

2025 Impact Report

Techniconsult Firenze Srl Società Benefit
Part of Techniconsult Group

CONTENTS

LETTER FROM MEMBERS TO STAKEHOLDERS

Letter from members to stakeholders 3

COMPANY OVERVIEW

Who we are 4
Our history 4
Our values 5
Our vision 5
Our mission 5
Our business model 6

GOVERNANCE

Organization chart 8
Board of Directors 9

RISK MANAGEMENT

Risk management 10

CERTIFICATIONS

EcoVadis Bronze Certification 11
ISO 9001:2015 certification 11
Quality policy 11

BENEFIT COMPANIES

Framework of Benefit Companies 12
What does it mean to be a Benefit Corporation 13
Purpose of common benefit: specific objectives 2024 14
Methodological note 18

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.





LETTER FROM THE PARTNERS TO STAKEHOLDERS

It is with great pleasure that **we share with you our 2025 Impact Report**, a tool through which we wish to give you insight into **our company**: a company built on **solid professional expertise** that has allowed us to grow over time, while maintaining the **high quality standards** that our industry recognizes and values. Recent years have been marked by a **constantly evolving landscape**, in which the engineering sector serving the pharmaceutical industry has seen **steady growth**. In this context, Techniconsult has distinguished itself through reliability and consistency in delivering its services, progressively strengthening its **market position**.

The careful and rigorous organization of our business model has enabled us to embark on a significant growth trajectory, expanding our expertise into new markets as well. With this in mind, a **new company** was established during the 2025 fiscal year, with the aim of further strengthening our **international presence and scale**.

This expansion has never caused us to lose sight of our roots, represented in particular by our human capital. We have always prioritized hiring from within, believing that continuous training and the building of solid, lasting professional relationships are **fundamental elements of corporate success**. The

services we offer, in fact, require highly specialized skills and a high level of responsibility, which can only be guaranteed by professionals in whom we place our full trust.

Our approach to innovation is another distinctive feature of Techniconsult, enabling us to offer cutting-edge solutions and excel even in complex contexts that require **advanced technical expertise** and a strong ability to adapt.

We are also fully aware of the growing importance of environmental considerations. For this reason, we are committed to monitoring consumption and adopting efficiency-oriented solutions on a daily basis, contributing—within our sphere—to the development of an **increasingly sustainable model of growth**.

We trust that reading this 2025 Impact Report will **provide insights into the three fundamental dimensions**—economic, social, and environmental—and that you will continue to accompany us on the path of growth and improvement we have undertaken in recent years.

Looking ahead, we recognize that the market will become increasingly focused on **ESG principles**.

To this end, we have already launched a structured initiative to integrate sustainability into our business model, supported by an internal team dedicated to monitoring and advancing these issues. Our

challenge will be to consolidate and strengthen this initiative, in the belief that a future in which business operations are not fully integrated with sustainability principles is no longer conceivable



PIERANGELO GALLIGANI E ROSARIO LO PRESTI



ABOUT US

Techniconsult Firenze S.r.l. Società Benefit Benefit is a leading Italian company active since 1987, specializing in **engineering**, Commissioning & Qualification, and General Contracting **services**, with a strong **focus on the Life Sciences sector**.

Since its founding, Techniconsult has distinguished itself for its ability to meet the **high quality standards** required by companies in the pharmaceutical sector, adopting an **integrated approach to design development**. In this context, the company utilizes advanced and innovative technological solutions—including BIM, CFD, process simulation, virtual reality, and augmented reality—tools that are increasingly critical in managing complex projects.

Techniconsult S.r.l. and Tecma S.r.l. are Benefit Corporations and are part of the Techniconsult Group, an organization that offers integrated services to support the pharmaceutical sector. The Group's vision is oriented toward continuous and structured growth, both internally and externally. Internally,

through the development of expertise, the strengthening of the group, the creation of **new business units**, and the establishment of new companies; externally, through the establishment of strategic commercial agreements with complementary entities in the sector, united by the goal of creating a coordinated network of companies capable of covering all phases of a facility's lifecycle in the Life Sciences sector.

OUR HISTORY

Techniconsult Firenze Srl Società Benefit is a constantly growing, flexible, and agile organization where **people are at the center and represent our greatest strength**. The Group is determined to continue expanding its range of expertise, internally by growing its team, developing new business units, and creating new companies, and **externally by entering into strategic commercial agreements with other complementary organizations** that share the goal of building a network of coordinated players covering the entire lifecycle of a facility dedicated to the Life Sciences sector—and beyond. *l'intero 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

What sets us apart in the market is our identity: the values that guide every decision we make. We are a dynamic organization, capable of constantly adapting to our customers' needs and focused on growth driven by the continuous development of our skills. We share and promote the following values:

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

These values are reflected in the quality of the services we offer and in our constant pursuit of excellence, achieved through methodological rigor and, at the same time, the flexibility needed to develop tailor-made solutions for our clients.

The founding partners have always believed in the social role of the Techniconsult Group, placing not only profit but also people and the planet at the center of their work, with a particular focus on the local community where we operate.



OUR VISION

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

Our goal is to become a strategic partner of choice for our clients, accompanying them throughout the entire project lifecycle with an integrated, innovative, and sustainability-oriented approach. We work to contribute to the development of infrastructure in the Life Sciences sector that is safe, efficient, and capable of generating long-term value, for the benefit of people, society, and the environment.

Through the full integration of services—from consulting to design, from procurement to construction, through to start-up, commissioning, qualification, and maintenance—we aim to ensure high quality standards, operational reliability, and the creation of shared value.

OUR MISSION

Our mission is to support the pharmaceutical and life sciences sectors in the implementation of complex projects, ensuring compliance with the highest regulatory, quality, and safety standards, in line with European cGMPs and FDA requirements.

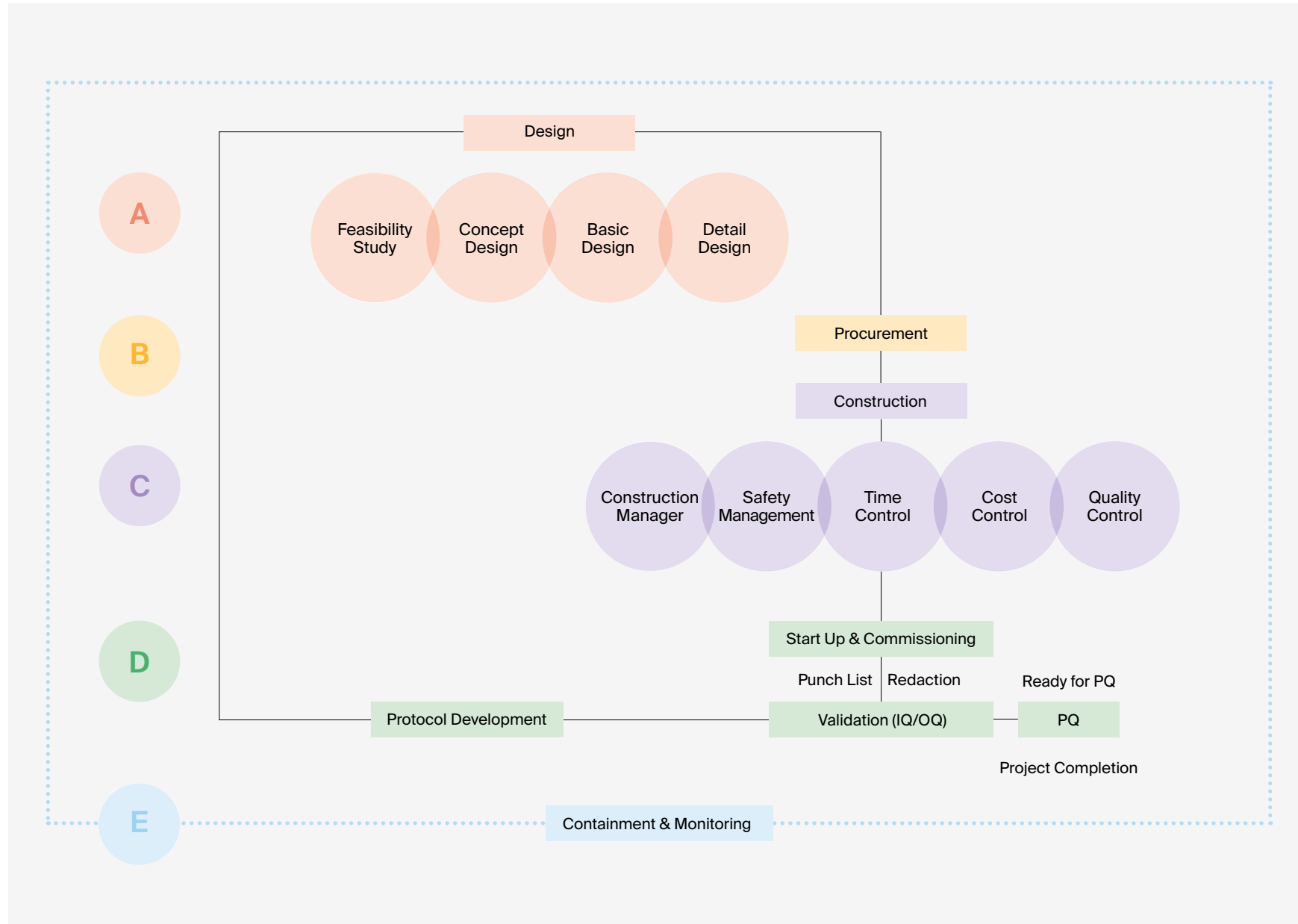
We place advanced technical expertise, innovation, and responsibility at the heart of our work, contributing to the design and development of reliable, sustainable, and compliant production environments capable of generating a positive impact on people's health and quality of life.

Our focus on workflow, safety, and process efficiency is integrated with an ESG-oriented approach, which guides our design and organizational decisions. The passion and commitment that define our work allow us to

build strong, lasting relationships with clients, founded on trust, transparency, and long-term value creation.

“Quality, continuous innovation, and full integration of the services we provide to our clients constitute our winning formula”

PIER ANGELO GALLIGANI,
SOCIO FONDATORE.



OUR BUSINESS MODEL

Techniconsult is one of the two companies that make up the Techniconsult Group, a firm specializing in the life sciences sector.

The Group's value proposition is based on the concept of partnership with the client, understood as an ongoing collaboration focused on creating value throughout the entire project lifecycle.

Thanks to a team of department heads with many years of experience in the pharmaceutical sector, the Group is able to offer highly qualified and specialized consulting services from the very early stages of project development. Solid expertise, combined with a highly qualified workforce and a flexible, customized service offering, has enabled the Group to establish a leading position in the pharmaceutical engineering market. Its extensive presence across Italy, with offices located in various regions, allows the Group to effectively meet client needs and seize new development opportunities.

The operating model is based on an integrated, constantly evolving service offering that covers the entire value chain: from plant design and construction to commissioning, qualification, c , validation, and maintenance. This approach enables the Group to guarantee high quality standards, operational continuity, and comprehensive customer support, while contributing to the development of efficient, safe, and sustainable solutions in line with ESG principles.



OUR ACTIVITIES ALONG THE VALUE CHAIN

Process Engineering

The Process Engineering Department provides initial support to our partners in defining technologies and process systems for primary and secondary pharmaceutical plants, including bulk APIs and biotech. In this phase, an integrated design approach is adopted across various disciplines: process equipment, structural and civil works, pharmaceutical finishes, HVAC systems, utilities (black utilities), electrical and special systems, as well as automation systems.

Design

The design phase unfolds across several levels, applicable to both greenfield projects and the revamping of existing facilities: Concept Design, Basic Design, and Detail Design.

Following these phases, or in parallel with the launch of the bidding process, Techniconsult supports the client in defining the vendor list, issuing requests for quotation (RFQs), analyzing and evaluating the technical and economic aspects of the proposals received, through to the selection of suppliers and the review of contract terms.

Permitting

As part of its permitting activities, Techniconsult

handles the preparation of the necessary documentation throughout all project phases and supports the client in managing the permitting process, including the submission of applications to the relevant authorities.

Construction Management

During the construction phase, structured and flexible project management is ensured through a dedicated construction management team. The goal is to ensure that expected quality standards are met, within the defined timeframes and budgets, through constant monitoring of site activities.

Project Management and Construction Management

Project Management activities, organized into the planning, monitoring, and control phases, ensure:

- effective organization and coordination of the project team
- the correct understanding and application of information, comments, and requests
- the adequacy of the resources and skills involved in relation to the of the project
- transparent and timely communication with the client, particularly in the event of any critical issues or delays, with the definition of corrective actions

In addition, the Project Manager:

- proactively identifies and mitigates project risks
- coordinates the multidisciplinary team, involving subject matter experts to ensure technical support, clarification, and operational continuity
- manages value engineering activities during project development

The Project Manager works in constant coordination with the Client's Project Manager, ensuring integrated and shared oversight of the entire project.

During the construction phase, the Construction Management team coordinates and supervises on-site activities, ensuring compliance with contractual terms, drawings, technical specifications, and the schedule.

The organization is based on an integrated team, scalable according to the complexity of the project, which may include:

- Site Manager, responsible for managing and coordinating on-site activities through to completion and final handover
- Field Discipline Supervisor, responsible for supervising contractors' activities for specific disciplines
- Team of specialists, providing technical

support and operational follow-up for detailed activities

- Document Controller / CDE Manager, responsible for document management, including the preparation of procedures, support for the drafting of as-built drawings, and final delivery to the client, including via digital sharing and approval platforms.

Start-up and Commissioning

During the start-up and commissioning phase, the approach adopted is based on an integrated and synergistic engineering vision, developed in collaboration with the affiliate Tecma S.r.l. Società Benefit.

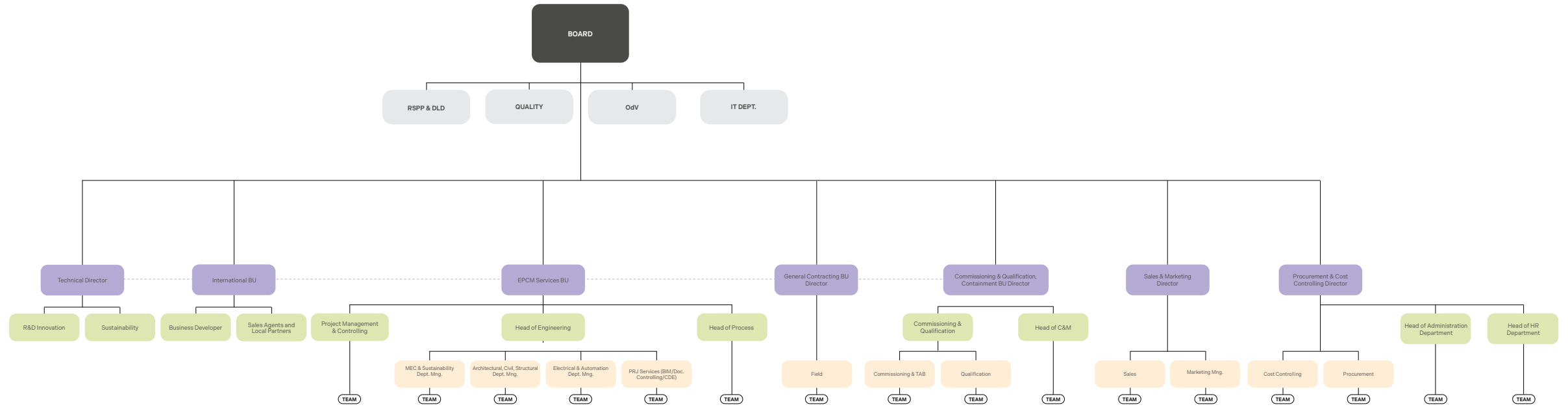
The integration of expertise, processes, and innovative technologies enables the efficient management of information, workflows, and resources related to the plant, ensuring:

- greater overall efficiency of the process
- increased plant reliability
- cost optimization
- high level of quality and control

This approach allows us to offer clients a "turnkey" service, ensuring full operational continuity and minimizing management complexities.



ORGANIZATION CHART





BOARD OF DIRECTORS AND GOVERNANCE

The current governing body, appointed by the Shareholders' Meeting and governed by the Articles of Association, consists of a Board of Directors composed of:

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

In accordance with the regulatory requirements for Benefit Corporations, the company has appointed an Impact Officer, in the person of Engineer Pier Angelo Galligani, who reports directly to the Board of Directors. The Impact Manager is responsible for defining strategies related to the pursuit of the common good, monitoring and reporting on activities carried out, as well as setting annual objectives in line with the company's statutory purposes. He is also responsible for drafting the Impact Report.

Governance Model and Ethical Principles

Techniconsult operates within a variety of institutional, economic, social, and cultural contexts that are constantly evolving. In this

environment, the Group's companies conduct their activities in compliance with applicable laws, the principles of fair competition, and in accordance with criteria of integrity, fairness, transparency, and good faith.

The company protects the legitimate interests of all its stakeholders—customers, employees, shareholders, business and financial partners, as well as the communities in which it operates—recognizing the importance of a shared value system and clear responsibilities, both internally and externally.

Model 231 and Code of Ethics

In July 2024, the Group adopted the Organization, Management, and Control Model pursuant to Legislative Decree 231/2001, together with the Group Code of Ethics, which are fundamental tools for ensuring the proper functioning, reliability, and corporate reputation of the company.

Model 231 defines a structured set of rules, control mechanisms, and sanction systems aimed at preventing the commission of so-called "predicate offenses" by individuals acting, in any capacity, on behalf of Group companies.

The adoption of and compliance with the

Code of Ethics are essential for all employees and stakeholders, serving as a fundamental guide for conducting business activities in accordance with ethical and responsible principles.

Supply Chain Responsibility

In line with its commitment to ESG principles, the Group is finalizing the adoption of a Supplier Code of Conduct, aimed at ensuring that supply chain partners adhere to high

standards regarding:

- safe working conditions
- fair and respectful treatment of workers
- ethical and responsible practices

In addition, the company has established a Sustainable Procurement Policy, introducing criteria aimed at selecting resources, products, and services that minimize environmental impact and promote responsible sourcing practices.





RISK MANAGEMENT

Techniconsult has adopted a structured risk management model designed to ensure the effective identification, assessment, management, and monitoring of corporate risks.

The Board of Directors, in coordination with the Techniconsult Group's Quality Department, conducted an analysis of the business environment and an assessment of risks and opportunities during 2024. In this context, the strategic importance of identifying risks associated with key operational decisions and defining appropriate management and mitigation strategies was recognized.

The approach adopted goes beyond a purely "insurance-based" view of risk, favoring instead a proactive, management-oriented perspective aimed at integrating risk management into corporate decision-making processes.

Risk mapping is based on an in-depth analysis of business processes, market positioning, and the organizational model, enabling the identification of areas of greatest exposure

and the corresponding mitigation actions.

Furthermore, the company is committed to integrating ESG risk factors into its management system, developing a holistic view of the impact of its business activities on the economic, social, and environmental ecosystem in which it operates. This approach involves a preliminary analysis of relevant issues and the adoption of structured criteria for assessing and mitigating associated risks.





Techniconsult has reaffirmed its commitment to the sustainability principles promoted by EcoVadis, earning a “Bronze” rating. The EcoVadis methodology is based on the assessment of four key areas—Environment, Labor Practices and Human Rights, Ethics, and Sustainable Procurement—and provides a structured analysis of the quality of the company’s sustainability management system. The assessment model takes into account policies, actions, initiatives, and key performance indicators (KPIs), with the aim of evaluating the level of integration of ESG principles into business processes and the company’s ability to manage its economic, social, and environmental impacts. This recognition confirms Techniconsult’s commitment to promoting a responsible business model focused on creating sustainable value, as well as its dedication to transparent and mindful management of relationships with both internal and external stakeholders.

QUALITY SYSTEM CERTIFIED ISO 9001:2015 - DNV CERTIFER

On August 24, 2025, Techniconsult obtained the renewal of its Quality Management System certification, issued by the certification body DNV, for the following scope of application: Design, construction supervision, and coordination services for civil and industrial construction projects; commissioning and validation of industrial plants, equipment, and process systems (IAF 34). The certification attests to the adoption of a structured management system focused on continuous improvement, aimed at ensuring high quality standards, operational reliability, and full customer satisfaction. The next renewal audit is scheduled for 2027, in line with the three-year certification cycle.



QUALITY POLICY

On February 6, 2023, Techniconsult Firenze S.r.l. Società Benefit and Tecma S.r.l. Società Benefit formalized their Quality Policy, defining the principles, objectives, and guidelines that guide the organization’s operations. The document serves as the reference for planning and implementing strategic actions aimed at the continuous improvement of business processes, customer satisfaction, and the maintenance of high quality standards in the services offered.





FRAMEWORK FOR BENEFIT CORPORATIONS AND THE PURPOSE OF COMMON BENEFIT

By resolution of the Shareholders' Meeting of December 19, 2022, the amendment to the Articles of Association for the transformation of Techniconsult Firenze S.r.l. into a Benefit Corporation was unanimously approved.

Through this resolution, and the subsequent amendment to the corporate purpose, the company has formalized its commitment to pursue, alongside economic profit, objectives of common benefit, generating positive impacts on people, the community, and the environment in which it operates.

Objectives of Common Benefit

In accordance with the provisions of the Articles of Association, the company is committed to pursuing the following objectives:

Personal development and organizational well-being

- Promote internal training programs on soft skills, fostering professional development, talent development, and active participation in the challenges of sustainable development, while respecting human and labor rights
- Adopt tools for listening and motivation, monitoring employee satisfaction through

- structured feedback processes
- Foster professional growth and development opportunities within the organization
- Foster a climate of trust and collaboration, encouraging the sharing of skills, ideas, and capabilities

Incentive and welfare policies

- Implement incentive systems, including variable ones linked to company results, in compliance with current regulations
- Develop organizational models focused on people's well-being through corporate welfare initiatives
- Ensuring safe, inclusive, and comfortable work environments, promoting organizational well-being

Innovation and digital transformation

- Strengthen digitalization processes, including to improve working conditions and promote flexible arrangements such as smart working and remote work
- Adopting innovative technologies that help reduce environmental impact, including in terms of mobility and consumption

Environmental sustainability

- Utilize technological and operational solutions focused on the efficient use of resources and the reduction of environmental impacts
- Promote, including among customers

and stakeholders, the adoption of solutions, products, and systems with low energy consumption and reduced environmental impact

Responsibility in the value chain

- Actively collaborate with stakeholders, suppliers, and partners, contributing to their sustainable development and fostering the exchange of expertise
- Select suppliers that adopt responsible practices, promoting a fair and sustainable economy
- Encourage improvements in through contractual and relational tools

Ethics, transparency, and legality

- Operate in accordance with principles of legality, fairness, and transparency, preventing all forms of corruption and unethical behavior
- Promoting management models focused on ethical and social impact and corporate responsibility

Relationship with the local area and community

- Develop harmonious relationships with customers, suppliers, and local communities, contributing to the sustainable growth of the regions where the company operates
- Disseminate and promote initiatives

and projects with a positive impact on the environment, the region, and the community

The company is also committed to operating fairly and responsibly toward all its stakeholders—including competitors, customers, suppliers, and public authorities—by evaluating not only the contractual compliance of its services but also their impact on the well-being of individuals and the community.





WHAT IT MEANS TO BE A BENEFIT CORPORATION

Being a Benefit Corporation means combining entrepreneurial drive with the pursuit of goals for the common good, operating in a responsible and sustainable manner within the relevant social and environmental context. This translates into a commitment to generate positive impacts—or reduce negative ones—on people, communities, and the environment.

The common benefit objectives represent the “what” that Tecma S.r.l. Benefit Corporation aims to achieve: they indicate the goals the company aspires to in order to contribute concretely to collective well-being and environmental protection.

Common good actions, on the other hand, represent the “how”—that is, the methods through which the company intends to achieve these objectives, putting into practice the provisions of the Articles of Association. These actions are planned, implemented, and monitored throughout the fiscal year to ensure

their measurability and annual reporting. A distinctive feature of Benefit Corporations is the obligation to measure and transparently communicate the results achieved, the progress made, and future commitments through an impact assessment that highlights the value generated for society and the environment.

These requirements are set forth in Law No. 208 of December 28, 2015, which introduced the Benefit Corporation model in Italy. In accordance with the law, the Impact Report is prepared annually and attached to the financial statements.



SPECIFIC OBJECTIVES FOR EACH COMMON BENEFIT PURPOSE 2025

The fourth Impact Report prepared by Techniconsult for the year 2025, following the one published in April 2024, presents an initial overview aimed at describing the degree to which the objectives set for 2025 have been achieved. The Report also identifies the common benefit objectives and the related targets set for 2026, with a view to continuous improvement and the progressive integration of ESG principles into the business model. The common benefit objectives, as set forth in the Articles of Association and organized by impact area, are listed below.

Impact Area: Human Resources

The company promotes the development and well-being of its people, recognizing them as a central element for the organization’s sustainable growth.

In this context, Techniconsult is committed to:

- develop internal training programs on soft skills to foster professional growth, nurture talent, and stimulate the ability to contribute to the challenges of sustainable development, while respecting human and labor rights;
- adopt motivational tools and procedures, monitoring employee satisfaction levels through structured feedback processes;
- promote career paths and professional growth opportunities within the company;
- implement employee incentive systems, including variable forms linked to company results, in compliance with applicable regulations;
- ensure a healthy, safe, and comfortable work

environment, promoting organizational well-being and inclusion;

- strengthen digital transformation processes, including to improve working conditions, promote remote work, and reduce the environmental impact of commuting.

Impact Area: Continuous Innovation and Sustainability of Processes and Business Models

The company promotes an approach focused on continuous innovation, aimed at integrating sustainability principles into business processes, business models, and operational practices, with the goal of minimizing negative impacts on people, the biosphere, and the local environment.

In this context, Techniconsult is committed to:

- promote, both internally and in its relationships with customers and suppliers, a climate of trust and collaboration, encouraging the sharing of expertise, ideas, and skills to support professional growth and corporate development
- adopt business models with a high ethical and social impact, encouraging the active involvement of employees and collaborators in corporate policies and implementing targeted welfare initiatives
- strengthen digital transformation processes, including to improve working conditions and promote flexible arrangements such as smart working and remote work, while contributing to reducing the environmental impact associated with commuting
- develop and implement organizational models focused on legality and transparency, preventing all forms of corruption and promoting responsible ethical behavior

Impact Area: Local Community Development

The company promotes sustainable development in the regions where it operates, contributing to the economic and social growth of local communities and fostering responsible practices throughout its value chain.

In this context, Techniconsult is committed to:

- source raw materials and semi-finished products from suppliers who adopt practices geared toward a fair and sustainable economy, respecting people, the environment, and the principles of energy efficiency
- promote and support projects and initiatives that have a positive impact on the environment, the local area, and the community, contributing to the sustainable development of the context in which it operates

Impact Area: Promotion of a sustainable, stakeholder-oriented business model

The company promotes a conscious and sustainable approach to business operations, based on collaborative and participatory dialogue with its stakeholders and on the integration of ESG principles into decision-making and operational processes.

In this context, Techniconsult is committed to:

- adopting technological tools and solutions that promote the efficient use of resources, contributing to the reduction of the environmental impact of business activities
- develop and offer its stakeholders, particularly its customers, design and plant engineering solutions aimed at reducing consumption and improving energy efficiency, with a reduced impact on the environment and the local area
- encourage suppliers to improve their social and environmental performance by promoting responsible practices throughout the value chain

– strengthen transparent, collaborative, and lasting relationships with customers, suppliers, and local communities, contributing to their sustainable growth

– operate according to principles of fairness, loyalty, and responsibility toward all stakeholders, including competitors, customers, suppliers, civil society, and public administration

– assess, when defining its services, not only compliance with contractual obligations but also the effects on people’s well-being and the environment

Furthermore, the company has launched a structured process for **reporting its emissions and managing the decarbonization process**, with the aim of adopting a holistic, measurable, and transparent strategy.

This process involves alignment with international standards, including the validation of targets through the **Science Based Targets initiative (SBTi)** platform and the reporting of environmental performance via the **CDP (Carbon Disclosure Project)**, with particular focus on energy efficiency measures and emissions reduction.

The company monitors its emissions in accordance with leading international standards, specifically **Scope 1 and Scope 2**, with plans for a gradual expansion to **Scope 3**, in order to obtain a comprehensive view of the carbon footprint across the entire value chain.

This approach allows for the continuous monitoring of environmental impacts, ensures high levels of transparency toward stakeholders, and actively contributes to the sustainability of the value chain.



RESULTS OF THE 2025 COMMON BENEFIT OBJECTIVES AND DEFINITION OF THE 2026 SPECIFIC COMMON BENEFIT GOALS

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2025	OBJECTIVE 2026
Workers	Welfare	The company offers training in soft skills	A training plan for young talent is planned for 2025 to enhance technical skills and soft skills	A multi-level training plan has been developed for 2026 that involves the entire workforce across all departments, with the aim of acquiring specific skills and enhancing soft skills.
Workers	Quality of Work	The company will gather the necessary information through a questionnaire distributed to employees	The company distributed the questionnaire to employees, with over 50% of respondents rating the quality of work and the work environment positively.	Re-administer the questionnaire.
Workers	Welfare	The company will gather the necessary information through a questionnaire distributed to employees	The company distributed the questionnaire to employees, receiving a response rate of over 50% regarding work quality and the work environment.	The company will repeat the survey to monitor trends through 2026 as well.
Workers	Quality of Work	The company aims to reward employee performance by measuring KPIs.	The company has established a policy for performance-based rewards through MBO.	Performance criteria will be established, and bonuses will be awarded based on productivity.
Workers	Welfare	The company will offer scholarships to the children of its employees under specific agreements.	The company has adopted internal regulations, agreed upon with employees, to reward the academic performance of employees' children.	The company confirms the policy to reward the academic performance of employees' children for 2026 as well.
Workers	Economic well-being of workers	The company will sponsor and encourage participation in health and wellness activities during the workweek (e.g., walking programs)	Activity not implemented.	Reintroduce the activity for 2026 during the workweek. Additionally, team-building days have been established
Workers	Welfare	The company aims to reward employee performance by measuring KPIs.	The company has established a policy for performance-based rewards through MBO.	The company has established MBO guidelines for steering committee members and a KPI-based reward system for managers.
Governance	Welfare / Quality of Work	The company incorporates specific formal training into the general training of new employees and managers; all supervisors and managers receive training on how to communicate social and environmental objectives to employees and on how to implement mechanisms for reporting results.	In 2025, training on the 231 framework was conducted for department heads, with a focus on social aspects.	The goal for 2026 is to provide training for all employees in social and environmental matters



RESULTS OF THE 2025 COMMON BENEFIT OBJECTIVES AND DEFINITION OF THE 2026 SPECIFIC COMMON BENEFIT GOALS

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2025	OBJECTIVE 2026
Governance	Welfare / Economic well-being of workers	The company will integrate social and environmental performance into the decision-making process	The company has adopted strategies aimed at enhancing the well-being of its employees (e.g., flexible work hours policy or scholarship programs for employees' children), in addition to planning the implementation of solutions to improve energy efficiency and reduce emissions at its facilities (utilities with Green contracts, replacement of boilers with reversible heat pumps).	Continuous monitoring of the proper implementation of actions taken or planned in the social and environmental spheres. Implementation of new ESG initiatives.
Governance	Transparency / Anti-Corruption	The company carries out actions to monitor and report on the anti-corruption program	This objective is carried forward to 2025 with a view to finalizing the 231 model.	In 2026, internal audits will be conducted by the Supervisory Board across various departments to monitor anti-corruption measures.
Governance	Well-Being at Work Quality of Work	The company will implement financial control mechanisms	The company has developed the 231 model.	The company will define an appropriate financial control framework, including through the delegation of authority.
Environment	Innovation / Improving energy efficiency	The company will adopt practices to promote energy efficiency in its facilities.	The operating setpoints for the summer air conditioning systems were adjusted, resulting in a 45% reduction in the relevant KPI for the headquarters.	Continuous monitoring of energy efficiency in offices.
Environment	Sustainability / Reducing the environmental footprint	The company monitors energy consumption and quantifies the energy derived from low-impact renewable sources.	100% of the electricity purchased for the headquarters comes from certified renewable sources.	Continuous monitoring of greenhouse gas emissions and reduction in energy consumption.
Environment	Sustainability / Energy efficiency and reduction of the environmental footprint	The company is committed to implementing energy efficiency and conservation measures in most of its facilities. These include programmable thermostats for HVAC, timers, motion sensors, sun-shielded walls, double-pane windows for natural lighting, compact fluorescent lamps, motion sensors, dimmers, and task lighting (as needed).	Greenhouse gas emissions (Scope 1) related to the headquarters have been eliminated by replacing the existing heating system (natural gas) with a reversible heat pump system. This initiative will also reduce energy consumption due to the new system's greater efficiency.	Continuous monitoring of greenhouse gas emissions and % reduction in energy consumption
Environment	Sustainability / Reduction of the environmental footprint	Establish a written policy promoting the use of environmentally friendly products and practices in remote workers' virtual offices (recycling, etc.) with guidelines for sustainable remote work practices.	The document titled "Sustainability Policy for Remote Work" has been drafted and distributed.	Implementation of the "Sustainability Policy for Remote Work".



RESULTS OF THE 2025 COMMON BENEFIT OBJECTIVES AND DEFINITION OF THE 2026 SPECIFIC COMMON BENEFIT GOALS

IMPACT AREA	PURPOSE OF COMMON BENEFIT	KEY ACTIONS	OBJECTIVE OUTCOME 2025	OBJECTIVE 2026
Environment	Sustainability / Reducing the environmental footprint	The company regularly monitors and records water consumption and sets specific reduction targets compared to previous years (for example, a 5% reduction in consumption compared to the base year).	Monitoring has shown that water consumption is in line with that of previous years.	The company continues to monitor water consumption.
Environment	Sustainability / Reducing the environmental footprint	The company is committed to adopting a GPP (Green Procurement Policy) for office supplies and non-toxic cleaning products.	A document titled "Sustainable Procurement Policy" has been drafted and distributed	The company continues its commitment to purchasing sustainable office supplies and products.
Environment	Sustainability / Reducing the environmental footprint	The company is committed to implementing programs or policies to reduce the ecological footprint caused by employee travel/ commuting through financial incentives to use public transportation, carpooling, or bicycles for the commute between home and work.	Efforts have been made to raise staff awareness regarding the efficient use of company vehicles for business travel	Evaluation of the introduction of a policy to optimize the use of company vehicles and monitoring of vehicles by department heads and Project Managers.
Environment	Sustainability / Reducing the environmental footprint	Sustainability policy statement documenting the company's commitment to the environment.	The process of implementing the "Sustainability Policy" was carried out	Implementation of the "Sustainability Policy."
Environment	Sustainability / Reducing the environmental footprint	The company uses renewable energy	Starting in July 2023, all purchased electricity will be generated exclusively from certified renewable sources, and all greenhouse gas emissions resulting from the combustion of natural gas will be offset.	The company continues to purchase energy from certified renewable sources.
Community	Innovation / Organization and Process	The company is committed to keeping the list of preferred local suppliers and distributors up to date at each facility and prioritizing local suppliers: Update the list of preferred local suppliers and distributors annually at each facility; revise the procurement management procedure to include a preference for local suppliers	The objective is being reformulated for 2025.	A supplier code of conduct is currently awaiting approval. In terms of qualification, the company is developing an assessment to evaluate suppliers' adherence to sustainability principles. Those who adhere to these principles will be designated as preferred



METHODOLOGICAL NOTE

This Methodological Note serves as a guide to understanding the Impact Report and explains the criteria used for its preparation and evaluation. As a Benefit Corporation, Techniconsult is required, under current regulations, to ensure transparency regarding its activities toward stakeholders and to describe the methods through which it pursues and measures the achievement of its common benefit objectives.

The impact assessment was conducted using the international B Impact Assessment (BIA) standard, developed by the non-profit organization B Lab, which allows for the structured and systematic measurement of a company's social and environmental performance.

The B Impact Assessment is an internationally recognized tool that evaluates the overall impact generated by the organization through a score on a scale from 0 to 200. The assessment is conducted via a digital platform, through which the company provides qualitative and quantitative information regarding various areas of analysis, including governance, employees, community, environment, and customers.

The methodological approach adopted enables a rigorous, objective, and comparable measurement of ESG performance, supporting the identification of key areas for improvement and the definition of sustainable development goals consistent with the company's strategy.

At the end of the assessment process, companies that achieve a score of 80 points or higher are eligible to pursue B Corp certification. This threshold represents a balance between the value generated by the company and that absorbed by the socio-environmental context, marking the transition from a traditional economic model to one oriented toward the creation of shared value.

The B Impact Assessment is consistent with the characteristics set forth in Annex 4 and with the content and areas of analysis defined in Annex 5, paragraph 378, Article 1, of Law No. 208/2015, which governs Benefit Corporations in Italy. Specifically, the assessment model is structured around the following areas:

1. Governance

Assesses the company's level of transparency and accountability in pursuing common benefit objectives, with reference to

the clarity of the corporate purpose, the level of stakeholder engagement, governance and control systems, as well as the policies and practices adopted.

2. Employees

Analyzes relationships with employees and contractors in terms of compensation and benefits, training and professional development, quality of the work environment, internal communication, inclusion, organizational flexibility, and health and safety.

3. Community

Examine relationships with suppliers, the local area, and local communities, including responsible procurement practices, social impact initiatives (volunteering, donations, cultural activities), as well as actions supporting local development and supply chain sustainability.

4. Environment

The company assesses the environmental impacts of its operations from a product and service life-cycle perspective, taking into account resource use (energy, raw materials), production, logistics, and distribution processes, through to the use and end-of-life phases.

In this context, the company is committed to reporting on and managing its environmental performance, with particular focus on

decarbonization processes, by adopting a holistic and integrated strategy aimed at reducing greenhouse gas emissions and continuously improving its overall environmental footprint.

The B Score allows for the immediate identification of the company's strengths and key areas for improvement, supporting a structured path toward sustainable growth and the progressive integration of ESG principles into business processes.

Techniconsult is committed to progressively improving its impact performance by strengthening the integration of sustainability principles and adopting concrete actions aimed at generating increasingly positive, measurable, and long-lasting value.

The reporting period covered by this Impact Report is fiscal year 2025.

<https://tcfirenze.com/en/sustainability/>

IMPACT REPORT 2025

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Thank you.

