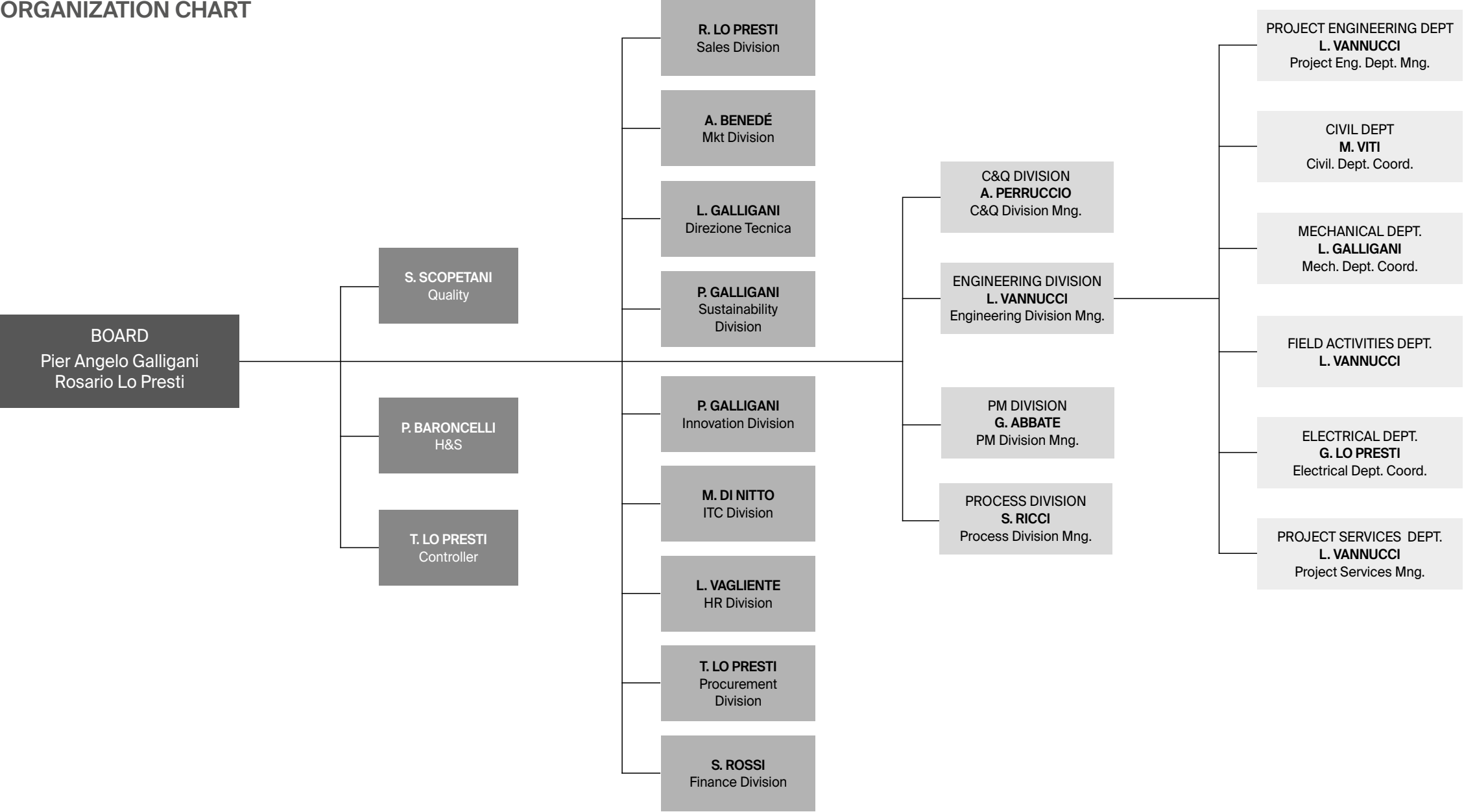
The company has a single integrated team at its disposal which, based on the complexities of the project, may be composed of:

- Site Manager to direct and coordinate construction operations within the Construction Site and coordinate the completion of construction and testing activities with the start-up group until the final Handover.

- Field Discipline Supervisor: to coordinate and manage site activities performed by Contractors related to his specialty.
- Team of specialists: to provide the technical support and follow-up necessary to allow Contractors to correctly develop the details of the activities to be performed.
- Document Controller/CDE Manager: for the preparation of the document procedure, assistance in the creation of books and As-Builts in charge of the Contractors with subsequent formal delivery to the Client. The activities can be managed via a document sharing and approval platform.
- E) In the Start up and commissioning phase there is a synergistic vision approach shared engineering with subsidiary Tecma Srl Società Benefit, full integration of skills and processes and use of innovative technologies capable of managing all information, workflows and resources relating to the plant. An integration that guarantees greater efficiency to the entire process, an increase in the reliability of the systems, a reduction in costs and above all the total serenity of the Customer who, thanks to the provision of a "turnkey" service, is relieved of any worry.



ORGANIZATION CHART





BOARD OF DIRECTORS

The current governing body, appointed by the Shareholders' Assembly and operating in accordance with the company's bylaws, is a Board of Directors composed of two members:

- Pier Angelo Galligani, Chairman of the Board
- Rosario Lo Presti, Board Member

In line with legal requirements, the company has appointed an Impact Officer, Eng. Pier Angelo Galligani, who reports directly to the Board. He is responsible for defining the company's shared benefit strategy, overseeing its implementation and reporting, setting annual objectives aligned with the company's purpose as stated in the bylaws, and preparing the annual Impact Report.

Techniconsult operates in a fast-evolving landscape shaped by institutional, economic, political, social, and cultural dynamics. All group companies conduct their business in full compliance with the law, guided by principles of fair competition, honesty, integrity, transparency, and good faith. They are committed to respecting the legitimate interests of clients, employees, shareholders, business and financial partners, and the communities in which they operate. Given the complexity of the contexts in which Techniconsult operates, it is essential to clearly define the values the company upholds and the responsibilities it assumes—both internally and

externally.

For this reason, in July 2024, the company adopted the Organizational Model 231 and published a Group-wide Code of Ethics. Adherence to this Code by employees and stakeholders is fundamental to ensuring the company's effective operation, reliability, and reputation—key assets for long-term success.

Techniconsult has voluntarily adopted Model 231, in accordance with Italian Legislative Decree 231/2001, to establish a framework of rules, control measures, and sanctions aimed at preventing the commission of specific crimes ("predicate offenses") by individuals acting on behalf of the company.

Sustainable Procurement and Supplier Conduct

A Supplier Code of Conduct is currently under review, designed to ensure that all suppliers uphold high standards in terms of safe working conditions, fair and respectful treatment of workers, and ethical business practices.

In line with this commitment, the company has also introduced a Sustainable Procurement Policy, which outlines clear and practical guidelines for selecting resources, products, and services with a strong emphasis on environmental responsibility.



RISK MANAGEMENT

Techniconsult has implemented a structured risk management model to ensure effective identification, assessment, mitigation, and monitoring of business risks.

In 2024, the Board of Directors, in coordination with the Techniconsult Group’s Quality Department, conducted a comprehensive assessment of the company’s context, identifying key risks and opportunities. The goal was to recognize the potential risks linked to strategic and operational decisions and to define appropriate responses. Rather than adopting a purely “insurance-based” view of risk, the company embraces a proactive, management-oriented approach that integrates risk into strategic planning and decision-making.

The company’s risk mapping process involves a thorough evaluation of business processes, market positioning, and organizational structure.

In addition, Techniconsult is committed to identifying and managing ESG-related risks by developing a broad, holistic, and practical understanding of how its operations impact the surrounding ecosystem. This includes a preliminary analysis of all potentially relevant ESG topics, using clear criteria for risk assessment and mitigation.





**QUALITY SYSTEM CERTIFIED
ISO 9001:2015
DNV CERTIFER**

On August 24, 2024, the management system certification issued by the certification body DNV was renewed for the following scope: Design services, construction management, and coordination of civil and industrial works; commissioning and validation of industrial plants, equipment, and process systems (IAF 34).

The certification will be renewed in 2024, when the renewal audit is scheduled to take place.



ECOVADIS BADGE COMMITTED

Techniconsult’s adherence to the sustainability principles proposed by Ecovadis has been reconfirmed, receiving the “Committed” badge.

The Ecovadis methodology covers three main areas: policies, actions, initiatives, and KPIs, and aims to evaluate the quality of the company’s management system in terms of Sustainability, understood as acting responsibly with attention to environmental and social aspects. In fact, through the four macro-areas—Environment, Labor Practices and Human Rights, Ethics, and Sustainable Procurement—Ecovadis assesses how companies manage their economic, social, and environmental impacts and how they engage with internal and external stakeholders.

QUALITY POLICY

On February 6, 2023, Techniconsult Firenze S.r.l. Benefit Corporation and Tecma S.r.l. Unipersonale Benefit Corporation formalized, in the document “Quality Policy,” the set of actions and strategies developed by the organization to achieve quality objectives.





FRAMEWORK OF BENEFIT COMPANIES AND OUR STATUTE, THE PURPOSES OF COMMON BENEFIT AS THE STATUTE

With the minutes of the Shareholders' Meeting of 19 December 2022, the statutory amendment for the conversion of Techniconsult Firenze Srl into a Benefit Company was unanimously approved. With the resolution, as integrated into its new social object, the desire to pursue objectives, in addition to economic profit, also with social purposes is made explicit, generating positive impacts on people, the community and the environment in which it operates.

In particular, the company intends to pursue as specific objectives of common benefit those of:

- Provide internal training plans on transversal subjects in order to promote professional development, stimulate their creativity and bring out their talents, so that they can contribute to finding solutions to the challenges of sustainable development, in full respect of human and workers' rights;
- Adopt motivational procedures for its collaborators, also monitoring employee satisfaction through formal feedback processes;
- Give its employees and collaborators the opportunity to undertake career and growth paths within the company;
- Also promote, both internally and with customers and suppliers, a climate of mutual trust, in which it is natural to freely make one's talents, ideas and skills available for the benefit of the professional growth of colleagues/collaborators and for the progress of the company business.
- Provide for the possibility of annually implementing staff incentive plans, including through profit sharing or providing variable bonuses or benefits based on the profits made by the company, in compliance with the sector regulations in force at the time;
- Adopt business models with a strong ethical social impact, which encourage the involvement of employees and collaborators in policies, implementing targeted welfare actions;
- Guarantee a healthy and comfortable working environment, with efficient internal spaces, increasing the corporate well-being of collaborators and their inclusiveness;
- Strengthen digital transformation, also with a view to improving working conditions, encouraging smart working and remote working, implementing highly innovative technological systems, which can reduce the ecological footprint due to travel and commuting;
- Use, within the scope of its social objectives and its activities, technological tools and solutions that favor the best use of resources, creating a lower impact on the environment, territories and communities;
- Implement, as well as propose to implement to its stakeholders, customers in particular, the use of solutions, products, machinery and systems that promote lower consumption of resources and energy efficiency, with limited impact on the environment, territories and communities;
- Collaborate and carry out the activity in synergy with stakeholders, such as organisations, foundations and suppliers, even those in economic difficulty, to contribute in a sustainable way to their development as well as encouraging the exchange of skills;
- Prioritize the supply of the activity with raw materials and semi-finished products from producers and suppliers who promote a fair and sustainable economy, which protects people and the environment, with a view to energy efficiency; Incentivize suppliers to improve their social or environmental performance through contractual terms, pricing or other means;
- The administrative body and the shareholders of the company, where possible, are professionally committed to establishing and strengthening relationships in harmony with customers, suppliers and the community of the area in which they operate, whose protection and improvement they feel is an integral part of their mission. The company interacts in a fair and civil manner with competitors, suppliers, customers, civil society and the public administration. In defining the nature and quality of its products and services, the company undertakes not only to respect its contractual obligations, but also to evaluate the effects of the products themselves on the well-being of the people for whom they are intended;
- Implement ethical impact models – social in order to prevent all forms of corruption and crime and promote legality actions, also guaranteeing business transparency;
- Disseminate and promote sustainable projects or programs with a strong impact on the environment, territory and community.



WHAT DOES IT MEAN TO BE A BENEFIT CORPORATION

Being a Benefit Corporation means maintaining one's entrepreneurial vocation while pursuing objectives of common benefit within the relevant social and environmental context, by enhancing positive impacts or reducing negative ones.

The common benefit objectives represent the “what” Techniconsult aims to achieve—what it aspires to in order to generate the greatest positive impact for society and the environment.

The common benefit actions, on the other hand, represent the “how”—how the company intends to realize its goals and ideas. They reflect how what is stated in the bylaws is put into practice. This is the pragmatic aspect of the common benefit. These actions are planned and monitored throughout the year, so they can be reported at the end of each fiscal year.

A distinctive feature of being a Benefit Corporation is the annual measurement and

transparent communication of the results achieved, the progress made, and future commitments, through the impact assessment, which illustrates the value generated by the company for society.

These elements, explained in the report, are mandatory requirements under Law no. 208 of December 28, 2015, which established Benefit Corporations in Italy.

The impact report, which Benefit Corporations are required to prepare, must be attached to the annual financial statements each year.



PURPOSE OF COMMON BENEFIT: SPECIFIC OBJECTIVES 2024

The third Impact Report prepared by Techniconsult Firenze Srl Benefit Corporation for 2024, following the one published in May 2023, includes an initial overview describing the degree of achievement of the objectives planned for 2024. It also lists the common benefit purposes planned for 2025.

The common benefit purposes stated in the bylaws and grouped by impact area are as follows:

Impact Area: Human Resources

Provide internal training plans on cross-cutting topics to promote professional development, stimulate creativity, and help employees express their talents so they can contribute to solving sustainable development challenges, while fully respecting human and labor rights. Adopt motivational procedures for collaborators, also monitoring employee satisfaction through formal feedback

processes. Offer employees and collaborators opportunities for career development and growth within the company.

Consider implementing annual incentive plans, including profit-sharing or variable bonuses and benefits based on the company's profits, in compliance with applicable regulations. Ensure a healthy and comfortable work environment with efficient internal spaces, enhancing employee well-being and inclusiveness. Strengthen digital transformation to improve working conditions, promote smart working and remote work, and implement highly innovative technologies that reduce the ecological footprint caused by travel and commuting.

Impact Area: Continuous Innovation Toward Sustainability of Processes, Business Models, and Corporate Practices. Promote, both internally and among clients and suppliers, a climate of mutual trust where talents, ideas, and skills are freely shared to support colleagues' professional growth and the company's progress.

Adopt business models with strong ethical and social impact, encouraging employee and collaborator involvement in company policies and implementing targeted welfare actions. Strengthen digital transformation to improve working conditions, promote smart working and remote work, and implement highly innovative technologies that reduce the ecological footprint caused by travel and commuting. Implement ethical-social impact models to prevent all forms of corruption and crime, promote legality, and ensure corporate transparency.

Impact Area: Development of Local Communities Where the Company Operates

Source raw materials and semi-finished products from suppliers that promote a fair and sustainable economy, protecting people and the environment, with a focus on energy efficiency. Promote and support sustainable projects or programs with a strong impact on the environment, territory, and communities.

Impact Area: Promoting a Conscious and Sustainable Way of Doing Business, Including

Collaborative and Participatory Dialogue with Stakeholders

Use, within the scope of its corporate purposes and activities, technological tools and solutions that enable better resource use and reduce environmental impact. Implement—and propose to stakeholders, especially clients—design solutions and systems that promote lower resource consumption and energy efficiency, with minimal environmental impact. Encourage suppliers to improve their social or environmental performance. The company's management and shareholders, where possible, commit professionally to establishing and strengthening relationships in harmony with clients, suppliers, and the local community, whose protection and improvement are considered integral to the company's mission. The company engages fairly and respectfully with competitors, suppliers, clients, civil society, and public administration. In defining the nature and quality of its products and services, the company commits not only to fulfilling contractual obligations but also to evaluating the effects of its products on the well-being of the people they are intended for.



RESULTS OF THE 2024 COMMON BENEFIT OBJECTIVES AND DEFINITION OF THE 2025 SPECIFIC COMMON BENEFIT GOALS

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2024	OBJECTIVE 2025
Workers	Welfare / Quality of work	The company provides training in cross-functional skills.	The company provided training to employees on leadership and English language enhancement.	A training plan is scheduled for 2025 aimed at young talents, with the goal of strengthening both technical skills and soft skills.
Workers	Welfare / Quality of work	The company will gather the required information by distributing a questionnaire to its employees.	The company distributed a questionnaire to employees, obtaining a response rate above 50% regarding work quality and the work environment.	The questionnaire will be reissued.
Workers	Welfare/ Economic well-being of workers	The company will offer scholarships to employees' children through specific agreements.	The company established an internal regulation, shared with employees, to reward the academic performance of employees' children.	The validity of the internal regulation will be maintained.
Workers	Welfare/ Economic well-being of workers	The company aims to reward employee performance based on the measurement of key performance indicators (KPIs).	The company implemented a regulation for performance-based rewards through MBO (Management by Objectives).	Performance evaluation rules will be established.
Workers	Welfare / Quality of work	The company will regularly conduct (at least once a year) employee satisfaction and performance surveys.	The company conducted a worker satisfaction survey, achieving a score above 50%.	The satisfaction survey will be repeated in 2025 to assess employee satisfaction levels.
Workers	Welfare / Quality of work	The company will sponsor and encourage participation in health and wellness activities during the workweek (e.g., walking programs).	Activity not carried out.	The wellness activity will be proposed again for 2025 during the workweek. Additionally, a team-building day has been introduced.
Workers	Welfare / Quality of work	The company will formalize work schedule flexibility, allowing a 30-minute variation from the standard working hours.	The company adopted a flexible working hours policy.	The flexible working hours policy will be maintained.
Governance	Welfare / Quality of work	The company integrates specific formal training into the general onboarding process for new employees and managers. All supervisors and managers receive training on how to communicate social and environmental goals to employees and how to implement mechanisms for reporting results.	In 2024, training was provided to department heads on Legislative Decree 231, with a focus on social aspects.	For 2025, the company plans to provide training for all employees on social and environmental topics.



RESULTS OF THE 2024 COMMON BENEFIT OBJECTIVES AND DEFINITION OF THE 2025 SPECIFIC COMMON BENEFIT GOALS

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2024	OBJECTIVE 2025
Governance	Welfare/ Economic well-being of workers	The company will integrate social and environmental performance into its decision-making processes.	The company has adopted strategies aimed at enhancing employee well-being (e.g., flexible working hours policy and a scholarship program for employees' children), while also planning the implementation of energy efficiency improvements and emission reduction measures at its facilities (such as green energy contracts and replacing the boiler with a reversible heat pump).	Ongoing monitoring of the proper implementation of social and environmental actions, whether already in place or planned. Implementation of new ESG-related initiatives.
Governance	Transparency / Fight against corruption	The company carries out actions to monitor and report on its anti-corruption program.	This objective is reaffirmed for 2024 in the context of finalizing the implementation of the Organizational Model 231.	In 2025, internal audits will be conducted by the Supervisory Body (OdV) across various departments, with a focus on monitoring anti-corruption measures.
Governance	Wellbeing at Work / Quality of work	The company will implement financial control mechanisms.	This objective is reaffirmed for 2024 in the context of finalizing the implementation of the Organizational Model 231.	
Environment	Innovation / Improvement of energy efficiency	The company will adopt practices to promote energy efficiency in its facilities.	The setpoints of the summer air conditioning systems have been adjusted, resulting in a 45% reduction in the related KPI for the main office.	Continuous monitoring of rational energy use in office spaces.
Environment	Sustainability / Reduction of the environmental footprint	The company monitors energy consumption and tracks the share of energy sourced from low-impact renewable sources.	100% of the electricity purchased for the main office comes from certified renewable sources.	Ongoing monitoring of greenhouse gas emissions and percentage reduction in energy consumption.
Environment	Sustainability / Energy efficiency and reduction of environmental footprint	The company is committed to implementing energy efficiency and conservation measures in most of its facilities. Planned measures include programmable thermostats for climate control, timers, occupancy sensors, sun-shielded walls, double-glazed windows for natural lighting, compact fluorescent lamps, dimmers, and task-based direct lighting.	Greenhouse gas emissions (Scope 1) for the main office have been eliminated by replacing the existing natural gas heating system with a reversible heat pump, which will also reduce energy consumption thanks to the higher efficiency of the new system.	Ongoing monitoring of greenhouse gas emissions and percentage reduction in energy consumption.
Environment	Sustainability / Reduction of the environmental footprint	A written policy will be developed to promote the use of environmentally friendly products and practices in remote workers' virtual offices (e.g., recycling), including sustainability guidelines for remote work.	A document titled "Sustainability Policy for Remote Work" has been drafted and distributed.	Application of the "Sustainability Policy for Remote Work.



RESULTS OF THE 2024 COMMON BENEFIT OBJECTIVES AND DEFINITION OF THE 2025 SPECIFIC COMMON BENEFIT GOALS

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2024	OBJECTIVE 2025
Environment	Sustainability / Reduction of the environmental footprint	The company regularly monitors and records water consumption, and sets specific reduction targets compared to previous benchmarks (e.g., a 5% reduction compared to the reference year).	Monitoring has shown that water consumption is consistent with previous years.	The company continues to monitor water consumption.
Environment	Sustainability / Reduction of the environmental footprint	The company is committed to adopting an Environmentally Preferable Purchasing (EPP) policy for office supplies and non-toxic cleaning products.	The document titled “Sustainable Purchasing Policy” has been drafted and distributed.	The company maintains its commitment to purchasing sustainable office supplies and products.
Environment	Sustainability / Reduction of the environmental footprint	The company is committed to implementing programs or policies to reduce the ecological footprint caused by employee commuting, by offering financial incentives for using public transportation, carpooling, or cycling for home-to-work travel.	Staff have been made aware of the importance of using company vehicles efficiently during business travel.	Evaluation is underway for introducing a policy aimed at optimizing the use of company vehicles, with monitoring carried out by discipline leads and Project Managers.
Environment	Sustainability / Reduction of the environmental footprint	A sustainability policy statement documents the company's commitment to environmental responsibility.	The implementation process of the “Sustainability Policy” has continued.	The “Sustainability Policy” continues to be applied.
Environment	Sustainability / Reduction of the environmental footprint	The company uses renewable energy.	Since July 2023, all electricity purchased has been sourced exclusively from certified renewable energy, and all greenhouse gas emissions from natural gas combustion have been offset.	The company continues to purchase electricity from certified renewable sources.
Community	Innovation / Organization and Process	The company is committed to maintaining an up-to-date list of preferred local suppliers and distributors at each facility, and to prioritizing local sourcing: the list will be updated annually, and the procurement procedure will be revised to include a preference for local suppliers	The objective will be redefined for 2025.	A Supplier Code of Conduct is currently under approval. As part of the qualification process, the company is developing an assessment to evaluate suppliers' adherence to sustainability principles. Those who comply will be designated as preferred suppliers.



METHODOLOGICAL NOTE

The methodological note serves as a key to interpreting the Impact Report. As a Benefit Corporation, Techniconsult is legally required to share its activities with stakeholders and to explain how it achieves the common benefit objectives it has defined.



The impact assessment is carried out using the international B Impact Assessment (BIA) standard developed by the non-profit organization B Lab, which measures a company's impact through a score on a scale from 0 to 200 points.

This tool enables a quantitative and rigorous evaluation of the social and environmental impact generated by the company. The BIA is conducted through an online platform, where the company is required to provide both qualitative and quantitative information via a dedicated questionnaire. The responses generate an overall score on a scale from 0 to 200. Once the assessment is complete, companies that score above 80 points may choose to pursue certification. This threshold represents the break-even point between what the company takes from society and the environment and what it gives back—shifting from an extractive model to a regenerative one.

The BIA standard aligns with the criteria outlined in Annex 4 and the content and areas of analysis defined in Annex 5, paragraph 378, article 1, Law no. 208/2015, which include:

1) Governance: assessing the company's transparency and accountability in pursuing its common benefit purposes, with particular attention to its mission, stakeholder engagement, and the transparency of its policies and practices.

2) Workers analyzing relationships with employees and collaborators in terms of compensation and benefits, training and personal development opportunities, workplace quality, internal communication, flexibility, and occupational safety.

3) Other Stakeholders: evaluating the company's relationships with suppliers, the local territory and communities, volunteer activities, donations, cultural and social initiatives, and all actions supporting local development and the supply chain.

4) Environment: identifying the company's environmental impacts from a product and service life cycle perspective, including resource use, energy, raw materials, production processes, logistics and distribution, usage, consumption, and end-of-life.



The B Score provides immediate insight into the company's strengths and highlights areas for improvement. This report refers to the 2024 reporting period.

IMPACT REPORT 2024

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Thank you.

